

**POSITION DESCRIPTION  
INDEPENDENT PRESBYTERIAN CHURCH**

Position Title: Associate Pastor for Discipleship  
Date Prepared: October 1, 2024  
Status: Full time, exempt  
Supervisor: Sr. Pastor/Head of Staff

**Principal Mission**

Provide oversight and leadership for IPC's discipleship ministries with particular focus on engaging young adults and new members to grow in their faith and helping them to become integrated into the life of the church.

**Primary Responsibilities and Duties**

- Collaborate with staff and members to create a comprehensive discipleship ministry at IPC for all ages.
- Provide spiritual leadership, pastoral support and organizational direction to IPC's ministries to Young Adult and Families.
- Work with staff and members to develop and implement an effective New Member program focused on invitation, welcome, education and integration.
- Support and advance the Small Group ministry model.
- Supervise other staff as assigned, including but not limited to the Directors of Children's Ministries, Youth Ministry and the Day School as well as the Engagement & Assimilation Coordinator.
- Be staff resource for relevant ministry teams and committees as assigned.
- Lead adult education classes and Bible studies.
- Lead staff meetings and retreats as assigned.
- Train and equip church members for leadership roles.
- Work with other staff and members to develop, update and implement church policies and procedures.
- Lead worship as assigned, including preaching as called upon by the Sr. Pastor.
- Other clergy duties (weddings, funerals, sacraments, visitation, Session, etc.).
- Other tasks as assigned by the Sr. Pastor.

**Qualities Needed**

- Demonstrated commitment to Jesus Christ and his Church.
- Ability to manage staff and volunteers.
- Good skills in organization, time management, and planning.
- Deep knowledge and love of Scripture and Christian theology.
- Ability to teach and preach theology winsomely, faithfully and with passion.
- Ability to build relationships and show the love of Christ to others.

- Ability to pray with and for others comfortably.
- Ability to work well as a member of a team.
- Good communication skills, written and verbal.

#### **Position Requirements**

- Seminary graduate with M. Div.
- PC(USA) Ordination
- At least two years of ministry experience

#### **Physical Demands and other Information**

- Able to walk through the facilities of the Church, Highland Hall and site visits at other organizations.
- Able to lift up to 30 pounds.
- Kneeling, crouching, stooping, reaching, standing, sitting, ascending and descending stairs.
- Visual acuity – close and distant vision and ability to focus with or without correction.
- Talking – expressing or exchanging ideas by means of the spoken word.
- Hearing – perceiving the nature of sounds at normal speaking levels with or without correction.

## **POSITION DESCRIPTION INDEPENDENT PRESBYTERIAN CHURCH**

|                 |  |
|-----------------|--|
| Position Title: | Associate Pastor for Young Adults and Membership |
| Date Prepared:  | September 7, 2023                                |
| Status:         | Full time, exempt                                |
| Supervisor      | Senior Pastor/Head of Staff                      |

### **Principal Mission**

This position is responsible for developing and overseeing a vital ministry to the young adults of IPC, including offering pastoral care, coordinating educational, fellowship and outreach opportunities, and helping to integrate them into all aspects of leadership and service.

This position is also responsible for overseeing the church's New Member program, actively inviting, welcoming and engaging prospective members of all ages to participate, join and become active members who are able to discover and utilize their time, talents and treasure in service to Jesus Christ through the life and ministry of IPC.

### **Primary Responsibilities and Duties**

- Provide spiritual leadership, pastoral support and organizational direction to IPC's Young Adult (20's & 30's) Ministries.
- Develop a ministry at IPC for college and university students.
- Develop an effective New Member program—working with other church staff and lay-leaders in implementing a theologically-sound approach to evangelism focused on invitation, welcome, education, integration and use of spiritual gifts.
- Support and advance the Small Group ministry model.
- Supervise staff as assigned, helping to develop plans for individual and team development; this includes but is not limited to the Director of Member Engagement and Assimilation.
- Lead staff meetings and retreats as assigned.
- Resource relevant ministry teams and committees as assigned.
- Train and equip church members for leadership roles.
- Lead worship as assigned, including preaching as called upon by the Sr. Pastor.
- Other clergy duties (weddings, funerals, sacraments, visitation, Session, etc.) and tasks as assigned by the Sr. Pastor.

### **Qualities Needed**

- Demonstrated commitment to Jesus Christ and his Church.
- Ability to manage staff and volunteers.
- Good skills in organization, time management, and planning.
- Deep knowledge and love of Scripture and Christian theology.

- Ability to teach and preach theology winsomely, faithfully and with passion.
- Ability to build relationships and show the love of Christ to others.
- Ability to pray with and for others comfortably.
- Ability to work well as a member of a team.
- Good communication skills, written and verbal.

### **Position Requirements**

- Seminary graduate with M. Div.
- PC(USA) Ordination
- At least two years of ministry experience

**PASTORAL CALL OF INDEPENDENT PRESBYTERIAN CHURCH**

The Independent Presbyterian Church of Birmingham, Alabama, belonging to Sheppards and Lapsley Presbytery, being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you,

The Reverend **Nicole Newton**  
to undertake the office of  
Associate Pastor of Discipleship

of this congregation, beginning                     , 2024 promising you in the discharge of your duty all proper support encouragement and allegiance in the Lord.

That you may be free to devote full-time to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you in regular monthly payments the following effective salary and following vouchered expenses:

**EFFECTIVE SALARY FOR PENSION/MEDICAL CALCULATION\***

|   |                             |
|---|-----------------------------|
| Cash Salary   | \$49,000                    |
| Housing   |                             |
| <input checked="" type="checkbox"/> Allowance   | <u>\$36,000</u>             |
| <input type="checkbox"/> Manse  |                             |
| (If Manse is checked, put in 30% of total of all other Effective Salary)  |                             |
| Utilities and/or furnishing allowance   | <u>N/A</u>                  |
| Deferred Compensation   | <u>N/A</u>                  |
| Other unvouchered allowances (e.g., bonuses, gifts from employer, medical deductible and co-insurance other than through formal group plan)                 | <u>N/A</u>                  |
| Premiums for individual Coverage (inc. dental & other optional coverage under BOP)  | <u>N/A</u>                  |
| SECA Tax Allowance in excess of 50% of SECA obligation  | <u>N/A</u>                  |
| Any Professional Allowance/expenses listed below which are not part of an accountable/reimbursable plan (For example: auto allowance given in 1/12 amounts) | <u>                    </u> |
| <b>TOTAL EFFECTIVE SALARY</b>   | <b><u>\$ 85,000</u></b>     |

\* Must be reported to the Board of Pensions **immediately** on Form ENR 111 to receive your entitled Annual Pension Accruals. Also affects spouse and family benefits paid in the event of your death, and disability benefits to which you may be entitled.

(over)

**CHURCH EXPENSE (Not part of Effective Salary)**

Benefit plan dues (congregation plan effective 1/1/2025); medical  
Includes single + children

\$ 31,050

SECA Tax allowance up to 50% of SECA obligation

6,503

Supplemental group plans covering medical deductible, co-insurance

146

**PROFESSIONAL EXPENSE REIMBURSEMENTS**

If professional reimbursements are itemized, please identify type and amount

Travel Expense at \$0.67 per mile (updated when IRS allowable changes)

\_\_\_\_\_

Continuing Education Reimbursement allowance

3,000

Books, periodicals, and subscriptions

Included in CE Allowance

Business meals, entertainment and other business expenses

Actual amounts will be  
reimbursed as budgeted

**TOTAL CHURCH EXPENSE**

\$ 40,699

**TOTAL PACKAGE**

\$ 125,699

Paid vacation leave of 4 weeks annually

Paid continuing education leave of 3 weeks annually (cumulative up to 3 weeks)

Up to six weeks paid parental leave and up to six weeks paid family leave per IPC policy

Paid Sabbatical leave of 3 months after 6 years of service

Other

**CALL AGREEMENT**  
**between an Authorized Minister and a Local Church**  
**of the United Church of Christ**

*The call to The Reverend Daniel C. Vanek, extended by the Southeast Conference on behalf of Tuscaloosa United Church of Christ New Church Start in Tuscaloosa, Alabama:* Having sought the guidance of the Holy Spirit, the members of the Southeast Conference, United Church of Christ Church Team (a team of the Southeast Conference Commission on Ministry) at its meeting on April 23, 2024 on Zoom, and the Board of Directors, at a regularly called meeting of the Southeast Conference Board of Directors held on May 9, 2024 on Zoom, have voted to call you to extend the mutual ministry of Christ, entering into covenant with you as Genesis Pastor of Tuscaloosa United Church of Christ (a holding name until the time that the congregation designates the congregation's founding name), beginning on July 1, 2024. The terms of this call will be held in covenant on behalf of the new church start in Tuscaloosa, AL until such time when the congregation, having met the both the ecclesial and legal requirements necessary, receives full standing as a congregation of the Southeast Conference, United Church of Christ. All parties execute the following agreement in good faith.

**FAITH FOUNDATIONS INCLUDED IN THIS CALL AGREEMENT:**

**Covenant.** We are a church based in covenant. When a church calls a pastor, it covenants to compensate fairly, and the pastor covenants to serve faithfully.

**Stewardship.** We are accountable for the wise use of the church's resources, both human and material, therefore the church should be an intentional steward in the raising and the expenditure of funds, and the pastor should be an intentional steward in the use and renewal of his/her life in ministry.

**Christian Love.** Because the connection between pastor and people is a sacred trust, open, caring, healthy relationships are essential for the well-being of the local church. Salary and benefits negotiations, new and annual, should be carried out with candor and clarity, and with loving, supportive, mutual respect. As Christians, we are called to compensate all persons fairly, regardless of age, gender, gender identity, race, sexual orientation, disabilities, marital or family status.

## **RESPONSIBILITIES FOR FULL TIME PASTORAL POSITION**

**(40-50 hours weekly / 10-12 units)**

- Lead the development and implementation of a vision and strategic plan for the new church that includes faithful financial development and stewardship
- Cultivate a welcoming and inclusive environment that celebrates diversity and provides a safe physical and spiritual space for all individuals to worship, learn, and grow
- Prepare and lead Sunday and other scheduled worship, including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- Develop and deliver inspiring, biblically-based sermons and teachings that reflect our commitment to following the radical love of Jesus, social justice, and inclusion
- Cultivate faith formation and vitality through prayer, Bible study, service, and identifying helpful resources and opportunities and helping lay persons take advantage of them
- Develop and implement with the congregation programs and initiatives that address the needs of the community and reflect the United Church of Christ's commitment to social justice, such as outreach programs, community service projects, and educational opportunities
- Establish and maintain partnerships with community organizations, faith-based groups, and other stakeholders to build a strong network of support and resources for the church and its members
- Recruit and train volunteers to support the various programs and activities of the church
- Oversee the day-to-day operations of the church, including managing finances, organizing events, supervising staff (both hired and volunteer), and carrying out administrative responsibilities such as email, website, church supply purchasing, and more (unless delegated)
- Provide pastoral care in collaboration with the lay people of the congregation, and counseling and referrals as needed, including being on-call or arranging for on-call coverage for emergency concerns
- Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- Officiate weddings, celebrations of life/funerals, and special services for participants in the worshipping community, and for the wider community as available.
- Foster a culture of continuous improvement, seeking feedback from members and making adjustments as necessary to ensure the church is meeting the evolving needs of the community
- Be attentive to self- and family-care, including but not limited to taking time for study and prayer, respite and renewal, curiosity and fun
- Work closely with the Southeast Conference Church team and other conference entities to ensure support and connection and participate in wider church activities such as conference and small-group meetings



## **TERMS OF CALL AGREEMENT**

We consider this position to be full time. The terms of this call are contingent upon your receiving and then holding ministerial standing with the Southeast Conference, acting as an Association, of the United Church of Christ. Should ministerial standing be suspended, revoked or transferred for any reason, this agreement can be terminated immediately by the Southeast Conference Board of Directors in consultation with the congregation of Tuscaloosa United Church of Christ, until such a time as the congregation is given full standing in the Southeast Conference, United Church of Christ, at which point such decisions will be at the discretion of the congregation.

Because the Southeast Conference is committed to fair and just compensation, and in recognition that our faithful support will assist you, Rev. Daniel Vanek, in remaining vital, creative and energetic for this ministry, we provide the following financial and professional care. All benefits listed here are annual and will be pro-rated during the remainder of the current year. We commit ourselves to the following terms of the covenant as we call you into ministry among us:

### **RELOCATION EXPENSES**

Our church will pay reasonable relocation costs to move you from Houston, TX to Tuscaloosa, AL. It is your responsibility to secure at least two written estimates of the costs involved in this move and to submit the estimates to our Church Council so we can adequately plan and execute our part of these logistics. Relocation costs include the expense of one advance home hunting trip for you and your family, the move of your household goods, mileage for transporting your automobile(s), and lodging for you and your family en route. These total costs will not exceed \$ 7,000.

### **SALARY AND HOUSING**

**SALARY:** Beginning on July 1, 2024, our church will pay a cash salary of \$37,813 annually, or \$1,549.29 on a semi-monthly basis. Compensation guidelines for authorized ministers are provided on the Southeast Conference website at [secucc.org](http://secucc.org).

**HOUSING:** Our church will provide a housing allowance of \$28,000 annual/ \$1,166.67 on a semi-monthly basis, which is non-taxable in accordance with Internal Revenue Service guidelines and which we will approve annually (with the amount specified each year in Southeast Conference Board of Directors minutes until such time when the congregation holds full standing in the Conference) for tax purposes. Housing allowance is understood to include the costs of all utilities, maintenance and furnishings, in addition to the mortgage/rent for your primary residence.

### **FINANCIAL BENEFITS**

**ANNUITY:** Our support of your ministry includes your future well-being, and so we invest ourselves in the financial security of your retirement. Our church will pay, on your behalf, an amount equal to 10% of the Salary Basis (cash salary + housing allowance) into your account with The Board of

Pensions of the Presbyterian Church. Using the information in this call agreement, the 12-month contribution is \$6,582.

**HEALTH AND DENTAL INSURANCE:** Our church will pay, on your behalf, the full annual premium for you and your eligible immediate family members in the United Church of Christ Medical, Dental, and Vision Benefits Plan. *For employees in their first employment relationship with the UCC, application for coverage must be made within 90 days of employment or evidence of insurability will be required.*

**SOCIAL SECURITY AND MEDICARE OFFSET:** Our church will compensate you for the portion of Social Security and Medicare that we would pay if you were an employee of the church; the Social Security Administration designates ordained ministers as self-employed persons. The amount of wages subject to Social Security and Medicare taxes is established annually by the IRS. This offset will be paid to you on a monthly basis; the offset is taxable income to you. \$5,035 annually/\$419.58 monthly

**LIFE INSURANCE AND DISABILITY INCOME PLAN:** If you are eligible and desire to participate in and you complete an application with the Pension Boards, our church will contribute 1.5% of the Salary Basis to the Life Insurance and Disability Income Plan of the United Church of Christ on your behalf. Using the information contained in this agreement, the annual contribution for this plan is \$987.20. *For employees in their first employment relationship with the UCC, application for coverage must be made within 90 days of employment or evidence of insurability will be required.*

## **TIME BENEFITS**

**WEEKLY SCHEDULE:** We recognize that the demands of church life come at all hours of the day and night, and that the covenant with our church requires your attention 24/7 to matters beyond your control. We expect that your work schedule will average 40-50 hours weekly, understanding that additional hours may be required but will be examined if an excess of 55 hours per week becomes a habit for you or for us. Therefore, we wholeheartedly support your need to take time for self-care on a regular basis, and we encourage your faithful management of two days off per week for rest and rejuvenation.

**VACATION:** Our church provides you four weeks of vacation time during each 12 months of service, including four Sundays. The congregation is responsible for our programs, worship life and each other during your vacation. Service to the wider church (e.g. summer camp leadership, mission trips, and national/conference/association meetings) is not construed as vacation time. Vacation time does not roll over from year to year; vacation time that is unused at the end of a year is forfeited. Vacation pay will be prorated upon termination.

**PARENTAL LEAVE:** Parental leave is extended if you and your family experience the birth or adoption of a child. You will receive twelve weeks of paid parental leave so that you can care for self and family. Unused parental leave is forfeited.

**PERSONAL AND SICK LEAVE:** Our church realizes that life is rarely predictable or easy; therefore, leave time is available to you for special circumstances. We expect that you will communicate promptly

with the Church Council should these circumstances arise and leave time be needed. In the event of your illness, we provide up to 12 days of sick leave per 12 months of service; sick leave can accumulate up to 120 days across the years of your ministry with us, though accumulated sick leave is not payable upon termination. (For extended illness, see “Short-Term Disability.”) In the event of circumstances such as but not limited to the illness of a dependent, the death of a family member, or a personal crisis, we provide up to 5 days of personal leave per incident, not to exceed 10 days per 12 months of service. Personal leave does not accumulate. Sick time and personal leave are not meant to be utilized as additional vacation time.

**SABBATICAL LEAVE:** Our church will provide you with a sabbatical leave of three months after five years of full-time ministry with our church. During your sabbatical, we will pay your full salary and benefits. We expect you to share with the Church Council, at least one year before beginning the sabbatical, the developing plans for time away. In your absence, we covenant to care for our church, our programs, our worship life, and each other. Further, we covenant not to use this time to accomplish or decide alone what we have not been willing or able to do together. We will, and we expect you will also, use the time to reflect on our mutual ministry in Christ and how we can live more fully into our call as Christ’s church. Upon your return, we invite you to share with us an overview of activities and learnings from your sabbatical. Unless otherwise agreed before the sabbatical, we expect that you will continue as our pastor and teacher for at least one year after your return.

## **DISABILITY AND DEATH**

**SHORT-TERM DISABILITY:** If you become disabled or experience an extended illness and you are unable to meet your ministerial responsibilities during the time of this call agreement, we expect that you will use all available sick and vacation time as well as the annual allowance of personal leave during the waiting period of the Short Term Disability plan of the Pension Boards (approximately 30 days). Thereafter, we will pay only benefits (annuity and insurance premiums) until the expiration of Short Term Disability benefits. Disability, health benefits and leave time are provided in lieu of benevolence offerings, in the best financial interests of both you and the church.

**WORKERS COMPENSATION:** You are obligated to report a workplace injury to the Moderator/President of the church as soon as is practicable. In the event that an injury or illness is compensable under workers compensation law, workers compensation shall be the primary benefit. Short-Term and Long-Term Disability benefits, when eligibility is established, will be adjusted in accordance with Pension Board Health and Disability Plan documents. As with Short-Term Disability, we will pay only benefits (annuity and insurance premiums) for a total of six months from the date of injury or illness.

**DEATH:** In the event of your death while we are in this covenant, we will provide your immediate family – in addition to salary earned but not yet paid – full cash salary, housing, health and dental benefits, and Social Security and Medicare offset for 90 days from the date of death. Further provisions may be considered and will be discussed with your family by our Church Council, our Conference or Association Minister, and, as appropriate, the Association Committee on Ministry.

## **COPYRIGHT AGREEMENT**

*The default under the law is that works prepared by a pastor within the scope of their employment (called “works for hire” in copyright law) – such as sermons and liturgies – become the property of the church. By including the following copyright agreement language, a church gives up those rights but has a license to use the copyrighted works with the consent of the minister.*

Church and minister acknowledge that sermons and other original written and spoken theological reflections authored by minister (collectively, “the works”) are ecclesiastical events and moments which are the product of deeply personal spiritual reflection, prayer and discernment by minister. Church and minister agree that regardless of when and where such reflection, prayer, discernment and preparation of the works, occurs, whether or not on church premises or using church facilities and whether or not during regular church hours of operation, the content of such works remain personal to minister, with minister retaining all ownership, copyright, and other legal interests in such works and having unfettered discretion to reprise or republish such works for other purposes and at other times, and to alone have claim to any financial benefits that may attend thereto. Church and minister do not intend for this acknowledgment and agreement to constitute the conveyance by church to minister of either a taxable or tax-free excess benefit, but rather to reflect the ecclesiastical reality of the formation and ownership of these works. In consideration of minister’s employment by church, minister hereby grants to church an irrevocable, non-exclusive, worldwide, sublicenseable, transferable and royalty-free license to use, reproduce, distribute, create derivative works of, publicly perform and publicly display such works (whether solely or jointly with others) in any media now known or hereafter known. Such license shall continue in effect (I) while minister is employed by church and (II) thereafter, with the consent of minister, which consent of minister will not be unreasonably withheld or delayed. In no event shall use of such works by church be for purposes of its commercial gain; provided, that any such use in the ordinary course of church’s stewardship campaign shall not be considered a prohibited use for commercial gain. Church and minister agree at this time to amend the terms of the agreement regarding such works at any time and in any manner as minister in her sole discretion deems advisable to better and more fully reflect the intent of the parties expressed herein.

## **PROFESSIONAL MINISTRY EXPENSES**

**MINISTRY EXPENSES:** Our church will reimburse you for ministry expenses up to \$2,000 annually. Ministry expenses include such items as journal subscriptions, hosting expenses for church guests, professional dues, vestments, and other legitimate costs incurred as a result of your service to this church. You may submit expense items monthly for reimbursement.

A one-time additional reimbursement in the amount of \$175 will be provided when your ministry with us begins, for the cost of the Criminal Background Check that is required for standing in the Southeast Conference, United Church of Christ.

**CONFERENCE, ASSOCIATION AND WIDER CHURCH MEETINGS:** Our church values and expects your participation in the wider church, thus we will reimburse reasonable expenses for participation in our

United Church of Christ national, conference, association, and other meetings. The amount established to support these expenses is \$1,000, which is in addition to your Ministry Expenses allowance listed above.

**CONTINUING EDUCATION:** Our church encourages and supports your ongoing professional growth through participation in collegial learning groups (e.g. “clergy clusters” or “communities of practice”) and in continuing education programs to strength your ministry among us. Therefore we budget \$1,000 and two weeks paid leave (including two Sundays) for those opportunities and expenses. We expect you to discuss with the Church Council, in advance, the nature and timing of these opportunities so that we can negotiate with you the dates and types of events that best support our church’s ministries and your needs for ongoing development.

**MILEAGE:** Our church will reimburse you, at the Internal Revenue Service mileage rate established each year, for using your automobile in fulfilling the duties of the pastoral office. It is your responsibility to keep a log of mileage for accountability to the church and to the IRS. We have established up to \$2,000 to cover annual mileage expenses.

### **WE FURTHER COVENANT**

**FREEDOM AND RESPONSIBILITY OF THE PULPIT:** Notwithstanding any of the other pastoral responsibilities outlined in our church Constitution and Bylaws, in the United Church of Christ Constitution and Bylaws and Manual on Ministry (noting the *Minister Codes* and *The Church in Relation to Its Pastor* in Section 1 of the United Church of Christ Manual On Ministry), and in the Three-Way Covenant we establish together with the Conference, in accepting pastoral leadership we also accept your freedom of expression in the pulpit as it pertains to matters of faith and faithfulness, trusting you to be responsible to the insight of scripture, the work of the Holy Spirit, the traditions of the United Church of Christ, and the contexts in which we live our lives.

**REVIEW OF MINISTRY:** The church, in conjunction with the Southeast Conference Minister and Church Team, will examine the priorities, visions, stresses, and effectiveness of the congregation’s ministries and of your ministry among us every year at minimum. (Three recommended resources include *Completing the Circle: Reviewing Ministries in the Congregation* by David McMahon, *When Better Isn’t Enough: Evaluation Tools for the 21st-Century Ministry* by Jill M. Hudson, and *The Marks of Faithful and Effective Authorized Ministers*.) As an ongoing part of this review, we will negotiate annually with you through the Southeast Conference and, once established, the Church Council to update this call agreement, keeping in mind increases in the cost-of-living, possible merit increases in salary, and consequent increases in benefits based on salary and housing.

**MEDIATION PROCEDURES:** Our church acknowledges that, even as we pledge our faithfulness to God, to one another and to you, there may be times when difficulties within our relationship begin to overwhelm us. In those instances, we covenant with you to seek the support, advice and wisdom of our Conference Minister and our Commission on Ministry in order to restore the goodness of our relationship and the goodness that God has placed within it. Either you or the Church Council,

representing our congregation, can request a Situational Support Consultation if, in the opinion of either, our ecclesiastical relationships are becoming ineffective or unhealthy.

**TERMINATION OF PASTORAL CALL:** Our church recognizes that relationships are always changing and that many reasons can lead to a separation. If you desire to terminate this call agreement, you are expected to give 90 days notice to the Southeast Conference Minister, until the time such as the Church holds full standing in the Southeast Conference, and then the Church Council as a professional courtesy and to continue to perform your duties during that time. The Southeast Conference/Church Council may vote to excuse you by written resolution from further performance of your duties once you have given notice. You will be paid only for the period of time you perform duties. The church may choose to terminate this agreement by a vote of the Church Council acting on behalf of the congregation (unless alternate procedures are outlined by church constitution and bylaws). Such a termination would not be made lightly or secretly, and we promise to consult with Conference staff and/or to seek outside wisdom and assistance before such a vote.

**In mutual witness and agreement, we sign our names:**

Southeast Conference, UCC  
Church Team Chairperson: \_\_\_\_\_ Date: \_\_\_\_\_

Southeast Conference, UCC  
Moderator: \_\_\_\_\_ Date: \_\_\_\_\_

Southeast Conference, UCC  
Treasurer: \_\_\_\_\_ Date: \_\_\_\_\_

Southeast Conference, UCC  
Conference Minister: \_\_\_\_\_ Date: \_\_\_\_\_

Minister: Rev. Daniel C. Vanek(s) \_\_\_\_\_ Date: May 13, 2024

Received by the Southeast Conference, United Church of Christ offices on Date:  
\_\_\_\_\_

*Copies of this call agreement are made and distributed to: Authorized Minister, Local Church, and the Association/Conference for keeping with the minister's file.*



Church Leadership Connection  
Connecting | Discerning | Calling

## Profile Information

|  |                            |                        |
|--|----------------------------|------------------------|
| <b>Name</b>                                  | <b>Email</b>               | <b>Pronouns</b>        |
| Rev. Daniel<br>Cooper Vanek                  | dcvanek@gmail.com          | He/Him                 |
| <b>Address</b>                               | <b>Phone Number</b>        | <b>Secondary Phone</b> |
| 9666 Windswept<br>Lane, Houston, TX<br>77063 | 2517537237                 |                        |
| <b>Ecclesiastical Status</b>                 | <b>Presbytery of</b>       | <b>Ordination Date</b> |
| PC(USA) Minister<br>of Word &<br>Sacrament   | Membership<br>New Covenant | 2013-10-20             |

## Preferences

|                        |                                 |
|------------------------|---------------------------------|
| <b>Employment Type</b> | <b>Minimum Effective Salary</b> |
| Full-time              | 65000                           |
| <b>Position Type</b>   | <b>Housing Type</b>             |
| Head of Staff          | Housing Allowance               |
| 2 to 5 Years           |                                 |
| Solo Pastor: Installed | <b>Available to Match?</b>      |
| 2 to 5 Years           | No                              |

## Formal Education

**Formal Education**

Master of Divinity - Columbia Theological Seminary, (2010-07-05 - 2013-05-07)

Bachelors of Arts, Business and Organizational Resources - Huntingdon College, (2006-08-01 - 2009-05-09)

Associate of Arts, General Studies - Faulkner State Community College, (2001-08-01 - 2003-12-01)

**Continuing Education**

2024, Colloquium, Columbia Theological Seminary

2022, Stewardship Kaleidoscope Conference

2022, Colloquium, Columbia Theological Seminary

2021 Festival of Homiletics

2020 Festival of Homiletics

2020 Stewardship Kaleidoscope

2019 Caring for the Human Spirit Conference, Healthcare Chaplaincy Network 15 Hours

2008 Caring for the Human Spirit Conference, Healthcare Chaplaincy Network 15 Hours

2017 Louisiana Hospice and Palliative Medicine Conference, 8 hours

2016 Louisiana Hospice and Palliative Medicine Bereavement Seminar, 8 Hours

2016 Louisiana Hospice and Palliative Medicine Conference, 4 Hours - Veterans and End of Life

**Training/Certification**

Clinical Pastoral Education Training: Grady Health System, Atlanta, GA - 4 units - 2014

**Language Proficiency****Technical Skills**

GoogleDocuments-Trained,ACS-Some Knowledge,Proclaim-Some Knowledge,Microsoft365-Admin-Specialized,ChurchTrac-Trained  
GoogleDocuments-Trained,ACS-Some Knowledge,Proclaim-Some Knowledge,Microsoft365-Admin-Specialized,ChurchTrac-Trained



## Work Experience

**6/11/2023 - Present**

**Church Head of Staff/ Pastor**

**St. Thomas Presbyterian**

**Church**

**Houston, TX**

**(Urban, 101-250 members)**

- **Worship:**
  - Write and preach sermons based on scripture. Preside over celebrations of the sacraments (including home and hospital visits); provide special rites of the church such as weddings, funerals, and confirmations.
  - Intentionally encourage and nourish youth and lay participation in worship.
  - Provide pastoral counseling to those in crisis.
- **Administration**
  - Moderate the Session and weekly staff meetings; coordinate the annual session retreat.
  - Communicate and interact with members of the congregation on a regular basis.

- Assist committees and attend as ex officio.
- Administer the Pastor's Discretionary Fund.
- Call, visit, write prospective new members, and oversee new member classes.
- As Head of Staff, participate in annual staff evaluations.
- Christian Education: Periodically teach education courses, Bible studies, and small group meetings.
- Congregational Care: Coordinate with the committee to ensure members and visitors receive visits, cards, and communion.
- Community Outreach: Participate in outreach programs of the church.

**10/19/2019 - 5/14/2023**

Church Solo Pastor  
Albany Hungarian  
Presbyterian Church  
Hammond, LA  
(Rural, Under 100 members)

**8/15/2015 - 5/6/2023**

Other Campus Minister  
First Presbyterian Hammond  
Hammond, LA

- Plan and lead weekly meetings with students regarding bible study, fellowship, prayer, and theological discourse.
- Recruit students to engage in campus ministry programs and leadership roles.
- Plan and coordinate events, including Montreat, spring trips, and other events.
- Develop, where feasible, contacts around the Presbytery of South Louisiana to promote programs and make contact with students before they arrive on campus.
- Oversee Campus Ministry Board, House, (3) onsite student residents, and community garden
- Maintain a social media presence
- Develop and maintain alumni relationships
- Create relationships with faculty and staff
- Oversee budget and spending

**9/14/2014 - 10/10/2019**

Other Fulltime Chaplain

St. Tammany Health System

Covington, LA

Responsibilities included working collaboratively with a team of Chaplains to assess patient and family faith needs in a 220-bed hospital system and outpatient hospice with a census in the mid-60s.

Provide on-call coverage for pastoral emergencies, including patient deaths and staff faith needs.

Serve as a member of the Hospital Bioethics Committee, Palliative Care Committee, and Hospice Advisory Committee.

## Service to the Greater Church

New Covenant Presbytery  
Serving on the consolidated COM with function toward those in the preparation for ministry process.

**12/31/2023 - Present**  
COM

Columbia Theological Seminary  
Elected member of "The Alumni/ae Association Council of Columbia Theological Seminary." My role is to serve as an ambassador for the seminary in local churches, presbyteries and communities by making contacts with area ministers, church members, and other supportive individuals. I also assist with planning the annual spring event.

**12/31/2022 - Present**  
Alumni Council Board

Presbytery of South Louisiana

I served on taskforce to re-vision multiple aspects of Presbytery of South Louisiana from the council structure to property. \*Dates are approximate. Please refer to month and year.

**6/17/2022 - 4/9/2023**

Visioning Taskforce

Westminster Senior Housing- Albany and Hammond

I served as a board member overseeing two Westminster low-income senior housing properties in Hammond and Albany, LA. Westminster comprises multiple housing community sites owned by the Presbytery of South Louisiana.

**10/12/2020 - 5/14/2023**

Board Member

Presbytery of South Louisiana

\*Dates are approximate. I served on an Administrative Commission with First Presbyterian Church New Orleans and the Presbytery.

**7/31/2016 - 11/2/2018**

Administrative Commission

## Statement of Faith

I believe in one Holy Triune God as a community of love, as God the creator of all things seen and unseen, Jesus Christ the redeemer, and the Holy Spirit the sustainer. God formed the world, and all that is in it out of nothing. God, as an act of love, created humankind with all our identities in God's image. As a gift of this steadfast love and eternal grace, God continues to be active in the world.

I believe God loves humankind so much that Jesus Christ, the incarnate Word - both fully human and fully divine, became flesh and as an act of love, dwelt among us. He was born of a virgin and came to reveal God's love to humankind.[3] Jesus, a Palestinian Jew, grew up as a human experiencing pain, temptation, hunger, and thirst.[4] He was a teacher, healer, miracle worker, and

a friend to the marginalized. Jesus suffered and died on the cross as a common criminal. Death did not have the last word. Jesus, through his death and resurrection, conquered death and brought salvation and forgiveness of sin to the world. I believe, as Jesus promised the disciples, that Christ will come again to judge the living and the dead.

I believe in the Holy Spirit, who is the ever-present, living Spirit of God, "the giver and renewer of life... [who] justifies us through faith"[5] by giving us new life in Christ and who is God's unending love. The Holy Spirit, who was present at creation, was sent to us by Jesus Christ to empower the church at Pentecost. The Spirit sends the Church to share the good news of Jesus Christ with our neighbors.

The Church, the body of Christ, is Christ's first love. The church is called to proclaim the scriptures, and rightly share the sacraments of Baptism and The Lord's Supper as signs of God's covenant of grace. They remind us of God's deep connection with us. Baptism marks us as belonging to God's own people, as God's grace came to us even before we could respond. The Lord's Supper sustains the Church for the journey of life until we join the heavenly banquet.

The scriptures of the Old and New Testaments through the Holy Spirit are the unique, authoritative witness of God's interaction with humanity. [6] The New Testament with the life and ministry of Jesus with letters to the early Church. The Old Testament scriptures are multiple books illustrating God's ongoing promise to God's people. These texts, when read in context, illuminate the profound connection between God and humanity from creation throughout all of time.

[1] Brief Statement of Faith, 10.01

[2] Romans 8:38-39

[3] Confession 1967, 9.15

[4] Confession 1967, 9.08

[5] Brief Statement of Faith, 10.4

[6] Book of Order W-4.4003

[7] Book of Order F-1.0304

## Narratives

How do your particular gifts, experiences, and training help you in the ministry setting you believe God is calling you?

**This question applies to the following positions: Head of Staff, Solo Pastor: Installed**

**Response:**

I am the adoptive father of two boys; our first son arrived at four, marked our initial step into fostering after being in five homes in forty days. His life before us was filled with uncertainty. Fostering a sense of community became our mission.

As a pastor, my vision extends beyond a superficial welcome. I envision a community that authentically embraces all, from crying babies to neurodivergent children, exhausted parents, sage elders, and those with cognitive impairments. Together, we seek to follow Jesus Christ, fostering a welcoming environment with love, joy, peace, patience, kindness, compassion, and self-control.

My vision is for a congregation that embraces the mission outlined in Luke 4:18. A place where everyone is welcome at God's table and font, recognizing that this welcome is not a right bestowed upon the worthy but a privilege. This grace allows us to navigate challenges, experiment with outreach, and engage in creative worship without the burden of perfection.

Explain with theological details what areas of ministry you value most in your calling.

**This question applies to the following positions: Head of Staff, Solo Pastor: Installed**

**Response:**

Before entering seminary, I served as a volunteer firefighter and EMT, focusing on aiding patients, but my attention gravitated toward their families. Seminary revealed my passion for pastoral care. Post-graduation, I served as a chaplain in a hospital and campus ministry,

Explain with theological details what areas of ministry you value most in your calling.

guided by James 5:14-16. A chaplain's role extends beyond prayers, involving the assessment of faith and psychosocial needs.

In 2019, feeling the call to become a full-time pastor, I brought these skills. The most sacred aspect was walking alongside people in their life journey. While many can preach, comfort in diverse settings sets me apart. Theodore Roosevelt said, "Nobody cares how much you know until they know how much you care." Care encompasses diverse forms, from youth confirmation classes to men's groups, addressing post-diagnosis fears, being present at the bedside, and providing bereavement support. As a pastor, I most value building relationships of trust and care with members and the community.

Describe a moment when you have "served using your energy, intelligence, imagination and love", that led change positively.

**This question applies to the following positions: Head of Staff, Solo Pastor: Installed**

Response:

In my current call, the worship committee invited me to examine a lectern stored in a closet, offering a choice between a taller and an existing shorter one. This sparked a discussion on how furniture arrangement conveys our theology of sacred space. (W-1.0203)

During our conversation, we explored the significance of the communion table's placement. If positioned in the center of the floor, it communicates a sense of welcome to all, while placing it on the chancel might suggest inaccessibility. A centrally located baptismal font and table serve as weekly reminders of God's grace, God's claim as people of the covenant, and nourishment through the Body of Christ.

It was a delightful teachable moment as we embodied "intelligence, imagination, and love" not only on the lectern's placement but also on all sacred furnishings. Once the decision was reached, the worship committee said you have to articulate this theological understanding of space to the congregation. I educated the congregation the next Sunday.



Please describe how have you dealt with failure or disappointment before.

**This question applies to the following positions: Head of Staff, Solo Pastor: Installed**

**Response:**

Our two neurodivergent sons occasionally struggle with stillness during worship. Despite our commitment to therapeutic relational parenting and avoiding physical punishment, in a previous congregation, their presence was deemed disruptive. Concerns about our parenting style were raised, prompting requests for them to leave after children's time.

The sounds and wiggles of children may be disruptive for some congregants, prompting difficult conversations around the church's mission. Children cannot learn about worship if they are not present. I was disappointed that the session implemented a children's program during worship. However, despite these efforts and compromises, the harmony of the church never fully recovered.

Ultimately, this difficult situation led to my decision to leave the congregation. I believe in fostering inclusivity and understanding, and it was disheartening to experience a rift that persisted. My hope is for a more accepting environment for all God's children.

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

**This question applies to the following positions: Head of Staff, Solo Pastor: Installed**

**Response:**

Our congregation received a grant aiming to increase membership and diversity in a declining congregation. To understand our community, we studied demographic shifts of our area. We looked at the tools available for communicating with our neighbors, including new signage, more integrated contact with on-site programs, and greater use of social media accounts.

As someone who loves technology, I strongly believe that video is the next medium for the church. My goal is to use the video of weekly worship to

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

capture a clip of the service, whether it be a song, children's moment, or section of the sermon, and post that short clip on social media. We will also utilize a church relationship management system to better follow up with church members and visitors. This new system will aid in securely documenting pastoral care needs while ensuring privacy.

I'm excited about the transformative impact on the congregation, enabling me to use my gifts. Together, we're shaping a vibrant, inclusive future.

## Optional Links

**St. Thomas YouTube**

Site - - <https://youtube.com/@st.thomaspresbyterianchurc9808?si=mfv4yHROQTjnuq6j>

## References

### Reference #1

**Rev. Shavon Starling Louis**  
Seminary classmate/ friend  
(727) 485-5500  
rev.shavon@gmail.com

### Reference #2

**Rev. Heather Fosburgh**  
Colleague/ UCC Associate  
Conference Minister  
(515) 720-4103  
hefosburgh@gmail.com

### Reference #3

**Rev. Jeff L. Sims**  
Former Chaplain Supervisor  
(504) 416-5243  
jeffsims77@gmail.com  
Reference #4

**Rev. Richard Williams**  
Transitional Presbyterian South  
Louisiana  
(502) 554-0272  
richard@pbysouthla.org

**Reference #5**

**Tracy Bryan**  
Elder, Grace Presbyterian  
(251) 423-2782  
tbryan333@gmail.com

**Reference #6**

**Barry Chance**  
Former Supervising Pastor  
(985) 415-2630  
Barrywchance@gmail.com

## Sexual Misconduct Self Certification

I certify below that no civil, criminal, or ecclesiastical complaint has ever been sustained\* or is pending\* against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.

I have read this certification and release form and fully understand that the information obtained may be used to deny my employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing or judicial authority or any other entity from any and all claims, liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.

[Privacy Policy](#) | [Terms of Use](#) | [CLC Manual and Forms](#)

Copyright © 2023 Presbyterian Church (USA)

In 1988 when it came time for us to name our presbytery we chose “The Presbytery of Sheppards and Lapsley”, in honor of two young ministers with roots in Alabama who traveled to Congo in 1891 carrying the Good News and planting the seeds for what would become the Presbyterian Church of Congo. Today there are more Presbyterians in Congo than in PCUSA!

William Sheppard was originally from Virginia but studied for the ministry at Stillman College in Tuscaloosa.

Samuel Lapsley was from Selma and graduated from University of Alabama and McCormick Seminary.

Although Lapsley died in Congo, Sheppard stayed in Congo for 20 years and continued his work. He was joined by his wife, Lucy Gant Sheppard. Other missionaries came from the PCUS – one Maria Fearing, a former slave, heard William Sheppard speak when she was 56 years old, sold her house and used all her savings to pay her own way to Congo where she served for 16 years teaching Congolese children.

I recently found a newspaper article about William Sheppard speaking at South Highland PC in 1893 to the largest audience that ever assembled in that building!

In the years since many more Presbyterian missionaries from the US have served in Congo. In 2004 two of our mission workers from Birmingham, Gerald and Bonnie Stephens, encouraged us to establish a partnership with two presbyteries near the city of Kananga where they were serving. Terry Newland, who was our Presbytery Executive then, assembled a group of 8 people from various churches or our

presbytery, representing both clergy and laity, who traveled to Congo where we met the executives of the Nganza Presbytery and the Tshibashi Presbytery, visited many of their churches, met their ministers and members and joined in their joyful worship services and shared meals together. And on the last day of our visit we together signed a partnership agreement between our 3 presbyteries,

To share in the good News with one another as brothers and sisters in Christ:

The relationship is mutual, among the three presbyteries.

The partnership is founded on working together, assisting and strengthening one another in prayer, evangelism, education and development.

We hope to exchange visits that we may know one another better.

This partnership has worked well. Over the years our partnership team has visited many of the churches in our presbytery to tell about the church in Congo and raise money to help with projects. We were able to supply money to build one church building and to purchase land for a second. We purchased Bibles in the Congolese native language. We provided funds to build two schools – one in each of our partner presbyteries. We provided for teacher training, desks, text books, uniforms and supplies for vulnerable children, bicycles and motor bikes for school administrators.

We have provided tuitions for students from our partner presbyteries to study at IMCK (the Christian Medical Institute of the Kasai) to become nurses and laboratory technicians and tuitions for students at the University of Sheppard and Lapsley studying to become ministers. Recently we heard that one of our female students has been ordained

in the Nganza Presbytery. Recently we've helped to repair storm damage at IMCK and help for a high school girls computer and English language program. And that's just some of what we have been able to accomplish together.

Our Congolese partners have inspired us with their faith and joy even in very trying times for their country. They shared their faith in a collection of devotionals and whenever there is a crisis or storm in our country or when our General Assembly is meeting, they remember us in their prayers. They keep in touch so that we can pray for them and always send prayers for God's blessings to us.

But now our Partnership Team needs help. We need more mission minded people to join our team so that we are able to visit in our churches to tell about Congo. I'm afraid many of us do not know or have forgotten about our partnership. There may be people in your congregations who would be willing to join our team so I'm asking you to invite them to contact us.

Next fall we are going to have a wonderful opportunity to learn about the churches in Congo as there will be a meeting of the Congo Mission Network right here in Alabama next fall hosted by Stillman College and Brown Memorial Church in Tuscaloosa. The date has not yet been determined as we must wait until the Univ of Alabama issues their football schedule in order to pick an appropriate weekend!

The Congo Mission Network (CMN) is a grassroots organization affiliated with the PC(USA). Their goal is to partner with the Presbyterian Church in the Democratic Republic of Congo (CPC) and the Presbyterian Church of Kinshasa (CPK) for the mutual benefit of all .

At this conference people from all across our country will gather to discuss topics of vital, mutual interest to the DRC. We will learn what the churches in Congo are doing and what their goals might be. U.S. speakers who are on-the-ground specialists in their field will lead the presentations. There will be at least one Congolese leader with us in Tuscaloosa, but we will be joined by Congolese Presbyterian leaders through the magical technology of ZOOM! Much preparation is needed to coordinate between time zones and languages so that all participants can join in all the discussions.

What we would like to do soon is to identify 3-5 mission minded Presbyterians who would commit to attend the network meeting next year and learn about the churches in Congo and come home energized to work with our partnership team and hopefully travel to Congo to meet the Congolese church first hand.

Plans are just getting underway for the Congo Mission Network meeting but you will hear more at the next presbytery meetings so that you can make plans to be with us in Tuscaloosa next fall.



## **Mission Coordinator Report to Presbytery November 2024**

### **The Congo Mission Team**

This report will be about this Presbytery's Congo Mission Team and our involvement with the Congo Mission Network.

In 1891, two Presbyterian missionaries from central Alabama, William Sheppard and Samuel Lapsley, went to the Congo. They were the first Presbyterian missionaries to the Congo. Maria Fearing, another missionary from Alabama, came to Congo in 1894 and stayed until 1915. These followers of Jesus Christ, and others, planted the seed that has become the Presbyterian Church in the Democratic Republic of the Congo (DRC).

In 2004, lay and clergy leaders from the Congolese Presbyteries of Nganza and Tshibashi and from the Presbytery of Sheppards and Lapsley met to build a partnership. The primary objective of this partnership was:

To share the Good News with one another as brothers and sister in Christ

- The relationship is mutual, among the three presbyteries.
- The partnership is founded on working together, assisting and strengthening one another in prayer, evangelism, education, and development.
- We hope to exchange visits that we may know one another better.

Since then, our Presbytery's Congo Mission Team has continued this relationship. The Team has raised money to build two schools in Congo in 2016 and 2017. It has sent money to help pay the tuitions for students at UPREKO (Sheppard and Lapsley University), supported the IMCK hospital, supported micro businesses for women, and other projects.

The Congo Mission Team is affiliated with the Congo Mission Network of the Presbyterian Church, USA. In the fall of 2025, this Presbytery will host the annual meeting of the Congo Mission Network in Tuscaloosa. The meeting will be hybrid, with personal, face-to-face meetings and by Zoom. French and English translators will be provided. We will see many of the Congolese leaders this way.

Dates for the Congo Mission Network meeting will be set once we know Alabama's football schedule. Please plan on coming to the meeting and seeing how we can partner with our brothers and sisters in the service of Jesus Christ.

**Presbytery of Sheppards & Lapsley**  
**2025 Proposed Budget**

|  | Proposed<br>Budget 2025 | Budget 2024    | Actual YTD<br>09/30/2024 | Actual<br>YTD as %<br>of Budget | Actual YTD<br>12/31/2023 |
|--|-------------------------|----------------|--------------------------|---------------------------------|--------------------------|
| <b>Revenues</b>                                  |                         |                |                          |                                 |                          |
| General Fund                                     |                         |                |                          |                                 |                          |
| 400100 - Mission Giving PSL 88%                  | 162,972                 | 162,972        | 130,101                  | 79.8%                           | 175,257                  |
| 400103 - Mission Giving PSL 100%                 | 30,000                  | 55,900         | 23,708                   | 42.4%                           | 31,983                   |
| 400108 - Hunger Grant                            | 3,000                   | 4,000          | -                        | 0.0%                            | 2,436                    |
| 400111 - Member Contributions                    | 1,800                   | 1,800          | 200                      | 11.1%                           | 268                      |
| 400113 - Birmingham Ukirk                        | -                       | 29,530         | 6,609                    | 22.4%                           | 25,285                   |
| 400114 - Misc Income                             | 1,500                   | -              | 1,125                    |                                 | 17,614                   |
| 400116 - PHFC Lease Income                       | 22,200                  | -              | 11,175                   |                                 |                          |
| - PHFC Utility Reimbursement                     | 4,000                   |                |                          |                                 |                          |
| 400124 - Ctr Point Rental Income                 | -                       |                | 3,750                    |                                 |                          |
| - Carryover of funds from 2024                   | 12,566                  |                |                          |                                 |                          |
| 400300 - Closed Church fund for Operations       | -                       | -              | 14,850                   |                                 |                          |
| <b>Total General Fund</b>                        | <b>238,038</b>          | <b>254,202</b> | <b>191,518</b>           | <b>75.3%</b>                    | <b>252,843</b>           |
| Mission Giving-Income                            |                         |                |                          |                                 |                          |
| 400105 Mission Giving - Income to GA/Synod       | 22,223                  | 22,223         | 18,514                   | 83.3%                           | 24,930                   |
| <b>Total Mission Giving - GA/Synod</b>           | <b>22,223</b>           | <b>22,223</b>  | <b>18,514</b>            | <b>83.3%</b>                    | <b>24,930</b>            |
| Per Capita Income                                |                         |                |                          |                                 |                          |
| 400101 - Per Capita Income Total less Campus Min | 183,824                 | 191,854        | 146,781                  | 76.5%                           | 182,411                  |
| <b>Total Per Capita Income</b>                   | <b>183,824</b>          | <b>191,854</b> | <b>146,781</b>           | <b>76.5%</b>                    | <b>182,411</b>           |
| <b>Total Revenues</b>                            | <b>444,085</b>          | <b>468,279</b> | <b>356,813</b>           | <b>76.2%</b>                    | <b>460,184</b>           |

**Expenses**

|  |                |                |               |              |                |
|--|----------------|----------------|---------------|--------------|----------------|
| Council Expenses - Other                 |                |                |               |              |                |
| 500000 - Audit                           | 11,000         | 9,500          | -             | 0.0%         | 20,000         |
| 500006 - Stewardship & Finance Committee | 150            | 150            | -             | 0.0%         | -              |
| 500008 - Presbyterian Women Admin Exp    | 25             | 25             | -             | 0.0%         | -              |
| <b>Total Council Expenses - Other</b>    | <b>11,175</b>  | <b>9,675</b>   | <b>-</b>      | <b>0.0%</b>  | <b>20,000</b>  |
| Salaries & Allowances                    |                |                |               |              |                |
| General Presbyter                        |                |                |               |              |                |
| 500100 - Salary - Exec                   | 49,173         | 47,741         | 37,405        | 78.3%        | 48,954         |
| 500102 - Housing - Exec                  | 38,246         | 37,132         | 26,250        | 70.7%        | 33,503         |
| 500106 - Health Care - Exec              | 13,916         | 25,009         | 20,433        | 81.7%        | 23,643         |
| 500106 - Dental - Exec                   | 396            |                |               |              |                |
| 500110 - Continuing Educ - Exec          | 2,400          | 2,400          | 965           | 40.2%        | 1,949          |
| 500106 - Pension, D&D - Exec             | 8,940          | 8,487          | 6,624         | 78.0%        | 8,000          |
| 500112 - SECA Reimb - Exec               | 6,688          | 6,493          | 4,870         | 75.0%        | 6,304          |
| 500118 - Gen Presbyter Travel            | 2,000          | 2,000          | 1,219         | 61.0%        | 2,081          |
| <b>Total Executive Presbyter</b>         | <b>121,759</b> | <b>129,262</b> | <b>97,766</b> | <b>75.6%</b> | <b>124,434</b> |
| Administrative Salaries                  |                |                |               |              |                |

**Presbytery of Sheppards & Lapsley**  
**2025 Proposed Budget**

|  | Proposed<br>Budget 2025 | Budget 2024    | Actual YTD<br>09/30/2024 | Actual<br>YTD as %<br>of Budget | Actual YTD<br>12/31/2023 |
|--|-------------------------|----------------|--------------------------|---------------------------------|--------------------------|
| 500171 - African American Church Liaison | 1,500                   | 1,400          | 700                      | 50.0%                           | 1,200                    |
| 500175 - Mission Coordinator             | 1,500                   | 1,400          | 700                      | 50.0%                           | 1,200                    |
| 500179 - Nurture Coordinator             | 1,500                   | 1,400          | 700                      | 50.0%                           | 1,200                    |
| <b>Total Administrative Salaries</b>     | <b>4,500</b>            | <b>4,200</b>   | <b>2,100</b>             | <b>50.0%</b>                    | <b>3,600</b>             |
| <b>Staff Expenses</b>                    |                         |                |                          |                                 |                          |
| 500195 - Staff Contingency Expenses      | 4,200                   | 4,200          | -                        | 0.0%                            | 3,684                    |
| <b>Total Staff Expenses</b>              | <b>4,200</b>            | <b>4,200</b>   | <b>-</b>                 | <b>0.0%</b>                     | <b>3,684</b>             |
| <b>Total Salaries &amp; Allowances</b>   | <b>130,459</b>          | <b>137,662</b> | <b>99,866</b>            | <b>72.5%</b>                    | <b>131,718</b>           |
| <b>Total Council</b>                     | <b>141,634</b>          | <b>147,337</b> | <b>99,866</b>            | <b>67.8%</b>                    | <b>151,718</b>           |
| <b>Equip, Nurture, Connect</b>           |                         |                |                          |                                 |                          |
| 500420 - Camp Committee Expenses         | 500                     | 500            | -                        | 0.0%                            | 323                      |
| 500430 - Camp Scholarships               | 9,000                   | 9,000          | 9,025                    | 100.3%                          | 8,524                    |
| 500504 - Main Event & Training           | 2,500                   | 5,000          | 828                      | 16.6%                           | 354                      |
| 500506 - Small Church Ministries         | 600                     | 600            | -                        | 0.0%                            | -                        |
| 500528 - College Ministry                | 100                     | 100            | -                        | 0.0%                            | -                        |
| 500530 - Youth Ministries                | 1,500                   | 3,000          | 1,003                    | 33.4%                           | 678                      |
| 500534 - Children's Ministry             | 1,000                   | 2,000          | -                        | 0.0%                            | 936                      |
| <b>Total Equip, Nurture, Connect</b>     | <b>15,200</b>           | <b>20,200</b>  | <b>10,856</b>            | <b>53.7%</b>                    | <b>10,815</b>            |
| <b>Mission</b>                           |                         |                |                          |                                 |                          |
| 600617 - Mission Expenses                | 150                     | 150            | -                        | 0.0%                            | -                        |
| <b>Total Mission</b>                     | <b>150</b>              | <b>150</b>     | <b>-</b>                 | <b>0.0%</b>                     | <b>-</b>                 |
| <b>Ukirk Birmingham</b>                  |                         |                |                          |                                 |                          |
| 500660 - Ukirk Coordinator Salary        |                         | 20,000         | 15,000                   | 75.0%                           | 20,000                   |
| 500661 - Ukirk Coordinator FICA          |                         | 1,530          | 1,148                    | 75.0%                           | 1,530                    |
| 500662 - Ukirk Interns                   |                         | 5,000          | -                        | 0.0%                            | 2,000                    |
| 500663 - Ukirk Program Expenses          |                         | 3,000          | 1,517                    | 50.6%                           | 8,594                    |
| <b>Total Ukirk Birmingham</b>            | <b>-</b>                | <b>29,530</b>  | <b>17,665</b>            | <b>59.8%</b>                    | <b>32,124</b>            |
| <b>Trustees</b>                          |                         |                |                          |                                 |                          |
| 500700 - Property Insurance              | 4,612                   | 3,275          | 2,646                    | 80.8%                           | 4,163                    |
| 500706 - Depreciation                    | 12,700                  | 12,700         | 9,525                    | 75.0%                           | 12,242                   |
| 500708 - Copier Lease                    | 3,000                   | 3,000          | 2,309                    | 77.0%                           | 3,459                    |
| 500710 - Trash Collection                | 350                     | 350            | 258                      | 73.7%                           | 309                      |
| 500712 - Cleaning                        | 4,800                   | 3,750          | 3,110                    | 82.9%                           | 3,744                    |
| 500714 - Lawn Service                    | 2,400                   | 2,400          | 1,800                    | 75.0%                           | 2,400                    |
| 500716 - Pest Control                    | 1,744                   | 1,200          | 724                      | 60.3%                           | 838                      |
| 500718 - Security                        | 1,232                   | 2,250          | 1,079                    | 48.0%                           | 2,347                    |
| 500720 - Power                           | 7,000                   | 4,200          | 5,067                    | 120.6%                          | 4,887                    |
| 500722 - Gas                             | 1,400                   | 1,400          | 993                      | 70.9%                           | 779                      |
| 500724 - Water                           | 1,100                   | 900            | 727                      | 80.8%                           | 753                      |
| 500726 - Maintenance - Office            | 1,000                   | 1,000          | 2,855                    | 285.5%                          | 410                      |

**Presbytery of Sheppards & Lapsley**  
**2025 Proposed Budget**

|  | Proposed<br>Budget 2025 | Budget 2024   | Actual YTD<br>09/30/2024 | Actual<br>YTD as %<br>of Budget | Actual YTD<br>12/31/2023 |
|--|-------------------------|---------------|--------------------------|---------------------------------|--------------------------|
| 500728 - Workmen's Comp Insurance              | 1,000                   | 1,200         | 254                      | 21.2%                           | 1,087                    |
| 500730 - Trustees Miscellaneous                | 25                      | 25            | -                        | 0.0%                            | -                        |
| 500750 - Service and Supplies                  | 3,000                   | 1,800         | 1,498                    | 83.2%                           | 2,651                    |
| 500752 - Computer Expenses                     | 7,000                   | 6,000         | 6,423                    | 107.1%                          | 6,768                    |
| 500753 - Computer Maintenance                  | 2,500                   | 1,500         | 1,840                    | 122.7%                          | 1,635                    |
| 500754 - Telephone                             | 5,500                   | 5,500         | 4,459                    | 81.1%                           | 4,865                    |
| 500756 - Postage                               | 3,200                   | 3,000         | 2,536                    | 84.5%                           | 2,914                    |
| 500758 - Copier Usage Fee                      | 750                     | 750           | 707                      | 94.3%                           | 243                      |
| 500761 - Bank Fees/Service Charges             | 350                     | 350           | 170                      | 48.6%                           | 228                      |
| 500762 - BaseCamp                              | 1,080                   | 899           | 1,080                    | 120.1%                          | 899                      |
| <b>Total Trustees</b>                          | <b>65,743</b>           | <b>57,449</b> | <b>50,060</b>            | <b>87.1%</b>                    | <b>57,621</b>            |
| <b>Presbytery Per Capita Expenses</b>          |                         |               |                          |                                 |                          |
| <b>Stated Clerk &amp; Moderator</b>            |                         |               |                          |                                 |                          |
| 500002 - Treasurer Expenses                    | 4,774                   | 4,635         | 3,476                    | 75.0%                           | 4,500                    |
| 500800 - Salary Stated Clerk                   | 11,897                  | 10,815        | 8,111                    | 75.0%                           | 10,500                   |
| 500804- Salary - Recording Clerk               | 4,244                   | 4,120         | 3,090                    | 75.0%                           | 4,000                    |
| 500808 - Postage                               | 100                     | 100           | -                        | 0.0%                            | 363                      |
| 500810 - Supplies                              | 100                     | 100           | -                        | 0.0%                            | -                        |
| 500811 - Presbytery Meeting Expenses           | 3,000                   | 1,000         | 190                      | 19.0%                           | 2,937                    |
| 500814 - Presbytery Travel                     | 4,200                   | 4,200         | 2,248                    | 53.5%                           | 3,878                    |
| 500823 - GA Travel                             | 1,500                   | 1,500         | 1,125                    | 75.0%                           | 1,500                    |
| 500830 - Speaker Expenses                      | 240                     | 240           | -                        | 0.0%                            | -                        |
| 500850 - Background Checks                     | 500                     | 100           | 38                       | 38.0%                           | 273                      |
| <b>Total Stated Clerk &amp; Moderator</b>      | <b>30,555</b>           | <b>26,810</b> | <b>18,278</b>            | <b>68.2%</b>                    | <b>27,951</b>            |
| <b>Prebytery Commissions</b>                   |                         |               |                          |                                 |                          |
| 500300 - Committee on Ministry                 | 100                     | 100           | -                        | 0.0%                            | 27                       |
| 500304 - Committee on Preparation for Ministry | 100                     | 100           | 48                       | 48.0%                           | (6)                      |
| 500816 - Nominations & Representation          | 100                     | 100           | -                        | 0.0%                            | -                        |
| 500820 - Permanent Judicial Comission          | 100                     | 100           | -                        | 0.0%                            | -                        |
| 500826 - Administrative Commission             | 100                     | 100           | -                        | 0.0%                            | -                        |
| 500835 - Anti-Racism Committee                 | 3,500                   | 4,000         | 569                      | 14.2%                           | 3,570                    |
| <b>Total Presbytery Commissions</b>            | <b>4,000</b>            | <b>4,500</b>  | <b>617</b>               | <b>13.7%</b>                    | <b>3,591</b>             |
| <b>Asst. to Stated Clerk/Ofc Mgr</b>           |                         |               |                          |                                 |                          |
| 500840 - Salary                                | 46,331                  | 44,982        | 33,736                   | 75.0%                           | 43,672                   |
| 500841 - Medical                               | 10,554                  | 8,236         | 7,262                    | 88.2%                           | 9,049                    |
| 500842 - Dental                                | 396                     | 396           | 297                      | 75.0%                           | 396                      |
| 500843 - Pension                               | 3,938                   | 3,823         | 2,868                    | 75.0%                           | 3,604                    |
| 500844 - Death/Disability Benefits             | 463                     | 450           | 337                      | 74.9%                           | 424                      |
| 500845 - FICA                                  | 3,544                   | 3,441         | 2,581                    | 75.0%                           | 3,395                    |
| <b>Total Asst. to Stated Clerk/Ofc Mgr</b>     | <b>65,227</b>           | <b>61,328</b> | <b>47,081</b>            | <b>76.8%</b>                    | <b>60,540</b>            |

**Presbytery of Sheppards & Lapsley**  
**2025 Proposed Budget**

|  | Proposed<br>Budget 2025 | Budget 2024    | Actual YTD<br>09/30/2024 | Actual<br>YTD as %<br>of Budget | Actual YTD<br>12/31/2023 |
|--|-------------------------|----------------|--------------------------|---------------------------------|--------------------------|
| <b>Total Presbytery Per Capita Expenses</b>  | <b>99,782</b>           | <b>92,638</b>  | <b>65,976</b>            | <b>71.2%</b>                    | <b>92,082</b>            |
| Per Capita Expenses                          |                         |                |                          |                                 |                          |
| 500050 - Per Capita-GA                       | 72,671                  | 72,314         | 55,043                   | 76.1%                           | 75,175                   |
| 500051 - Per Capita - Synod                  | 26,682                  | 29,368         | 22,935                   | 78.1%                           | 30,375                   |
| <b>Total Per Capita-Expenses</b>             | <b>99,353</b>           | <b>101,682</b> | <b>77,978</b>            | <b>76.7%</b>                    | <b>105,550</b>           |
| Mission Giving Expenses                      |                         |                |                          |                                 |                          |
| 500052 - Mision-GA                           | 15,741                  | 15,741         | 12,566                   | 79.8%                           | 16,928                   |
| 500053 - Mission-Synod                       | 6,482                   | 6,482          | 5,948                    | 91.8%                           | 8,002                    |
| <b>Total Mission Giving-Expenses</b>         | <b>22,223</b>           | <b>22,223</b>  | <b>18,514</b>            | <b>83.3%</b>                    | <b>24,930</b>            |
| <b>Total Expenses</b>                        | <b>444,085</b>          | <b>471,209</b> | <b>340,915</b>           | <b>72.3%</b>                    | <b>474,840</b>           |
| Net Total                                    | (0)                     | (2,930)        | 15,898                   |                                 | (14,656)                 |
| Members Per Previous Year Statistical Report | 6704                    | 7379           |                          |                                 |                          |
| <b>Per Capita rates per member</b>           |                         |                |                          |                                 |                          |
| GA   | \$10.84                 | \$9.80         |                          |                                 |                          |
| Synod  | 3.98                    | 3.98           |                          |                                 |                          |
| Presbytery                                   | 12.60                   | 12.22          |                          |                                 |                          |
| Campus Ministry                              | 1.00                    | 1.00           |                          |                                 |                          |
| <b>Total Per Capita</b>                      | <b>\$28.42</b>          | <b>\$27.00</b> |                          |                                 |                          |
| Total Per Capita Revenue                     | \$190,527.68            | \$199,233.00   |                          |                                 |                          |
| Campus Ministry portion of per capita        | \$6,704.00              | \$7,379.00     |                          |                                 |                          |
| Total minus campus ministry portion          | \$183,823.68            | \$191,854.00   |                          |                                 |                          |

## The Numbers

This Presbytery is blessed with generous and faithful supporters of Christ's mission in this region and throughout the world. We support that mission of the larger church through "per capita" and "mission" giving. We support the PSL staff without whom our work would not be possible.

|   |                |
|---|----------------|
| <b>Per Capita</b> — Congregations pay an annual amount of money for each of the 6,704 members of our Presbytery. These funds are allocated between: |                |
| <b>General Assembly</b> — the national governing body of the PCUSA  | \$10.84        |
| <b>Synod of Living Waters</b> — connecting with other Presbyteries in AL, MS, TN, KY, AR, MO  | 3.98           |
| <b>Presbytery of Sheppards and Lapsley</b>  | 12.60          |
| <b>Campus Ministry</b>  | 1.00           |
| <b>Total Per Capita</b>   | <u>\$28.42</u> |

**Mission Giving** — Donations from PSL churches provide additional support beyond per capita for the work of our Presbytery, General Assembly and Synod.

|  | 2025 PSL Proposed Budget | 2025 Proposed  | 2024 Budget |
|--|--------------------------|----------------|-------------|
| <b>Revenue</b>                           |                          |                |             |
| Per Capita Income(minus Campus Ministry) | 183,824                  | 191,854        |             |
| Mission Giving                           | 215,195                  | 241,095        |             |
| Birmingham UKirk                         | -                        | 29,530         |             |
| Lease Revenue                            | 26,200                   | -              |             |
| Other Income/Carryover                   | 18,866                   | 5,800          |             |
| <b>Total</b>                             | <b>444,085</b>           | <b>468,279</b> |             |
| <b>Expenses</b>                          |                          |                |             |
| Portion of per capita for GA/Synod       | 99,353                   | 101,682        |             |
| Mission giving share to GA/Synod         | 22,223                   | 22,223         |             |
| Birmingham UKirk                         | -                        | 29,530         |             |
| Personnel                                | 216,601                  | 218,560        |             |
| Property & Administrative                | 86,558                   | 74,364         |             |
| Equip, Nurture, Connect                  | 15,200                   | 20,200         |             |
| Commissions/Anti-Racism Committee        | 4,150                    | 4,650          |             |
| <b>Total</b>                             | <b>444,085</b>           | <b>471,209</b> |             |



# Presbytery of Sheppards and Lapsley

The mission of the Presbytery of Sheppards and Lapsley is to "partner with and equip present and emerging PC(USA) faith communities in central Alabama to serve Christ and our neighbors."



The Presbytery of Sheppards and Lapsley is a Matthew 25 Presbytery dedicated to

- Congregational vitality
- Eradicating systemic poverty
- Dismantling structural racism
- And the intersectional Commitment to Environmental Justice

The Presbytery provides training, support, and enrichment to pastoral leaders.



Congregations host food pantries, provide meals at local shelters, and give generously to global food distribution efforts.

The presbytery proclaims its commitment to racial justice, partners with Faith in Action Alabama for a statewide impact, provides pilgrimages and educational events and maintains strong historic ties with Stillman College.





# The Presbytery of Sheppards & Lapsley (PSL)

## Partners



With the **Presbyterian Home for Children** and its life-affirming work with children & families. One of their programs, The Caminos Program which reunites unaccompanied minors with family, is housed at the presbytery office.



With **Living River: A Retreat on the Cahaba** by offering generous scholarships for summer camp and subsidies for camp operation.



With **UKirk and King's Cross campus ministries** based in Auburn, Birmingham, Tuscaloosa, Jacksonville, Livingston, and Montevallo.



With **PSL Congregations**, walking with them in times of celebration and sadness - mergers, closings, retirements, pastor searches, ordinations & installations, and times of conflict.

With **Churches in the Congo** where it has been instrumental in building schools and hospitals.



## Equips



**Youth Council** providing opportunities for youth to learn and practice leadership skills which benefits PSL youth and their home churches.



**Future Pastors** feeling a call to ordained ministry. The Committee on Preparation for Ministry shepherds them through discernment, seminary, and certification . to seek a call.



**Commissioned Ruling Elders** (CREs) providing support and training for those ruling elders experiencing a call to serve small churches who may not have the resources to call a full-time pastor. PSL has 17 trained CREs, 8 of whom are currently serving PSL churches. 9 elders are currently working toward commissioning.

**Elder & Deacons in** smaller congregations by providing training when they do not have the pastoral leadership to do so.



**Pastors, CREs and PSL Members** by providing Main Event seminars and day-long learning events. Topics include preaching, stewardship, Faith Formation, congregational vitality and themes such as Advent or Lent.



**Investment &  
Loan  
Program Inc.**

**Appendix E-19**  
**PRESBYTERIAN INVESTMENT & LOAN PROGRAM**  
100 Witherspoon Street \* Louisville KY 40202-1396  
(800) 903-7457 \* website: pilp.pcusa.org  
email: loan.help@pcusa.org  
**LOAN APPLICATION**

**DATE (MM/DD/YYYY)** 10/28/24

**SECTION A: GENERAL INFORMATION ABOUT BORROWER**

**First Presbyterian Church**

**BORROWER'S NAME AS LISTED ON ARTICLES OF INCORPORATION OR LATEST AMENDMENT TO ARTICLES OF INCORPORATION**

143 E. Thach Ave. Auburn AL 36830  
**STREET ADDRESS CITY ST ZIP**

MAILING ADDRESS IF DIFFERENT THAN STREET ADDRESS CITY ST ZIP

(334) 887-5571 Lee 06/1850  
**PHONE FAX COUNTY CHARTER DATE (MM/YYYY)**

\$250,000 120 months ASAP December 2024 11/30/24  
**LOAN AMOUNT REQUESTED LOAN TERM (YEARS) DESIRED CLOSING DATE CONSTRUCTION BEGINS FUNDS NEEDED BY**

If church, whose name is on the title to the church property? ☐ Church ☒ Presbytery

What type of collateral will be used to secure the loan? ☒ Mortgage on Property ☐ Marketable Securities

Estimated value of land and buildings \$8,310,960 Number of acres 1.75

**PURPOSE OF LOAN (CHECK ALL THAT APPLY)**

**NEW CONSTRUCTION**

- ☐ SANCTUARY  
☐ CHRISTIAN ED SPACE  
☐ MULTI-PURPOSE BLDG  
☐ ENERGY EFFICIENCY  
☐ ACCESSIBILITY

**RENOVATIONS/REPAIRS**

- ☒ SANCTUARY  
☒ CHRISTIAN ED SPACE  
☐ MULTI-PURPOSE BLDG  
☒ ENERGY EFFICIENCY  
☐ ACCESSIBILITY  
☒ SAFETY & TECHNOLOGY  
☐ DISASTER RELIEF

**PURCHASE**

- ☐ EXISTING BLDG  
☐ LAND/SITE  
☐ NCD SITE

**REFINANCE**

- ☐ EXISTING MORTGAGE  
☐ BOND ISSUE  
☐ CONSTRUCTION LOAN

☐ OTHER PURPOSE OF LOAN \_\_\_\_\_

**FOR OFFICE USE ONLY**

**DATE RECEIVED** **PIN NUMBER** **PRESBYTERY NAME** **SYNOD NAME**



## PASTOR/LEADERSHIP INFORMATION

Rev. Nick Reed and Rev. Dr. Kathy Wolf Reed

12/1/2014

PASTOR/LEADERSHIP

START DATE

(334) 329-0996

kreed@fpcauburn.org and nreed@fpcauburn.org

PHONE

EMAIL

How many head pastors have served this church (exclude interims and associates)? 11

If current tenure less than 5 years, list previous call:

CHURCH, CITY, ST

FROM (YYYY)

TO (YYYY)

CHURCH, CITY, ST

FROM (YYYY)

TO (YYYY)

## CONTACT FOR LOAN APPLICATION

Karen Herring

Elder, Finance Committee Chair

NAME

TITLE

(334) 728-0524

karenherring4@gmail.com

PHONE

EMAIL

## CLERK OF SESSION

Susan Bannon

NAME

(334) 332-0391

susan.bannon@gmail.com

PHONE

EMAIL

## APPLICANT'S ATTORNEY INFORMATION

APPLICANT'S ATTORNEY

MAILING ADDRESS

CITY

STATE

ZIP

PHONE

FAX

EMAIL

☐ CHECK HERE IF YOU WOULD LIKE COPIES OF LEGAL DOCUMENTS SENT TO YOUR ATTORNEY FOR REVIEW.

## BORROWER'S INSURANCE INFORMATION

Marsh and McLennan Agency LLC

AGENCY NAME

Banks Kinslow

AGENT'S NAME

(229) 942-0919

(334) 704-7465

Banks.Kinslow@MarshMMA.com

PHONE

FAX

EMAIL

## SECTION B: COMMUNITY DEMOGRAPHIC INFORMATION

Factors expected to contribute to the growth or decline of your parish/community's population and economy.

The city of Auburn was founded in 1836 and is known for being one of the more progressive cities in the south with a nationally ranked public school system and a diverse population. The U.S. Census Bureau estimates Auburn as the fastest growing city in Alabama. Since 1960, Auburn has averaged slightly more than 3% population growth per year. Auburn University's presence makes the town quite different from most small cities. Auburn City Schools (ACS), the fastest growing school district in Alabama over the last five years, is recognized among the nation's top public school systems each year.

## CHURCH DEMOGRAPHICS - CHECK ALL THAT APPLY

- |   |   |
|---|---|
| <input type="checkbox"/> NEW CHURCH DEVELOPMENT <10 YEARS OLD | <input checked="" type="checkbox"/> RURAL/SMALL TOWN        |
| <input type="checkbox"/> SUBURBAN                             | <input type="checkbox"/> FEDERATED/UNION CHURCH             |
| <input type="checkbox"/> URBAN                                | <input checked="" type="checkbox"/> MATTHEW 25 CHURCH/GROUP |

## PREDOMINANT ETHNICITY OF MEMBERS - STATISTICAL PURPOSES ONLY

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> AFRICAN-AMERICAN | <input type="checkbox"/> MIDDLE EASTERN  | <input type="checkbox"/> KOREAN-AMERICAN   |
| <input checked="" type="checkbox"/> White | <input type="checkbox"/> NATIVE AMERICAN | <input type="checkbox"/> OTHER ASIAN _____ |
| <input type="checkbox"/> HISPANIC/LATINO  | <input type="checkbox"/> MULTI-CULTURAL  | <input type="checkbox"/> OTHER _____       |

## SECTION C: CHURCH STATISTICAL INFORMATION

If your church participates in the General Assembly's Annual Statistical Report each year, the historical data for membership and average weekly attendance may be found on line at <https://church-trends.ncusa.org/church/search/>. From this page you can find your congregation. On subsequent page you have an option to view statistical information about your church if it has been submitted.

### CHURCH MEMBERSHIP

|      |            |
|------|------------|
| 2020 | <u>522</u> |
| 2021 | <u>518</u> |
| 2022 | <u>526</u> |
| 2023 | <u>542</u> |
| 2024 | <u>553</u> |

### AVERAGE WEEKLY ATTENDANCE

| In Person |            | Online |                   |
|-----------|------------|--------|-------------------|
| 2020      | <u>n/a</u> | 2020   | <u>          </u> |
| 2021      | <u>n/a</u> | 2021   | <u>          </u> |
| 2022      | <u>125</u> | 2022   | <u>50</u>         |
| 2023      | <u>160</u> | 2023   | <u>50</u>         |
| 2024      | <u>160</u> | 2024   | <u>50</u>         |

### ESTIMATED MEMBERSHIP BY AGE CATEGORIES

|            |           |
|------------|-----------|
| % UNDER 45 | <u>25</u> |
| % 45 TO 65 | <u>25</u> |
| % OVER 65  | <u>50</u> |

What year was the membership roll last purged? 2023

## PLEDGE INFORMATION - OPERATING BUDGET

|  | 2 YEARS AGO | LAST YEAR  | CURRENT YEAR |
|--|-------------|------------|--------------|
| Number of potential pledging units in church | <u>247</u>  | <u>243</u> | <u>242</u>   |
| Number that actually pledge                  | <u>124</u>  | <u>129</u> | <u>131</u>   |

## SECTION D: SOURCES OF REPAYMENT AND OTHER DEBT

### BUILDING FUND CAMPAIGN

1. Total pledged to capital campaign \_\_\_\_\_ over \_\_\_\_\_ years. Number of pledges \_\_\_\_\_
2. Pledges will be paid over what period? from \_\_\_\_\_ to \_\_\_\_\_
3. Was your capital campaign directed by a professional campaign service? ☐ YES ☐ NO
4. If yes, what campaign service was used? \_\_\_\_\_
5. Are future building fund campaigns planned? ☐ YES ☐ NO
6. If yes, what are the dates? from \_\_\_\_\_ to \_\_\_\_\_
7. In prior capital campaigns, what percent of money pledged was actually received? \_\_\_\_\_
8. If you have not had a campaign recently, please check this box. ☒

### PROJECTED NEW LOANS TO FUND THIS PROJECT (If exact information is not known, use anticipated information.)

| LENDER  | AMOUNT | LOAN RATE | TERM OF LOAN (years) | MONTHLY PAYMENT |
|---------|--------|-----------|----------------------|-----------------|
| _____   | _____  | _____     | _____                | _____           |
| _____   | _____  | _____     | _____                | _____           |
| _____   | _____  | _____     | _____                | _____           |
| TOTALS: | \$0    |           |                      | \$0             |

### CURRENT DEBT - LIST ALL CURRENT LOANS (Check any loans to be paid by new ILP loan.)

| LENDER  | ORIGINAL AMOUNT | CURRENT BALANCE | MONTHLY PAYMENT | MATURITY DATE | LOAN RATE |
|---------|-----------------|-----------------|-----------------|---------------|-----------|
| _____   | _____           | _____           | _____           | _____         | _____     |
| _____   | _____           | _____           | _____           | _____         | _____     |
| _____   | _____           | _____           | _____           | _____         | _____     |
| TOTALS: | \$0             | \$0             | \$0             |               |           |

## SECTION E: SITE LOAN DATA (fill in only if loan request is for land purchase)

### SELECT ONE:

- ☐ NEW CHURCH DEVELOPEMENT SITE ☐ RELOCATION SITE (ATTACH EXPLANATION REGARDING DISPOSITION OF CURRENT PROPERTY) ☐ ADDITION TO CURRENT SITE

### HOW WILL SITE BE USED?

## REQUIRED ATTACHMENTS - SITE LOAN ONLY

1. SOIL TEST RESULTS FOR COMPACTION AND PERCOLATION
2. CONTRACT OF SALE (IF AVAILABLE)
3. REAL ESTATE CLOSING DOCUMENTS (IF PURCHASE HAS BEEN COMPLETED, FORWARD CLOSING STATEMENT, DEED)
4. PROOF OF ZONING COMPLIANCE
5. APPRAISAL WILL BE REQUIRED BEFORE LOAN CAN BE CLOSED

## SECTION F: FINANCIAL PLAN - PROJECT COSTS & SOURCES

### FOR PURCHASE OF A SITE OR EXISTING BUILDING

#### 1. PURCHASE PRICE OF BUILDING/SITE

a. AMOUNT OF SQUARE FOOTAGE IN BUILDING

a. \_\_\_\_\_

b. NUMBER OF ACRES OF SQUARE FOOTAGE OF LAND

b. \_\_\_\_\_

c. APPRAISED VALUE - ATTACH COPY OF APPRAISAL

c. \_\_\_\_\_

1. \_\_\_\_\_

### FOR CONSTRUCTION, RENOVATIONS OR REPAIRS

SIZE - IN SQ. FT. 8000

COST PER SQ. FT. \$35

1. CONSTRUCTION CONTRACT PRICE ☒ ESTIMATED ☐ FIRM

1. \$215,000

2. ARCHITECT'S FEES

2. \$5,000

3. FURNISHINGS, EQUIPMENT, PARKING, PAYMENT & PERFORMANCE BONDS, INSURANCE - 10% OF CONTRACT PRICE SUGGESTED

3. \_\_\_\_\_

4. CONTINGENCIES - 15% OF CONSTRUCTION CONTRACT PRICE SUGGESTED

4. \$30,000

5. OTHER ANTICIPATED EXPENSES paint/plaster

5. \$30,000

6. TOTAL PROJECT COST

6. \$280,000

### RESOURCES TO FUND PROJECT

#### CHURCH'S CASH & PLEDGE RESOURCES

1. CASH ON HAND FROM CAPITAL CAMPAIGN PLEDGES

1. \_\_\_\_\_

2. CASH ON HAND FROM OTHER SOURCES - SPECIFY SOURCE designated from capital replacement fund

2. \$30,000

3. CASH ALREADY EXPENDED ON THE PROJECT

a. FROM CAPITAL CAMPAIGN PROCEEDS

3a. \_\_\_\_\_

b. FROM OTHER RESOURCES

3b. \_\_\_\_\_

4. ADDITIONAL FUNDS FROM CAPITAL CAMPAIGN TO BE SPENT DURING CONSTRUCTION

4. \_\_\_\_\_

### GIFTS & GRANTS

5. PRESBYTERY GIFTS & GRANTS

5. \_\_\_\_\_

6. SYNOD GIFTS & GRANTS

6. \_\_\_\_\_

7. OTHER GIFTS & GRANTS \_\_\_\_\_

7. \_\_\_\_\_

### OTHER LOANS TO FUND THIS PROJECT

8. PRESBYTERY LOAN

\_\_\_\_\_ YEARS @ \_\_\_\_\_ INTEREST \_\_\_\_\_ MO/PMT

8. \_\_\_\_\_

9. SYNOD LOAN

\_\_\_\_\_ YEARS @ \_\_\_\_\_ INTEREST \_\_\_\_\_ MO/PMT

9. \_\_\_\_\_

10. BANK (COMMERCIAL) MORTGAGE

\_\_\_\_\_ YEARS @ \_\_\_\_\_ INTEREST \_\_\_\_\_ MO/PMT

10. \_\_\_\_\_

11. OTHER LOANS

\_\_\_\_\_ YEARS @ \_\_\_\_\_ INTEREST \_\_\_\_\_ MO/PMT

11. \_\_\_\_\_

SPECIFY LENDER \_\_\_\_\_

12. TOTAL RESOURCES - TOTAL ITEMS 1 - 11

12. \$30,000

13. LOAN AMOUNT NEEDED (TOTAL PROJECT - TOTAL RESOURCES)

13. \$250,000

14. GRAND TOTAL RESOURCES (LINE 12 PLUS 13 - SHOULD EQUAL PROJECT COST LINE 6)

14. \$280,000

## SECTION G: AUTHORIZATION

### CHURCH/BORROWER

We, the undersigned, hereby certify that all statements made herein, are applicable to the organization for which we are signing and are true and correct to the best of our knowledge and belief. We further certify that this application is submitted with the full knowledge and approval of the official governing board we represent.

We also grant permission to the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc., if the loan is funded in whole or in part by investor funds, to use our name and loan information in the production of the Presbyterian Investment & Loan Program's informational brochures and promotions, including but not limited to, interviews with the press and list sent to the investors or potential investors.

We also agree to periodically place in the congregation (or governing body) newsletters, bulletin inserts and other communication vehicles material promoting the Presbyterian Investment & Loan Program that will include information provided by or preapproved by the Program.

IT IS REQUIRED THAT A COPY OF THIS LOAN APPLICATION BE FORWARDED TO YOUR  
PRESBYTERY AND SYNOD, WHEN APPLICABLE.

  
AUTHORIZED SIGNATURE

Karen Herring, Elder and Finance Committee Chair  
TYPED OR PRINTED NAME AND TITLE

10/30/2004  
DATE

  
CLERK OF SESSION OR AUTHORIZED SIGNATURE

Susan Bannon, Elder and Clerk of Session  
TYPED OR PRINTED NAME AND TITLE

October 30, 2024  
DATE

### PRESBYTERY

RE: LOAN APPLICATION FOR First Presbyterian Church of Auburn

ON \_\_\_\_\_ (DATE) THE PRESBYTERY OF \_\_\_\_\_ IN ACCORDANCE WITH THE  
POLICIES OF THE INVESTMENT & LOAN PROGRAM AND ITS OWN PROCEDURES:

- \* REVIEWED AND APPROVED THIS PROJECT AS TO ITS MISSION FOR THE BORROWER AND/OR THE GOVERNING BODY
- \* REVIEWED AND APPROVED THE FINANCIAL PLAN AS FISCALLY RESPONSIBLE:
- \* AGREED TO MONITOR THE APPLICATION OF THE EQUAL EMPLOYMENT OPPORTUNITY POLICY OF THE GENERAL ASSEMBLY AS APPROPRIATE TO THIS PROJECT:
- \* HAS/WILL AGREE (D) AT ITS LAST/NEXT SCHEDULED MEETING HELD ON/TO BE HELD ON \_\_\_\_\_ (DATE) TO  
GUARANTEE/CO-SIGN THE LOAN (S) AND TO ASSUME REPAYMENT RESPONSIBILITY IN THE EVENT OF LOAN DEFAULT.

\_\_\_\_\_  
PRESBYTERY EXECUTIVE/STATED CLERK

\_\_\_\_\_  
DATE

### SYNOD - Not required in Synods of Mid-Atlantic, Northeast, South Atlantic, Southern California and Hawaii, or Trinity

ON \_\_\_\_\_ (DATE) THE SYNOD OF \_\_\_\_\_ ENDORSED THIS APPLICATION  
FOR FUNDING AS REQUESTED (SYNOD ENDORSEMENT IS REQUIRED FOR ALL LOAN APPLICATIONS INCLUDING LOANS TO PRESBYTERIES,  
EXCEPT AS STATED ABOVE).

\_\_\_\_\_  
SYNOD EXECUTIVE/STATED CLERK

\_\_\_\_\_  
DATE

# Financial Statements Last Three Years

*Sam Cott*  
TREASURER

10/29/24

3:11 PM

First Presbyterian Church of Auburn

10/28/24

## Profit & Loss

Accrual Basis

January 2021 through December 2023

|  | Jan - Dec 21      | Jan - Dec 22      | Jan - Dec 23      |
|--|-------------------|-------------------|-------------------|
| <b>Ordinary Income/Expense</b>                     |                   |                   |                   |
| <b>Income</b>                                      |                   |                   |                   |
| 300 · Current Year Pledge Income                   |                   |                   |                   |
| 301 · Pledges Received Current Year                | 693,264.87        | 629,364.24        | 713,152.45        |
| 305 · Pledges Received Prior Year                  | 7,520.00          | 28,071.70         | 0.00              |
| <b>Total 300 · Current Year Pledge Income</b>      | <b>700,784.87</b> | <b>657,435.94</b> | <b>713,152.45</b> |
| 304 · Pledge Rec. towards Prior Year               | 22,630.00         | 2,620.00          | 8,575.00          |
| 306 · Non-Pledge Receipts                          | 73,144.80         | 121,304.40        | 99,683.04         |
| 308 · Plate Offerings                              | 373.00            | 3,143.00          | 5,618.74          |
| 311 · Attendee Deposits for Retreats               | 5,635.17          | 7,100.52          | 10,353.20         |
| 321 · Endowment Income                             | 9,599.98          | 10,000.30         | 13,705.82         |
| 322 · McDowell Trust Income                        | 0.00              | 0.00              | 18,801.30         |
| 323 · Investment Income                            | 22,338.89         | 17,039.27         | 29,902.41         |
| 324 · Rental/Building Use Income                   | 11,200.00         | 7,960.00          | 10,905.00         |
| 328 · APCM Subsidy                                 | 17,526.96         | 17,527.06         | 17,526.96         |
| 330 · Other Income                                 | 10,666.06         | 14,449.23         | 15,471.43         |
| 331 · Government Grant/PPP                         | 80,000.00         | 0.00              | 0.00              |
| <b>Total Income</b>                                | <b>953,899.73</b> | <b>858,579.72</b> | <b>943,695.35</b> |
| <b>Expense</b>                                     |                   |                   |                   |
| 1000 · Perm. Restricted Acct. Expense              |                   |                   |                   |
| 1020 · Expenses for Retreats                       | 13,593.00         | 18,779.95         | 26,515.75         |
| 1025 · Gifts/Distributions                         | 82,690.31         | 41,896.35         | 32,517.43         |
| 1035 · Supplies                                    | 45,444.60         | 15,431.68         | 7,716.60          |
| <b>Total 1000 · Perm. Restricted Acct. Expense</b> | <b>141,727.91</b> | <b>76,107.98</b>  | <b>66,749.78</b>  |
| 400 · Christian Education                          |                   |                   |                   |
| 401 · Senior High Youth                            | 185.75            | 1,110.46          | 803.17            |
| 402 · Junior High Youth                            | 275.75            | 1,057.95          | 899.30            |
| 403 · K-5th Youth                                  | 0.00              | 810.30            | 255.79            |
| 405 · Preschool Youth                              | 310.86            | 0.00              | 0.00              |
| 406 · Nursery/Pre-School                           | 0.00              | 400.00            | 0.00              |
| 407 · Godly Play                                   | 412.75            | 13.67             | 18.73             |
| 408 · Confirmation Class                           | 169.43            | 193.44            | 0.00              |
| 409 · Adult Ed/Curr/Speakers                       | 61.63             | 901.47            | 166.82            |
| 413 · Montreat Expenses                            | 3,000.00          | 3,000.00          | 2,600.00          |
| 414 · Curriculum                                   | 1,419.51          | 534.03            | 739.72            |
| 415 · Supplies                                     | 4,807.09          | 1,848.71          | 2,135.20          |
| 416 · Library Books                                | 415.30            | 784.36            | 448.25            |
| 417 · VBS  | 831.68            | 1,096.80          | 1,200.18          |
| 423 · Sr High Mission Trip                         | 0.00              | 0.00              | 1,200.00          |
| 424 · Middle School Conference                     | 0.00              | 1,800.00          | 1,500.00          |
| <b>Total 400 · Christian Education</b>             | <b>11,889.75</b>  | <b>13,551.19</b>  | <b>11,967.16</b>  |
| 450 · University Ministry                          |                   |                   |                   |
| 451 · Program                                      | 1,573.93          | 2,815.00          | 2,635.47          |
| 453 · Publicity                                    | 0.00              | 119.30            | 0.00              |
| 454 · Retreats/Conferences                         | 2,521.00          | 900.04            | 852.85            |
| <b>Total 450 · University Ministry</b>             | <b>4,094.93</b>   | <b>3,834.34</b>   | <b>3,488.32</b>   |
| 500 · Outreach                                     |                   |                   |                   |
| 502 · Mission Program                              | 0.90              | 97.34             | 419.20            |
| 504 · International Missions                       | 1,900.00          | 1,000.00          | 1,000.00          |
| 505 · PCM  | 26,000.00         | 26,000.00         | 26,000.00         |
| 506 · Church & Community                           | 13,560.00         | 13,868.07         | 14,340.00         |
| 507 · Advocacy                                     | 600.00            | 600.00            | 600.00            |
| 651 · General Benevolence                          | 29,000.00         | 29,000.00         | 29,000.00         |
| <b>Total 500 · Outreach</b>                        | <b>71,060.90</b>  | <b>70,565.41</b>  | <b>71,359.20</b>  |

mc 10/29/24

3:11 PM

10/28/24

Accrual Basis

# First Presbyterian Church of Auburn

## Profit & Loss

January 2021 through December 2023

|  | Jan - Dec 21      | Jan - Dec 22      | Jan - Dec 23      |
|--|-------------------|-------------------|-------------------|
| <b>550 • Worship</b>                                 |                   |                   |                   |
| 551 • Piano/Organ                                    | 480.00            | 560.00            | 855.00            |
| 552 • Worship Supplies                               | 2,090.40          | 1,308.53          | 1,597.35          |
| 553 • Music Supplies                                 | 195.76            | 1,370.23          | 1,352.93          |
| 554 • Music Honoraria                                | 2,590.00          | 4,845.00          | 4,250.00          |
| 555 • Sound System                                   | 0.00              | 281.41            | 0.00              |
| 557 • Worship Arts                                   | 65.39             | 0.00              | 0.00              |
| <b>Total 550 • Worship</b>                           | <b>5,421.55</b>   | <b>8,365.17</b>   | <b>8,055.28</b>   |
| <b>600 • Congregational Care &amp; Nurture</b>       |                   |                   |                   |
| 601 • Mid-week Suppers                               | 3,200.00          | 2,684.31          | 2,880.00          |
| 602 • Fellowship Event Supplies                      | 504.86            | 268.75            | 1,127.08          |
| 603 • Kitchen Supplies                               | 315.84            | 472.55            | 537.07            |
| 607 • Bereavement                                    | 0.00              | 175.75            | 89.54             |
| 638 • Church Directory                               | 0.00              | 0.00              | 178.57            |
| <b>Total 600 • Congregational Care &amp; Nurture</b> | <b>4,020.70</b>   | <b>3,601.36</b>   | <b>4,792.26</b>   |
| <b>650 • Stewardship</b>                             |                   |                   |                   |
| 653 • Per Capita Tax                                 | 13,268.08         | 13,115.76         | 13,986.00         |
| 656 • Capital Replacement                            | 6,500.00          | 0.00              | 0.00              |
| 658 • Office Supplies                                | 4,383.09          | 4,269.96          | 4,315.97          |
| 659 • Telephone                                      | 12,131.63         | 14,218.75         | 14,136.33         |
| 660 • Maintenance Contracts                          | 5,359.34          | 5,023.38          | 3,301.85          |
| 661 • Insurance                                      | 25,747.57         | 29,704.44         | 34,029.10         |
| 662 • Copier Lease/Maint.                            | 12,548.76         | 10,873.04         | 8,670.42          |
| 665 • Postage  | 1,814.00          | 1,266.24          | 1,844.13          |
| 680 • Other Administrative Expenses                  | 6,790.92          | 6,252.08          | 5,857.93          |
| <b>Total 650 • Stewardship</b>                       | <b>88,543.39</b>  | <b>84,723.65</b>  | <b>86,141.73</b>  |
| <b>700 • Property</b>                                |                   |                   |                   |
| 701 • Janitorial Supplies                            | 3,940.42          | 4,743.99          | 5,571.67          |
| 702 • Vehicle Expenses                               | 742.06            | 2,249.31          | 988.21            |
| 754 • Building Maintenance                           | 17,580.82         | 19,919.22         | 15,208.53         |
| 755 • Equipment Maintenance                          | 3,733.44          | 4,100.76          | 4,380.68          |
| 756 • Grounds Maintenance                            | 4,804.44          | 5,711.29          | 5,855.43          |
| <b>Total 700 • Property</b>                          | <b>30,801.18</b>  | <b>36,724.57</b>  | <b>32,004.52</b>  |
| <b>750 • Utilities</b>                               |                   |                   |                   |
| 751 • Electricity                                    | 25,389.34         | 30,595.65         | 33,346.07         |
| 752 • Gas  | 3,166.30          | 3,417.01          | 3,662.85          |
| 753 • Water/Waste Disposal                           | 5,787.87          | 4,258.67          | 5,006.65          |
| <b>Total 750 • Utilities</b>                         | <b>34,343.51</b>  | <b>38,271.33</b>  | <b>42,015.57</b>  |
| <b>800 • Personnel</b>                               |                   |                   |                   |
| 801 • Salaries                                       | 298,124.60        | 301,958.28        | 325,354.35        |
| 802 • Payroll Expenses                               | 14,101.56         | 13,074.06         | 12,741.03         |
| 803 • Medical Insurance                              | 87,727.32         | 90,512.76         | 94,629.03         |
| 804 • Housing Allowance                              | 42,980.00         | 43,920.45         | 41,029.80         |
| 807 • SECA - Ministers                               | 11,700.00         | 12,285.12         | 12,075.56         |
| 809 • Professional Expenses                          | 17,905.32         | 19,720.89         | 24,199.64         |
| 814 • DMin Support                                   | 1,900.00          | 0.00              | 0.00              |
| 817 • Salaries - Clearing Account                    | 0.00              | 0.00              | 0.00              |
| 820 • Other Personnel Expense                        | 2,875.85          | 3,685.45          | 3,692.32          |
| <b>Total 800 • Personnel</b>                         | <b>477,294.65</b> | <b>485,157.01</b> | <b>513,721.73</b> |
| <b>Total Expense</b>                                 | <b>869,198.47</b> | <b>820,902.01</b> | <b>840,295.55</b> |
| <b>Net Ordinary Income</b>                           | <b>84,701.26</b>  | <b>37,677.71</b>  | <b>103,399.80</b> |

mc 10/29/24

3:11 PM

10/28/24

Accrual Basis

First Presbyterian Church of Auburn

Profit & Loss

January 2021 through December 2023

|                      | Jan - Dec 21 | Jan - Dec 22 | Jan - Dec 23 |
|----------------------|--------------|--------------|--------------|
| Other Income/Expense |              |              |              |
| Other Income         |              |              |              |
| 2000 - Transfers     | 31,818.59    | -28,895.34   | -30,174.10   |
| Total Other Income   | 31,818.59    | -28,895.34   | -30,174.10   |
| Net Other Income     | 31,818.59    | -28,895.34   | -30,174.10   |
| Net Income           | 116,519.85   | 8,782.37     | 73,225.70    |



**Cash/Liquid Assets  
not disclosed in Financial  
Statements 2021-2024**

|      |  | Fund Balances<br>December 31, 2021 |                   |                     |                  |                            |                     |
|------|--|------------------------------------|-------------------|---------------------|------------------|----------------------------|---------------------|
|      |  | Beginning<br>Balance               | YTD<br>Income     | YTD<br>Expense      | YTD<br>Transfers | Changes in<br>Market Value | Current<br>Balance  |
| 3001 | General Fund                           | 228,851.97                         | 789,189.38        | (727,430.88)        | (23,665.29)      | 186.24                     | 245,041.74          |
| 3020 | Debt Service                           | 73,248.54                          |                   |                     |                  |                            | 73,248.54           |
|      | <b>Special Offerings:</b>              |                                    |                   |                     |                  |                            |                     |
| 3114 | Disaster Relief                        | 100.00                             | 750.00            | (800.00)            |                  |                            | 350.00              |
| 3103 | East AL Food Bank                      | 75.00                              | 270.00            | (345.00)            |                  |                            | -                   |
| 3106 | Joy Gift                               | 1,240.00                           | 1,389.00          | (1,240.00)          |                  |                            | 1,389.00            |
| 3107 | Lee Co Christmas                       | -                                  | 1,685.00          | (1,685.00)          |                  |                            | -                   |
| 3108 | One Great Hour of Sharing              | -                                  | 1,988.00          | (1,988.00)          |                  |                            | -                   |
| 3113 | PCM                                    | 110.00                             | 1,605.00          | (8,318.08)          | 4,713.08         |                            | 110.00              |
| 3109 | Peacemaking                            | 480.00                             | 1,230.00          | (1,680.00)          |                  |                            | -                   |
|      | <b>Restricted Funds:</b>               |                                    |                   |                     |                  |                            |                     |
| 3212 | Cain Peacemaking Fund                  | 7,840.42                           | 19.85             |                     |                  |                            | 7,860.27            |
| 3211 | Capital Replacement Fund               | 98,981.50                          | 6,500.00          |                     |                  |                            | 105,481.50          |
| 3238 | Children's Music Fund                  | 1,305.49                           |                   |                     |                  |                            | 1,305.49            |
| 3237 | Christian Education Scholarship Fund   | 4,489.89                           | 11.88             |                     |                  |                            | 4,501.35            |
| 3220 | Choir Fund                             | 7,849.28                           | 1,200.00          | (200.00)            | 15.00            |                            | 8,884.25            |
| 3209 | Commemoratives                         | 13,826.98                          | 100.00            | (400.00)            | (585.20)         |                            | 12,941.78           |
| 3240 | Congregational Care Fund               | 4,849.70                           |                   |                     |                  |                            | 4,849.70            |
| 3289 | Facilities Improvement/Renovation Fund | 8,288.94                           | 10,333.00         | (19,847.50)         | 18,852.23        |                            | 18,838.67           |
| 3245 | Finance Emergency Fund                 | 10,635.03                          |                   |                     |                  |                            | 10,635.03           |
| 3214 | Goodman Flower Fund                    | 13,438.78                          | 34.81             |                     |                  |                            | 13,471.87           |
| 3227 | JW Tamblin Endowment                   | 27,776.54                          | 107.78            |                     |                  |                            | 27,884.30           |
| 3230 | Legacy Fund                            | 507,877.88                         | 11,818.78         | (9,589.98)          |                  | (41,588.39)                | 468,008.24          |
| 3242 | Legacy Disbursement Funds-Mission      | 9,294.70                           | 3,199.89          | (8,882.57)          |                  |                            | 3,612.12            |
| 3243 | Legacy Disbursement Funds-Property     | 8,822.73                           | 3,199.89          |                     |                  |                            | 12,022.71           |
| 3244 | Legacy Disbursement Funds-Ukirk        | 7,851.14                           | 3,200.01          |                     |                  |                            | 10,851.15           |
| 3205 | Leith Lecture Endowment                | 7,225.90                           | 28.44             |                     | 570.20           |                            | 7,821.54            |
|      | Living River                           | -                                  |                   |                     |                  |                            | -                   |
| 3234 | Living Waters for the World/Haiti      | 803.25                             |                   |                     |                  |                            | 803.25              |
| 3218 | Men of the Church                      | 75.73                              |                   |                     |                  |                            | 75.73               |
| 3207 | Ministers Christmas Gift               | 20.00                              | 1,920.00          | (2,010.00)          |                  |                            | (70.00)             |
| 3208 | Ministers Discretionary Fund           | 2,743.58                           | 2,000.00          | (500.00)            | 580.00           |                            | 4,803.58            |
| 3204 | Montreat Youth Retreat                 | 6,887.79                           | 17,395.37         | (13,893.00)         |                  |                            | 10,390.16           |
| 3217 | Organ Fund                             | 7,878.88                           | 19.85             |                     |                  |                            | 7,898.83            |
| 3208 | Other Designated Gifts                 | 60,598.86                          | 8,857.00          | (58,375.23)         | (580.00)         |                            | 12,820.63           |
| 3216 | Parish Nurse Fund                      | 1,742.09                           |                   | (500.00)            |                  |                            | 1,242.09            |
| 3213 | Perry Student Mission Fund             | 25,582.18                          | 88.13             | (1,500.00)          |                  |                            | 24,148.28           |
| 3218 | Presbyterian Women                     | 6,530.03                           | 6,397.80          | (11,831.29)         |                  |                            | 1,296.54            |
| 3228 | Sabbatical Endowment Fund              | 51,845.54                          | 134.85            |                     |                  |                            | 52,080.49           |
| 3241 | Theological Education Grant            | 3,074.42                           |                   |                     |                  |                            | 3,074.42            |
| 3202 | UKirk                                  | 14,907.58                          | 944.04            | (8.70)              |                  |                            | 15,842.90           |
| 3202 | UKirk Meals                            | 2,340.02                           | 5,440.00          | (3,180.65)          |                  |                            | 4,619.37            |
| 3215 | Vowell Flower Fund                     | 5,192.13                           | 1,014.12          |                     |                  |                            | 6,206.25            |
| 3234 | Youth Events/Dinners                   | 313.74                             |                   |                     |                  |                            | 313.74              |
|      | <b>Net Assets</b>                      |                                    |                   |                     |                  |                            |                     |
| 3231 | Investment in Buildings                | 2,309,354.97                       |                   |                     |                  |                            | 2,309,354.97        |
|      | <b>Total Equity</b>                    | <b>3,541,898.67</b>                | <b>881,837.89</b> | <b>(889,495.54)</b> | <b>-</b>         | <b>(41,402.15)</b>         | <b>3,482,748.07</b> |

| Fund Balances<br>December 31, 2022 |  |                      |                   |                     |                     |                            |                     |
|------------------------------------|--|----------------------|-------------------|---------------------|---------------------|----------------------------|---------------------|
|                                    |  | Beginning<br>Balance | YTD<br>Income     | YTD<br>Expense      | YTD<br>Transfers    | Changes in<br>Market Value | Current<br>Balance  |
| 3001                               | General Fund                           | 339,587.20           | 748,191.23        | (744,794.03)        | (138,000.00)        | (12,825.50)                | 182,358.90          |
| 3020                               | Debt Service                           | 73,248.54            |                   |                     |                     |                            | 73,248.54           |
|                                    | <i>Special Offerings:</i>              |                      |                   |                     |                     |                            |                     |
| 3114                               | Disaster Relief                        | 350.00               | 500.00            | (850.00)            |                     |                            | -                   |
| 3103                               | East AL Food Bank                      | -                    | 715.65            | (715.65)            |                     |                            | -                   |
| 3106                               | Joy Gift                               | 1,389.00             | 845.00            | (1,389.00)          |                     |                            | 845.00              |
| 3107                               | Lee Co Christmas                       | -                    | 2,115.00          | (1,815.00)          |                     |                            | 300.00              |
| 3108                               | One Great Hour of Sharing              | -                    | 3,480.20          | (3,480.20)          |                     |                            | -                   |
| 3113                               | PCM                                    | 135.00               | 845.00            | (765.00)            |                     |                            | 25.00               |
| 3109                               | Peacemaking                            | -                    | 475.00            | (475.00)            |                     |                            | -                   |
|                                    | <i>Restricted Funds:</i>               |                      |                   |                     |                     |                            |                     |
| 3212                               | Cain Peacemaking Fund                  | 7,680.27             | 18.45             | (1,330.36)          |                     |                            | 6,348.36            |
| 3211                               | Capital Replacement Fund               | 105,461.50           |                   | (38,173.62)         | (28,751.28)         |                            | 40,536.60           |
| 3238                               | Children's Music Fund                  | 1,305.49             |                   |                     |                     |                            | 1,305.49            |
| 3237                               | Christian Education Scholarship Fund   | 4,501.36             | 32.65             | (881.82)            | 15,000.00           |                            | 18,672.18           |
| 3220                               | Choir Fund                             | 8,684.25             |                   |                     |                     |                            | 8,684.25            |
| 3208                               | Commemoratives                         | 12,941.78            | 8,755.00          | (5,015.01)          | (1,451.86)          |                            | 15,230.10           |
| 3240                               | Congregational Care Fund               | 4,649.70             |                   | (529.61)            | 10,000.00           |                            | 14,120.09           |
| 3289                               | Facilities Improvement/Renovation Fund | 18,836.67            | 35,758.00         | (4,827.20)          | (14,752.08)         |                            | 35,215.41           |
| 3245                               | Finance Emergency Fund                 | 10,835.03            |                   |                     | 24,000.00           |                            | 34,835.03           |
| 3214                               | Goodman Flower Fund                    | 13,471.67            | 33.41             | (480.52)            |                     |                            | 13,014.56           |
| 3227                               | JW Tamblin Endowment                   | 27,884.30            | 80.78             |                     |                     |                            | 27,965.08           |
| 3230                               | Legacy Fund                            | 471,788.56           | 9,388.21          | (10,000.30)         | 1,020.00            | (118,970.24)               | 369,208.22          |
| 3242                               | Legacy Disbursement Funds-Mission      | 3,612.12             | 3,333.44          | (4,578.00)          |                     |                            | 2,369.56            |
| 3243                               | Legacy Disbursement Funds-Property     | 12,022.71            | 3,333.43          |                     |                     |                            | 15,356.14           |
| 3244                               | Legacy Disbursement Funds-Ukirk        | 10,851.15            | 3,333.43          | (660.13)            |                     |                            | 13,524.45           |
| 3205                               | Leith Lecture Endowment                | 7,821.54             | 19.52             |                     |                     |                            | 7,841.06            |
| 3234                               | Living Waters for the World/Hell       | 603.25               |                   |                     |                     |                            | 603.25              |
| 3219                               | Men of the Church                      | 75.73                |                   | (27.35)             |                     |                            | 48.38               |
| 3207                               | Ministers Christmas Gift               | (70.00)              | 1,195.00          | (1,125.00)          |                     |                            | -                   |
| 3206                               | Ministers Discretionary Fund           | 4,803.58             |                   | (500.00)            |                     |                            | 4,303.58            |
| 3204                               | Montreat Youth Retreat                 | 10,430.16            | 17,548.00         | (20,107.01)         | 4,200.00            |                            | 12,071.15           |
| 3217                               | Organ Fund                             | 7,688.63             | 19.20             |                     |                     |                            | 7,715.83            |
| 3208                               | Other Designated Gifts                 | 12,820.83            | 5,231.00          | (3,991.21)          | (8,599.59)          |                            | 5,280.83            |
| 3216                               | Parish Nurse Fund                      | 1,242.09             |                   |                     |                     |                            | 1,242.09            |
| 3213                               | Perry Student Mission Fund             | 24,148.29            | 60.27             |                     |                     |                            | 24,208.56           |
| 3218                               | Presbyterian Women                     | 1,298.54             | 5,367.55          | (4,880.40)          |                     |                            | 1,783.69            |
| 3228                               | Sabbatical Endowment Fund              | 52,080.49            | 129.95            |                     |                     |                            | 52,210.44           |
| 3241                               | Theological Education Grant            | 3,074.42             |                   |                     |                     |                            | 3,074.42            |
| 3202                               | UKirk                                  | 15,842.90            | 3,857.25          | (4,280.00)          | 7,500.00            |                            | 22,920.15           |
| 3202                               | UKirk Meals                            | 4,619.37             | 2,410.00          | (2,606.93)          |                     |                            | 4,222.44            |
| 3216                               | Vowell Flower Fund                     | 6,208.25             | 514.99            | (581.38)            |                     |                            | 6,159.88            |
| 3224                               | Youth Events/Dinners                   | 313.74               | 887.00            | (1,165.06)          |                     |                            | 35.68               |
|                                    | <i>Net Assets</i>                      |                      |                   |                     |                     |                            |                     |
| 3231                               | Investment in Buildings                | 2,308,354.97         |                   |                     |                     |                            | 2,308,354.97        |
|                                    | <b>Total Equity</b>                    | <b>3,691,138.84</b>  | <b>886,253.61</b> | <b>(857,962.77)</b> | <b>(127,834.68)</b> | <b>(131,595.74)</b>        | <b>3,329,997.36</b> |

| Fund Balances     |                                       |                      |                   |                     |                  |                            |                     |
|-------------------|---------------------------------------|----------------------|-------------------|---------------------|------------------|----------------------------|---------------------|
| December 31, 2023 |                                       |                      |                   |                     |                  |                            |                     |
|                   |                                       | Beginning<br>Balance | YTD<br>Income     | YTD<br>Expense      | YTD<br>Transfers | Changes in<br>Market Value | Current<br>Balance  |
| 3001              | General Fund                          | 193,417.30           | 839,384.55        | (756,323.98)        |                  | (1,900.24)                 | 274,557.63          |
| 3020              | Debt Service                          | 73,248.54            |                   |                     |                  |                            | 73,248.54           |
|                   | <i>Special Offerings:</i>             |                      |                   |                     |                  |                            |                     |
| 3114              | Disaster Relief                       | -                    | 100.00            | (100.00)            |                  |                            | -                   |
| 3103              | East AL Food Bank                     | -                    | 1,045.16          | (1,020.16)          |                  |                            | 25.00               |
| 3106              | Joy Gift                              | 845.00               | 2,272.00          | (845.00)            |                  |                            | 2,272.00            |
| 3107              | Lee Co Christmas                      | 300.00               | 3,289.00          | (3,226.00)          |                  |                            | 373.00              |
| 3108              | One Great Hour of Sharing             | -                    | 2,805.00          | (2,805.00)          |                  |                            | -                   |
| 3113              | PCM                                   | 25.00                | 880.00            | (880.00)            |                  |                            | 25.00               |
| 3109              | Peacemaking                           | -                    | 1,220.00          | (1,220.00)          |                  |                            | -                   |
|                   | <i>Restricted Funds:</i>              |                      |                   |                     |                  |                            |                     |
| 3212              | Cain Peacemaking Fund                 | 6,348.36             | 114.67            |                     |                  |                            | 6,463.03            |
| 3211              | Capital Replacement Fund              | 40,536.60            |                   | (4,000.00)          |                  |                            | 36,536.60           |
| 3238              | Children's Music Fund                 | 1,305.49             | 26.06             |                     |                  |                            | 1,331.54            |
| 3237              | Christian Education Scholarship Fund  | 18,672.18            | 2,325.09          | (3,850.00)          |                  |                            | 17,347.27           |
| 3220              | Choir Fund                            | 8,864.25             | 1,160.41          | (1,302.31)          |                  |                            | 8,522.35            |
| 3209              | Commemoratives                        | 15,230.10            | 4,880.00          |                     |                  |                            | 20,110.10           |
| 3240              | Congregational Care Fund              | 14,120.09            |                   | (5,978.17)          |                  |                            | 8,141.92            |
| 3299              | Facilities Improvment/Renovation Fund | 35,215.41            | 8,584.79          | (7,575.00)          |                  |                            | 36,205.20           |
| 3245              | Finance Emergency Fund                | 34,635.03            | 511.07            |                     |                  |                            | 35,146.10           |
| 3214              | Goodman Flower Fund                   | 13,014.66            | 253.66            | (490.52)            |                  |                            | 12,777.70           |
| 3227              | JW Tamblin Endowment                  | 27,965.08            | 459.69            |                     |                  |                            | 28,424.67           |
| 3230              | Legacy Fund                           | 381,227.91           | 14,015.27         | (10,833.78)         |                  | (1,021.75)                 | 383,387.65          |
| 3242              | Legacy Disbursement Funds-Mission     | 2,369.66             | 3,611.26          | (2,000.00)          |                  |                            | 3,980.82            |
| 3243              | Legacy Disbursement Funds-Property    | 15,356.14            | 3,611.26          | (14,180.22)         |                  |                            | 4,787.16            |
| 3244              | Legacy Disbursement Funds-Ulrik       | 13,524.45            | 3,611.26          |                     |                  |                            | 17,135.71           |
| 3206              | Leith Lecture Endowment               | 7,841.08             | 164.73            |                     |                  |                            | 8,005.79            |
| 3234              | Living Waters for the World/Haiti     | 603.25               |                   |                     |                  |                            | 603.25              |
| 3219              | Men of the Church                     | 48.38                |                   |                     |                  |                            | 48.38               |
| 3207              | Ministers Christmas Gift              | -                    | 1,685.00          | (1,585.00)          |                  |                            | 100.00              |
| 3206              | Ministers Discretionary Fund          | 4,303.68             | 5.38              |                     |                  |                            | 4,308.96            |
| 3204              | Montreat Youth Retreat                | 12,071.15            | 24,844.00         | (18,485.25)         |                  |                            | 18,449.90           |
| 3217              | Organ Fund                            | 7,715.83             | 111.18            |                     |                  |                            | 7,827.01            |
| 3208              | Other Designated Gifts                | 5,280.83             | 1,905.00          | (5,155.00)          |                  |                            | 2,010.83            |
| 3216              | Parish Nurse Fund                     | 1,242.09             | 24.79             |                     |                  |                            | 1,266.88            |
| 3213              | Perry Student Mission Fund            | 24,208.66            | 415.06            |                     |                  |                            | 24,623.62           |
| 3218              | Presbyterian Women                    | 1,783.89             | 5,961.66          | (4,650.57)          |                  |                            | 3,094.68            |
| 3228              | Sabbatical Endowment Fund             | 52,210.44            | 1,098.92          |                     |                  |                            | 53,307.36           |
| 3241              | Theological Education Grant           | 3,074.42             |                   |                     | (3,074.42)       |                            | -                   |
| 3202              | Ulrik                                 | 22,920.15            | 5,438.79          | (5,845.85)          | 3,074.42         |                            | 25,587.51           |
| 3202              | Ulrik Meals                           | 4,222.44             | 2,030.00          | (2,263.24)          |                  |                            | 3,989.20            |
| 3215              | Vowell Flower Fund                    | 6,159.88             | 106.89            | (602.24)            |                  |                            | 5,664.53            |
| 3224              | Youth Events/Dinners                  | 35.68                | 807.85            | (1,377.82)          |                  |                            | (534.29)            |
|                   | <i>Net Assets</i>                     |                      |                   |                     |                  |                            |                     |
| 3231              | Investment in Buildings               | 2,309,354.97         |                   |                     |                  |                            | 2,309,354.97        |
|                   | <b>Total Equity</b>                   | <b>3,339,677.46</b>  | <b>938,537.24</b> | <b>(856,185.11)</b> | <b>-</b>         | <b>(2,921.99)</b>          | <b>3,418,507.69</b> |

| Fund Balances      |  |                      |                   |                     |                  |                            |                     |
|--------------------|--|----------------------|-------------------|---------------------|------------------|----------------------------|---------------------|
| September 30, 2024 |  |                      |                   |                     |                  |                            |                     |
|                    |  | Beginning<br>Balance | YTD<br>Income     | YTD<br>Expense      | YTD<br>Transfers | Changes in<br>Market Value | Current<br>Balance  |
| 3001               | General Fund                           | 260,132.65           | 634,080.89        | (843,881.02)        | (57,029.08)      | 1,847.09                   | 194,980.53          |
| 3020               | Debt Service                           | 73,248.54            |                   |                     |                  |                            | 73,248.54           |
|                    | <i>Special Offerings:</i>              |                      |                   |                     |                  |                            |                     |
| 3114               | Disaster Relief                        | -                    |                   |                     |                  |                            | -                   |
| 3103               | East AL Food Bank                      | 25.00                | 851.00            | (826.00)            |                  |                            | 50.00               |
| 3108               | Joy Gift                               | 2,272.00             |                   | (2,272.00)          |                  |                            | -                   |
| 3107               | Lee Co Christmas                       | 373.00               |                   |                     |                  |                            | 373.00              |
| 3108               | One Great Hour of Sharing              | -                    | 3,875.00          | (6,265.00)          | 2,590.00         |                            | -                   |
| 3113               | PCM                                    | 25.00                | 825.00            | (790.00)            |                  |                            | 60.00               |
| 3109               | Peacemaking                            | -                    |                   |                     |                  |                            | -                   |
|                    | <i>Restricted Funds:</i>               |                      |                   |                     |                  |                            |                     |
| 3212               | Cain Peacemaking Fund                  | 8,463.03             | 183.93            |                     |                  |                            | 8,646.96            |
| 3211               | Capital Replacement Fund               | 38,536.60            |                   | (47,215.00)         | 52,029.08        |                            | 41,350.68           |
| 3238               | Children's Music Fund                  | 1,331.54             | 44.35             |                     |                  |                            | 1,375.89            |
| 3237               | Christian Education Scholarship Fund   | 17,347.27            | 2,472.42          | (1,680.95)          |                  |                            | 18,138.74           |
| 3220               | Choir Fund                             | 8,522.35             | 272.57            |                     |                  |                            | 8,794.92            |
| 3208               | Commemoratives                         | 20,110.10            | 800.00            | (76.00)             | (550.00)         |                            | 20,085.10           |
| 3240               | Congregational Care Fund               | 8,141.92             |                   | (2,147.96)          |                  |                            | 5,993.96            |
| 3299               | Facilities Improvement/Renovation Fund | 38,205.20            | 11,256.72         | (500.00)            |                  |                            | 48,960.92           |
| 3248               | Finance Emergency Fund                 | 35,148.10            | 888.85            |                     |                  |                            | 36,036.95           |
| 3214               | Goodman Flower Fund                    | 12,777.70            | 408.35            | (603.20)            |                  |                            | 12,582.85           |
| 3227               | JW Tamblin Endowment                   | 28,424.67            | 784.37            |                     |                  |                            | 29,209.04           |
| 3230               | Legacy Fund                            | 380,470.81           | 107,612.77        | (2,895.34)          | 10,550.00        | 31,848.20                  | 527,586.44          |
| 3242               | Legacy Disbursement Funds-Mission      | 4,938.16             | 965.11            | (750.00)            |                  |                            | 5,153.27            |
| 3243               | Legacy Disbursement Funds-Property     | 5,744.53             | 965.11            | (2,218.44)          |                  |                            | 4,491.20            |
| 3244               | Legacy Disbursement Funds-Ulrik        | 18,093.08            | 965.12            | (788.00)            |                  |                            | 18,270.18           |
| 3206               | Leith Lecture Endowment                | 8,005.79             | 344.82            | (4,928.94)          | 5,000.00         |                            | 8,421.77            |
| 3234               | Living Waters for the World/Haiti      | 603.25               |                   |                     |                  |                            | 603.25              |
| 3219               | Men of the Church                      | 48.38                |                   | (40.45)             |                  |                            | 7.93                |
| 3207               | Ministers Christmas Gift               | 100.00               |                   |                     |                  |                            | 100.00              |
| 3208               | Ministers Discretionary Fund           | 4,308.98             | 7.80              | (678.02)            |                  |                            | 3,638.54            |
| 3204               | Montreat Youth Retreat                 | 18,449.90            | 13,022.60         | (23,397.00)         |                  |                            | 8,075.50            |
| 3217               | Organ Fund                             | 7,827.01             | 175.37            |                     |                  |                            | 8,002.38            |
| 3208               | Other Designated Gifts                 | 2,010.83             | 14,738.88         | (2,185.00)          | (12,646.83)      |                            | 1,916.08            |
| 3216               | Parish Nurse Fund                      | 1,288.88             | 42.20             | (547.50)            |                  |                            | 781.58              |
| 3213               | Perry Student Mission Fund             | 24,623.62            | 883.45            |                     |                  |                            | 25,507.07           |
| 3218               | Presbyterian Women                     | 3,094.88             |                   |                     |                  |                            | 3,094.88            |
| 3228               | Sabbatical Endowment Fund              | 53,307.36            | 1,775.62          |                     | 58.63            |                            | 55,139.61           |
| 3241               | Theological Education Grant            | -                    |                   |                     |                  |                            | -                   |
| 3202               | Ulrik                                  | 25,587.51            | 667.41            | (100.00)            |                  |                            | 26,154.92           |
| 3202               | Ulrik Meals                            | 3,989.20             | 950.00            | (2,932.74)          |                  |                            | 2,006.46            |
| 3215               | Vowell Flower Fund                     | 5,884.53             | 270.15            | (697.60)            |                  |                            | 5,237.08            |
| 3224               | Youth Events/Dinners                   | (25.00)              | 702.35            | (1,164.87)          |                  |                            | (487.52)            |
|                    | <i>Net Assets</i>                      |                      |                   |                     |                  |                            |                     |
| 3231               | Investment in Buildings                | 2,309,354.97         |                   |                     |                  |                            | 2,309,354.97        |
|                    | <b>Total Equity</b>                    | <b>3,434,547.10</b>  | <b>860,169.11</b> | <b>(749,580.93)</b> | <b>0.00</b>      | <b>33,405.29</b>           | <b>3,508,661.47</b> |
|                    |  |                      |                   |                     |                  |                            | -                   |



# Current Budget and Balance sheet (Income + Expenses) 2024

8:41 AM

10/10/24

Account Book

## First Presbyterian Church of Auburn Profit & Loss Budget Performance - General Fund September 2024

|  | Sep 24    | Budget    | Jan - Sep 24 | YTD Budget | Annual Budget |
|--|-----------|-----------|--------------|------------|---------------|
| <b>Ordinary Income/Expense</b>         |           |           |              |            |               |
| Income                                 |           |           |              |            |               |
| 300 - Current Year Pledge Income       |           |           |              |            |               |
| 301 - Pledges Received Current Year    | 38,873.28 | 63,208.08 | 541,011.51   | 568,872.72 | 758,487.00    |
| 305 - Pledges Received Prior Year      | 0.00      |           | 44,783.00    |            |               |
| Total 300 - Current Year Pledge Income | 38,873.28 | 63,208.08 | 585,774.51   | 568,872.72 | 758,487.00    |
| 304 - Pledge Rec. towards Prior Year   | 0.00      |           | 340.00       | 38,750.00  | 45,000.00     |
| 306 - Non-Pledge Receipts              | 5,855.00  | 3,750.00  | 19,682.76    | 3,748.88   | 5,000.00      |
| 308 - Pledge Offerings                 | 327.00    | 416.67    | 4,458.00     | 2,388.88   | 3,200.00      |
| 323 - Investment Income                | 3,205.42  | 288.87    | 4,343.54     | 8,750.00   | 8,000.00      |
| 324 - Rental/Building Use Income       | 1,330.00  | 750.00    | 6,020.00     | 10,887.87  | 14,584.00     |
| 328 - APCM Subsidy                     | 1,215.35  | 1215.33   | 10,888.15    |            |               |
| 330 - Other Income                     | 0.00      |           | 2,822.83     |            |               |
| Total Income                           | 50,808.08 | 69,008.75 | 694,080.89   | 628,460.87 | 825,281.00    |
| <b>Expense</b>                         |           |           |              |            |               |
| 400 - Christian Education              |           |           |              |            |               |
| 401 - Senior High Youth                | 0.00      | 75.00     | 305.86       | 675.00     | 800.00        |
| 402 - Junior High Youth                | 0.00      | 75.00     | 288.22       | 675.00     | 800.00        |
| 403 - K-5th Youth                      | 0.00      | 41.67     | 38.94        | 374.88     | 500.00        |
| 406 - Nursery/Pre-School               | 33.45     | 25.00     | 88.80        | 225.00     | 300.00        |
| 407 - Gaddy Pay                        | 0.00      | 8.33      | 0.00         | 75.01      | 100.00        |
| 408 - Confirmation Class               | 0.00      | 4.17      | 317.76       | 37.53      | 50.00         |
| 409 - Adult Ed/Camp/Outings            | 332.95    | 58.33     | 359.95       | 625.01     | 700.00        |
| 410 - Worship Resources                | 0.00      | 18.67     | 0.00         | 150.03     | 200.00        |
| 412 - Teacher Training                 | 0.00      | 8.33      | 0.00         | 75.01      | 100.00        |
| 413 - Montpelier Expenses              | 0.00      | 100.00    | 1,052.64     | 800.00     | 1,200.00      |
| 414 - Curriculum                       | 180.00    | 70.83     | 873.95       | 837.51     | 850.00        |
| 415 - Supplies                         | 0.00      | 188.67    | 1,654.51     | 1,500.03   | 2,000.00      |
| 416 - Library Books                    | 0.00      | 41.67     | 243.25       | 375.03     | 500.00        |
| 417 - VBS                              | 0.00      | 100.00    | 1,431.80     | 800.00     | 1,200.00      |
| 418 - Luth Lecture                     | -4,943.94 |           | 0.00         | 750.01     | 1,000.00      |
| 423 - 3rd High Mission Trip            | 0.00      | 83.33     | 423.29       | 800.03     | 800.00        |
| 424 - Middle School Conference         | 0.00      | 68.67     | 408.68       | 450.00     | 600.00        |
| 425 - Youth Meal Expenses              | 0.00      | 50.00     | 823.88       |            |               |
| Total 400 - Christian Education        | -4,387.54 | 891.67    | 7,870.19     | 8,825.16   | 11,900.00     |
| 450 - University Ministry              |           |           |              |            |               |
| 451 - Program                          | 429.37    | 251.67    | 4,510.20     | 2,268.03   | 3,020.00      |
| 453 - Publicity                        | 0.00      | 15.00     | 0.00         | 135.00     | 180.00        |
| 454 - Retreats/Conferences             | 0.00      | 150.00    | 525.10       | 1,350.00   | 1,800.00      |
| Total 450 - University Ministry        | 429.37    | 416.67    | 5,035.30     | 3,753.03   | 5,000.00      |

8:41 AM  
10/10/24  
Accrual Basis

First Presbyterian Church of Auburn  
Profit & Loss Budget Performance - General Fund  
September 2024

|  | Sep 24           | Budget           | Jan - Sep 24     | YTD Budget       | Annual Budget    |
|--|------------------|------------------|------------------|------------------|------------------|
| <b>800 - Outreach</b>                                |                  |                  |                  |                  |                  |
| 502 - Mission Program                                | 0.00             | 33.33            | 475.00           | 300.01           | 400.00           |
| 504 - International Missions                         | 1,000.00         | 83.33            | 1,000.00         | 750.01           | 1,000.00         |
| 505 - PCM  | 6,500.00         | 6,500.00         | 19,500.00        | 18,500.00        | 26,000.00        |
| 506 - Church & Community                             | 3,000.00         | 3,775.00         | 11,083.79        | 11,325.00        | 15,100.00        |
| 507 - Advocacy                                       | 0.00             | 0.00             | 600.00           | 600.00           | 600.00           |
| 508 - Living River                                   | 0.00             | 83.33            | 1,000.00         | 750.01           | 1,000.00         |
| 509 - General Benevolence                            | 7,500.00         | 7,250.00         | 22,000.00        | 21,750.00        | 28,000.00        |
| <b>Total 800 - Outreach</b>                          | <b>18,000.00</b> | <b>17,724.99</b> | <b>55,838.79</b> | <b>54,975.03</b> | <b>73,100.00</b> |
| <b>800 - Worship</b>                                 |                  |                  |                  |                  |                  |
| 501 - Piano/Organ                                    | 0.00             | 45.83            | 0.00             | 412.51           | 550.00           |
| 502 - Worship Supplies                               | 0.00             | 125.00           | 1,185.67         | 1,125.00         | 1,500.00         |
| 503 - Music Supplies                                 | 0.00             | 100.00           | 1,422.83         | 900.00           | 1,200.00         |
| 504 - Music Ministrants                              | 160.00           | 175.00           | 4,016.00         | 1,575.00         | 2,100.00         |
| 505 - Sound System                                   | 0.00             | 16.87            | 113.43           | 150.08           | 200.00           |
| <b>Total 800 - Worship</b>                           | <b>160.00</b>    | <b>462.50</b>    | <b>6,746.93</b>  | <b>4,162.54</b>  | <b>5,550.00</b>  |
| <b>800 - Congregational Care &amp; Nurture</b>       |                  |                  |                  |                  |                  |
| 602 - Fellowship Event Supplies                      | 525.80           | 500.00           | 3,619.79         | 4,500.00         | 6,000.00         |
| 603 - Kitchen Supplies                               | 0.00             | 12.50            | 140.09           | 112.50           | 150.00           |
| 604 - Printing Directory                             | 0.00             | 8.33             | 0.00             | 75.01            | 100.00           |
| 605 - Parish Nurse                                   | 0.00             | 0.00             | 0.00             | 25.00            | 25.00            |
| 605 - Welcome Supplies                               | 0.00             | 4.17             | 0.00             | 37.58            | 50.00            |
| 607 - Name Badges                                    | 0.00             | 12.50            | 0.00             | 112.50           | 150.00           |
| 608 - Church Directory                               | 0.00             | 16.87            | 0.00             | 150.08           | 200.00           |
| 609 - New Member Dinner                              | 0.00             | 12.50            | 0.00             | 112.50           | 150.00           |
| <b>Total 800 - Congregational Care &amp; Nurture</b> | <b>525.80</b>    | <b>588.87</b>    | <b>3,739.88</b>  | <b>5,125.07</b>  | <b>6,825.00</b>  |
| <b>800 - Stewardship</b>                             |                  |                  |                  |                  |                  |
| 603 - Per Capita Tax                                 | 0.00             | 0.00             | 14,202.00        | 14,202.00        | 14,202.00        |
| 605 - Office Supplies                                | 58.86            | 354.17           | 2,698.11         | 3,187.83         | 4,250.00         |
| 609 - Telephone                                      | 128.84           | 1,188.67         | 10,824.08        | 10,500.00        | 14,000.00        |
| 609 - Maintenance Contracts                          | -177.90          | 418.67           | 2,224.36         | 3,750.00         | 5,000.00         |
| 609 - Insurance                                      | 7,384.00         | 2,867.00         | 24,144.19        | 28,613.00        | 36,484.00        |
| 609 - Copier Lease/Maint.                            | 525.55           | 708.33           | 6,834.55         | 6,375.01         | 8,500.00         |
| 609 - Postage  | 0.00             | 125.00           | 894.05           | 1,125.00         | 1,500.00         |
| 609 - Other Administrative Expenses                  | 443.88           | 541.57           | 5,107.74         | 4,875.03         | 6,500.00         |
| <b>Total 800 - Stewardship</b>                       | <b>8,981.03</b>  | <b>6,288.51</b>  | <b>67,027.88</b> | <b>70,827.83</b> | <b>89,436.00</b> |

8:41 AM  
10/10/24  
Accrual Basis

First Presbyterian Church of Auburn  
Profit & Loss Budget Performance - General Fund  
September 2024

|                                | Sep 24            | Budget            | Jan - Sep 24      | YTD Budget        | Annual Budget     |
|--------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| <b>700 - Property</b>          |                   |                   |                   |                   |                   |
| 701 - Janitorial Supplies      | 0.00              | 416.67            | 3,568.31          | 3,790.08          | 5,000.00          |
| 702 - Vehicle Expenses         | 0.00              | 126.00            | 554.01            | 1,126.00          | 1,500.00          |
| 754 - Building Maintenance     | 1,086.17          | 1,500.00          | 19,241.78         | 19,500.00         | 16,000.00         |
| 755 - Equipment Maintenance    | 0.00              | 458.38            | 3,482.88          | 4,126.01          | 5,500.00          |
| 756 - Grounds Maintenance      | 613.00            | 500.00            | 4,595.00          | 4,900.00          | 6,000.00          |
| <b>Total 700 - Property</b>    | <b>1,598.17</b>   | <b>3,000.00</b>   | <b>31,431.98</b>  | <b>27,000.04</b>  | <b>36,000.00</b>  |
| <b>700 - Utilities</b>         |                   |                   |                   |                   |                   |
| 701 - Electricity              | 4,822.42          | 2,767.82          | 28,587.88         | 24,821.28         | 33,085.00         |
| 702 - Gas                      | 80.31             | 418.57            | 3,797.38          | 3,790.08          | 5,000.00          |
| 703 - Water/Waste Disposal     | 217.09            | 418.57            | 3,824.91          | 3,790.08          | 5,000.00          |
| <b>Total 700 - Utilities</b>   | <b>5,128.82</b>   | <b>3,591.28</b>   | <b>34,020.28</b>  | <b>32,321.34</b>  | <b>43,085.00</b>  |
| <b>800 - Personnel</b>         |                   |                   |                   |                   |                   |
| 801 - Salaries                 | 29,808.48         | 30,240.08         | 257,786.34        | 272,187.78        | 382,917.00        |
| 802 - Payroll Expenses         | 1,136.02          | 1,124.42          | 10,008.43         | 10,118.78         | 13,482.00         |
| 803 - Medical Insurance        | 18,980.94         | 9,329.00          | 89,878.88         | 83,861.00         | 111,946.00        |
| 804 - Housing Allowance        | 3,000.00          | 2,428.26          | 27,000.00         | 21,883.25         | 26,151.00         |
| 805 - 403b Matching            | 600.00            | 500.00            | 4,500.00          | 4,500.00          | 6,000.00          |
| 807 - SECA - Minidwrs          | 888.20            | 888.25            | 8,882.80          | 8,883.26          | 11,871.00         |
| 809 - Professional Expenses    | -588.89           | 1,874.87          | 17,213.12         | 15,072.09         | 20,086.00         |
| 814 - Dign Support             | 0.00              | 158.53            | 1,800.00          | 1,425.01          | 1,900.00          |
| 820 - Other Personnel Expenses | 0.00              | 583.33            | 1,132.22          | 6,250.01          | 7,000.00          |
| <b>Total 800 - Personnel</b>   | <b>58,828.65</b>  | <b>47,031.33</b>  | <b>422,318.88</b> | <b>429,282.09</b> | <b>584,376.00</b> |
| <b>Total Expense</b>           | <b>84,236.10</b>  | <b>80,054.60</b>  | <b>639,651.02</b> | <b>630,168.98</b> | <b>835,291.00</b> |
| <b>Net Ordinary Income</b>     | <b>-33,430.04</b> | <b>-10,447.95</b> | <b>209.87</b>     | <b>-3,708.29</b>  | <b>0.00</b>       |
| <b>Net Income</b>              | <b>-33,430.04</b> | <b>-10,447.95</b> | <b>209.87</b>     | <b>-3,708.29</b>  | <b>0.00</b>       |

**FIRST PRESBYTERIAN CHURCH  
2024 GENERAL FUND BUDGET WORKSHEET**

|                            |                          | 2024          |               | 2025           |               |       |
|----------------------------|--------------------------|---------------|---------------|----------------|---------------|-------|
| <b>Income</b>              |                          | <b>ACTUAL</b> | <b>Budget</b> | <b>Request</b> | <b>Change</b> |       |
|                            | Pledges                  | 438919        | 758497        | 805259         | 46762         | 6.17% |
|                            | Non-Pledge Receipts      | 10400         | 45000         | 45000          |               |       |
|                            | Plate Offering           | 3110          | 5000          | 5000           |               |       |
|                            | Interest Income          | 1054          | 3200          | 2500           | -700          |       |
|                            | Rental Income            | 3450          | 9000          | 9000           |               |       |
|                            | APCM Subsidy             | 7292          | 14584         | 14584          |               |       |
|                            | Other Income             | 2523          |               | 0              |               |       |
|                            | <b>TOTAL INCOME</b>      | <b>466749</b> | <b>835281</b> | <b>881343</b>  | <b>46062</b>  |       |
|                            |                          | 2024          |               | 2025           |               |       |
| #                          | ACCOUNT                  | ACTUAL        | Budget        | Request        | Change        |       |
| <b>CE Ministry</b>         |                          |               |               |                |               |       |
| 401                        | Sr. High Youth           | 277           | 900           | 900            |               |       |
| 402                        | Jr. High Youth           | 210           | 900           | 900            |               |       |
| 403                        | K-5th Grade              | 39            | 500           | 500            |               |       |
| 406                        | Preschool/Nursery        | 63            | 300           | 300            |               |       |
| 407                        | Godly Play               | 0             | 100           | 100            |               |       |
| 408                        | Confirmation Class       | 318           | 50            | 50             |               |       |
| 409                        | Adult Ed./Cumm/Speakers  | 27            | 700           | 1200           | 500           |       |
| 410                        | Worship Readiness        | 0             | 200           | 200            |               |       |
| 411                        | Intergen. Program        | 0             | 0             | 0              |               |       |
| 412                        | Teacher Training         | 0             | 100           | 100            |               |       |
| 413                        | Montreat Expenses        | 0             | 1200          | 1200           |               |       |
| 424                        | Middle School Conference | 0             | 800           | 800            |               |       |
| 414                        | Curriculum               | 444           | 850           | 850            |               |       |
| 415                        | Supplies                 | 1309          | 2000          | 2000           |               |       |
| 416                        | Library Books/AV         | 243           | 500           | 500            |               |       |
| 417                        | VBS                      | 515           | 1200          | 1200           |               |       |
| 419                        | Leith Lecture            | 0             | 0             |                |               |       |
| 423                        | Mission                  | 0             | 1000          | 1000           |               |       |
| 425                        | Youth Meal Expenses      | 561           | 600           | 600            |               |       |
|                            | <b>TOTAL</b>             | <b>4007</b>   | <b>11900</b>  | <b>12400</b>   | <b>500</b>    |       |
| <b>University Ministry</b> |                          |               |               |                |               |       |
| 451                        | Program                  | 2274          | 3020          | 3500           | 480           |       |
| 453                        | Publicity                | 0             | 180           | 180            |               |       |

Proposed 2025 Budget



## FIRST PRESBYTERIAN CHURCH 2024 GENERAL FUND BUDGET WORKSHEET

|                            |                           |             |              |              |             |
|----------------------------|---------------------------|-------------|--------------|--------------|-------------|
| 454                        | Retreats/Conferences      | 212         | 1800         | 2500         | 700         |
|                            | <b>TOTAL</b>              | <b>2486</b> | <b>5000</b>  | <b>6180</b>  | <b>1180</b> |
|                            |                           |             |              |              |             |
|                            |                           |             |              |              |             |
|                            |                           |             |              |              |             |
|                            |                           |             |              |              |             |
|                            |                           |             |              |              |             |
|                            |                           | 2024        |              | 2025         |             |
| #                          | ACCOUNT                   | ACTUAL      | Budget       | Request      | Change      |
|                            |                           |             |              |              |             |
| <b>Outreach Ministry</b>   |                           |             |              |              |             |
| 502                        | Mission Program           | 0           | 400          | 400          |             |
| 508                        | Living River              | 0           | 1000         | 1500         | 500         |
| 504                        | International Missions    | 0           | 1000         | 1000         |             |
| 505                        | PCM                       | 6500        | 26000        | 26000        |             |
| 651                        | General Benevolence       | 7250        | 29000        | 29000        |             |
| 507                        | Advocacy                  | 600         | 600          | 600          |             |
| 506                        | Church & Community        | -4936       | 15100        | 16600        | 1500        |
|                            | <b>TOTAL</b>              | <b>9414</b> | <b>73100</b> | <b>75100</b> | <b>2000</b> |
|                            |                           |             |              |              |             |
| <b>Worship Ministry</b>    |                           |             |              |              |             |
| 551                        | Piano/Organ               | 0           | 550          | 550          |             |
| 555                        | Sound System              | 18          | 200          | 200          |             |
| 552                        | Worship Supplies          | 1150        | 1500         | 1500         |             |
| 553                        | Music Supplies            | 793         | 1200         | 1200         |             |
| 554                        | Music Honoraria           | 3535        | 2100         | 4000         | 1900        |
|                            | Music Scholarships        | 0           | 0            |              |             |
| 556                        | Preaching Honoraria       | 0           | 0            |              |             |
|                            | Worship Arts              | 0           | 0            |              |             |
|                            | <b>TOTAL</b>              | <b>5496</b> | <b>5550</b>  | <b>7450</b>  | <b>1900</b> |
|                            |                           |             |              |              |             |
| <b>Congregational Life</b> |                           |             |              |              |             |
| 601                        | Mid-week Suppers          | 0           | 0            |              |             |
| 602                        | Fellowship Event Supplies | 2652        | 6000         | 6150         | 150         |
| 603                        | Kitchen Supplies          | 140         | 150          | 150          | 0           |
| 604                        | Bereavement               | 0           | 100          | 0            | -100        |
| 605                        | Parish Nurse              | 0           | 25           | 25           |             |
| 635                        | Supplies                  | 0           | 50           | 50           |             |
| 636                        | Pictorial Directory       | 0           | 200          | 300          | 100         |

## FIRST PRESBYTERIAN CHURCH 2024 GENERAL FUND BUDGET WORKSHEET

|                             |                           |               |               |                |               |
|-----------------------------|---------------------------|---------------|---------------|----------------|---------------|
| 638                         | Name Badges               | 0             | 150           | 150            |               |
| 639                         | New Member Event          | 0             | 150           | 0              | -150          |
|                             | <b>TOTAL</b>              | <b>2792</b>   | <b>6825</b>   | <b>6825</b>    | <b>0</b>      |
|                             |                           |               |               |                |               |
|                             |                           |               |               |                |               |
|                             |                           |               |               |                |               |
|                             |                           |               |               |                |               |
|                             |                           |               |               |                |               |
|                             |                           | <b>2024</b>   |               | <b>2025</b>    |               |
| <b>#</b>                    | <b>ACCOUNT</b>            | <b>ACTUAL</b> | <b>Budget</b> | <b>Request</b> | <b>Change</b> |
|                             |                           |               |               |                |               |
| <b>Stewardship Ministry</b> |                           |               |               |                |               |
| 653                         | Per Capita Tax            | 14202         | 14202         | 14500          | 298           |
| 656                         | Capital Replacement       | 0             | 0             | 10000          | 10000         |
| 658                         | Office Supplies           | 1729          | 4250          | 4250           |               |
| 659                         | Telephone                 | 7325          | 14000         | 14400          | 400           |
| 660                         | Maintenance Contracts     | 1425          | 5000          | 5000           |               |
| 661                         | Insurance                 | 15854         | 35484         | 35484          |               |
| 662                         | Copier Lease/Maint.       | 4746          | 8500          | 8500           |               |
| 665                         | Postage                   | 528           | 1500          | 1500           |               |
| 680                         | Other Admin. Expense      | 3669          | 6500          | 6500           |               |
|                             | <b>TOTAL</b>              | <b>49477</b>  | <b>89436</b>  | <b>100134</b>  | <b>10698</b>  |
|                             |                           |               |               |                |               |
| <b>Property</b>             |                           |               |               |                |               |
| 701                         | Janitorial Supplies       | 2709          | 5000          | 5000           |               |
| 702                         | Vehicle Expenses          | 0             | 1500          | 1500           |               |
| 751                         | Electricity               | 13856         | 33095         | 34000          | 905           |
| 752                         | Gas                       | 3528          | 5000          | 6000           | 1000          |
| 753                         | Water/Waste Disposal      | 2571          | 5000          | 5000           |               |
| 754                         | Maintenance - Bldg        | 11842         | 18000         | 22000          | 4000          |
| 755                         | Maintenance - Eqpmt.      | 2322          | 5500          | 5000           | -500          |
| 756                         | Maintenance - Grounds     | 3046          | 6000          | 6200           | 200           |
|                             | <b>TOTAL</b>              | <b>39873</b>  | <b>79095</b>  | <b>84700</b>   | <b>5605</b>   |
|                             |                           |               |               |                |               |
| <b>Personnel</b>            |                           |               |               |                |               |
| 801                         | Salaries                  | 169586        | 362917        | 372471         | 9554          |
| 802                         | Employer FICA             | 6643          | 13493         | 14146          | 653           |
| 803                         | Medical Insurance/Annuity | 56189         | 111948        | 104772         | -7176         |
| 804                         | Housing                   | 18000         | 29151         | 37800          | 8649          |
| 807                         | SECA - Ministers          | 5935          | 11871         | 12464          | 593           |

**FIRST PRESBYTERIAN CHURCH  
2024 GENERAL FUND BUDGET WORKSHEET**

|     |                              |               |               |               |              |              |
|-----|------------------------------|---------------|---------------|---------------|--------------|--------------|
| 809 | Professional Expenses        | 15382         | 20096         | 26101         | 6005         |              |
| 814 | D.Min. Support               | 1900          | 1900          | 3400          | 1500         |              |
| 805 | Retirement/FSA Matching      | 3000          | 6000          | 9400          | 3400         |              |
| 820 | Other                        | 1132          | 7000          | 8000          | 1000         |              |
|     | <b>TOTAL</b>                 | <b>277767</b> | <b>564375</b> | <b>588554</b> | <b>24179</b> |              |
|     |                              |               |               |               |              |              |
|     |                              |               |               |               |              |              |
|     | <b>TOTAL EXPENSES</b>        | <b>391312</b> | <b>835281</b> | <b>881343</b> | <b>46062</b> | <b>5.71%</b> |
|     |                              |               |               |               |              |              |
|     | <b>ACTUAL as of 06/30/24</b> |               |               |               |              |              |

**FPC Auburn Proposed Repayment Plan  
October 2024**

**Repayment Plan, Option A:**

- Estimated payments will be factored into the church's annual budget over the course of the terms of the loan

**Repayment Plan, Option B:**

- In July of 2025, approximately \$80k will become available when funds held in CDs will mature. We will use these funds to pay down the loan as much as possible.
- The remaining payments will be factored into the church's annual budget.

**Repayment Plan, Option C:**

- In addition to Option A or B, a Capital Campaign to take place in 2025/2026 will include raising funds to pay off the loan amount as well as address additional (less urgent) projects around the church.

## FPC Auburn Project Scope and Objectives

### **Scope:**

The project will address water intrusion issues including multiple active leaks and the damage they have caused to the interior of the church. The sanctuary roof will be replaced and gutter systems on two different buildings will be repaired. The interior damage to the walls will be re-plastered and repainted.

### **Mission Goals & Objectives:**

The project addresses safety issues related to our church's primary worship space.

Active leaks in the roof of the sanctuary are causing visible damage that is alarming to anyone utilizing this space. Addressing these repairs will allow us to worship without the distraction and concern of clearly urgent issues to our infrastructure. These repairs are vital as further water damage will quickly escalate the costs of repairs and divert money away from the core objectives and mission of the church.

### **Energy Efficiency:**

The roof over the sanctuary will be changed from an asphalt shingle to standing seam metal roof which should result in lower energy bills and last much longer before needed replacement.

**COMMERCIAL SALES AGREEMENT**Date: Nov - 1 - 2024

(SELLER) **The Presbytery of Sheppards and Lapsley, Inc.** hereby agrees to sell and or assigns  
 (PURCHASER) **Bruce Carpenter, and or assigns,** hereby agrees to purchase the following described real estate, together with all improvements thereon and appurtenances thereto (Property) situated in the City of Center point, County of Jefferson, Alabama, on the terms stated below:

Address **2650 CenterPoint Parkway, CenterPoint, Al**

AND LEGALLY DESCRIBED AS: Exiting Buildings and 10 +- Acrea of Land.

Lot(s) \_\_\_\_\_ Block \_\_\_\_\_ Survey \_\_\_\_\_

Parcel I D # 12-00-07-3-007-014.000Map Book 92\_&169 Page 34, as recorded in the office of the Judge of Probate of Jefferson, County.

1. **THE PURCHASE PRICE** shall be ~~\$ 350,000.00~~<sup>BC</sup>, payable as follows: 300,000  
**EARNEST MONEY**, (see below) ~~\$ 10,000.00~~<sup>BC</sup> 3,000  
**CASH** on closing this sale **\$ 340,000.00**

2. **AGENCY DISCLOSURE:** The listing company is: Commercial Realty Partners, LLC

The selling company is:..NA

The listing company is: *(Two blocks may be checked)*

- ☐ An agent of the seller.  
☐ An agent of the buyer.  
☐ An agent of both the seller and buyer and is acting as a limited consensual dual agent.  
 Assisting the ☐ buyer ☐ seller *(check one or both)* as a transaction broker.

The selling company is: *(Two blocks may be checked)* NA

- ☐ An agent of the seller.  
☐ An agent of the buyer.  
☐ An agent of both the seller and buyer and is acting as a limited consensual dual agent.  
☐ Assisting the ☐ buyer ☐ seller *(check one or both)* as a transaction broker.

Purchaser's Initials BC BC

Seller's Initials \_\_\_\_\_

3. **CONDITION OF PROPERTY:** Neither Seller nor any Agent makes any representations or warranties regarding condition of the Property except to the extent expressly and specifically set forth herein. Purchaser has the obligation to determine, either personally or through or with a representative of Purchaser's choosing, any and all conditions of the Property material to Purchaser's decision to buy the Property, including without limitation, the condition of the heating, cooling, plumbing and electrical systems and any built-in appliances, and the roof and the basement, including floors; structural condition; subsurface condition; utility and sewer or septic tank availability and condition.

a. Except as may be required in order to comply with paragraph 3b below, Seller shall not be required to make any repairs to the Property whatsoever under this Agreement. Subject to paragraph 3c below, Purchaser accepts the Property in its present "as is" condition, including ordinary wear and tear to the closing date. However, if the Property suffers material damage beyond ordinary wear and tear prior to the closing date, and Seller refuses to pay for any repairs reasonably required to restore the Property to a condition at least as good as previously existing, ordinary wear and tear excepted, Purchaser may proceed with the closing or cancel the Agreement and recover the earnest money by notifying Seller in writing of the cancellation within 48 hours of Purchaser's receipt of Seller's notice of refusal to pay for such repairs; provided, that the notice of cancellation must in any event be received prior to closing.

b. It shall be the responsibility of Purchaser to inspect said systems and equipment prior to closing and to notify Seller immediately of any systems that are not in operating condition. Purchaser's failure to provide such notification prior to closing shall conclusively establish that Seller has satisfied this covenant.

c. Within     days of the date of this Agreement, Purchaser may have an engineer perform a site investigation, at Purchaser's expense, of said Property to determine the existence and levels of hazardous substances on the said Property. If such investigation reveals evidence that said Property contains any hazardous or toxic waste, substance or material, or any oil or pesticides, Purchaser may, at its option, rescind this Agreement and the earnest money shall be refunded. It shall be the responsibility of the Purchaser, at Purchaser's expense, to satisfy himself that all conditions of this Agreement are satisfied before closing. After closing, all conditions of the Property, as well as any aforementioned items and systems, are the responsibility of the Purchaser. **THE AGENT MAKES NO REPRESENTATION OR WARRANTY OF ANY KIND AS TO THE CONDITION OF THE SUBJECT PROPERTY.**

d. Within 15 days of the date of this agreement, Purchaser may make additional inspections, including but not limited to structural, feasibility studies, arrange financing, and inquiries as to suitability for a specific purpose. If such investigation or arrangement of financing is not satisfactory at Purchaser's sole discretion the said contract at Purchaser's option may be rescinded and all earnest money refunded.

**4. EARNEST MONEY & PURCHASERS' DEFAULT:** Seller and Purchaser hereby direct the listing company, or Land Title, to hold the earnest money in trust until this Contract has been accepted and signed by all parties, at which time the earnest money will be promptly deposited into the escrow account of the listing company. In the event Purchaser fails to carry out and perform the terms of this contract, the earnest money shall be forfeited as liquidated damages at the option of Seller, provided Seller agrees to the cancellation of this Contract. If this Contract does not close and the earnest money is to be turned over to Seller or refunded to Purchaser pursuant to this Contract, Seller and Purchaser agree to execute a written release to the listing company affirming the proper

disposition of the earnest money. In the event both Seller and Purchaser claim the earnest money, or either Seller or Purchaser refuses or fails to execute a release, the listing company may interplead the disputed portion of the earnest money into court, and shall be entitled to deduct or recover from the earnest money for court costs, attorney fees and other expenses relating to the interpleader. When the earnest money is a check and the check is returned by a financial institution as unpaid, Seller has the right to void the Contract without further recourse on the part of Purchaser.

**5. CONVEYANCE:** Seller agrees to convey the Property to Purchaser by Statutory warranty deed, free of all encumbrances except as herein set forth, and Seller agrees that any encumbrances not herein excepted or assumed will be cleared at the time of closing. The Property is sold and is to be conveyed subject to : (i) mineral and mining rights not owned by Seller; (ii) existing leases and tenant escrow deposits that are to be transferred to Purchaser, subject to any present management and or rental commission agreements thereon; (iii) present zoning classification of 691 Religious Activities \_\_\_\_\_; (iv) is ☐ is not ☒ unknown ☐ located in a flood plain; and (v) unless otherwise agreed herein, subject to utility easements serving the Property, subdivision covenants and restrictions, and building lines of record, provided that none of the foregoing materially impair use of the Property for its intended purposes.

**6. TITLE INSURANCE:** Seller agrees to furnish Purchaser a standard form title insurance policy issued by a company qualified to insure titles in Alabama in the amount of the purchase price, insuring Purchaser against loss on account of any defect or encumbrance in the title unless herein excepted; otherwise, the earnest money shall be refunded. If a Mortgagee's title insurance policy is obtained by Purchaser at the time of closing, the total expense of the owner's and Mortgagee's policies will be divided equally between Seller and Purchaser, even if the Mortgagee is the Seller.

**7. SURVEY:** Purchaser does ☐ does not ☒ (*check one*) require a survey by a registered Alabama land surveyor of Purchaser's choosing. The survey shall be at Purchaser's ☒ Seller's ☐ expense (*check one*).

**8. PRORATIONS:** Ad valorem taxes, rents, operating expenses, insurance, and accrued interest on mortgages assumed, if any, are to be prorated between Seller and Purchaser as of the date of closing, and any advance escrow deposits held by Mortgagees shall be credited to Seller. **UNLESS AGREED HEREIN, ALL AD VALOREM TAXES EXCEPT MUNICIPAL ARE PRESUMED TO BE PAID IN ARREARS FOR PURPOSES OF PRORATION; MUNICIPAL TAXES, IF ANY, ARE PRESUMED TO BE PAID IN ADVANCE.**

**9. CLOSING & POSSESSION DATES:** Time is of the essence. The sale shall be closed and the deed delivered on or before **November 15<sup>th</sup>, 2024** except Seller shall have a reasonable length of time within which to perfect title or cure defects in the title of the Property. Possession is to be given on delivery of the deed, if the Property is then vacant; otherwise possession shall be delivered on at closing at TBD \_\_\_\_\_ (A.M.) (P.M.)

**10. DISCLAIMER:** Seller and Purchaser acknowledge that they have not relied upon advice or representations of Broker (or Broker's associated salesperson(s)) relative to (i) the legal or tax consequences of this Agreement and the sale, purchase or ownership of the Property; (ii) the structural condition of the Property, including condition of the roof and basement; (iii) construction materials; (iv) the nature and operating condition of the electrical, heating, air conditioning, plumbing, water heating systems and appliances; (v) the availability of



utilities or sewer service; (vi) the character of the neighborhood; (vii) the investment or resale value of the Property including projections of income or operating expenses; (viii) compliance requirements of the Americans with Disabilities Act; (ix) the existence of any hazardous or toxic waste, substance, or material, including without limitation any asbestos or any oil or pesticides; (x) any state of facts which would be disclosed by an accurate survey of the Property; or (xi) any other matters affecting their willingness to sell or purchase the Property on the terms and price herein set forth. Seller and Purchaser acknowledge that if such matters are of concern to them in the decision to sell or purchase the Property, they have sought and obtained independent advice relative thereto.

**11. SELLER WARRANTIES:** that unless excepted herein, Seller has not received notification from any lawful authority regarding any assessments, pending public improvements, repairs, replacements, or alterations to the Property that have not been satisfactorily made. Seller warrants that Seller is the fee owner of the Property or is authorized to execute this document for the fee owner. Seller also represents that, to the best of its knowledge, except as may otherwise be expressly disclosed herein, Seller has not released or disposed of any hazardous or toxic waste, substance or material, including without limitation any asbestos or any oil or pesticides (collectively, "Hazardous Substances"), on or about the Property; has not disposed of or arranged for the disposition of any Hazardous Substances from the Property except in compliance with all applicable federal, state or local laws; and no Hazardous Substances exist on the Property or about the Property that threaten the Property. **THESE WARRANTIES SHALL SURVIVE THE DELIVERY OF THE DEED.** Seller makes no warranty that the Property is suitable for any particular purpose, nor that the Property is in compliance with the requirements of the Americans with Disabilities Act.

**12. RISK OF LOSS:** Seller agrees to keep in force sufficient hazard insurance on the Property to protect all interests until this sale is closed and the deed is delivered. If the Property is destroyed or materially damaged between the date hereof and the closing, and Seller is unable or unwilling to restore it to its previous condition prior to closing, Purchaser shall have the option of canceling this Agreement and receiving the Earnest Money back or accepting the Property in its then condition. If Purchaser elects to accept the Property in its damaged condition, any insurance proceeds otherwise payable to Seller by reason of such damage shall be applied to the balance of the purchase price or otherwise be payable to Purchaser.

**13. HAZARDOUS SUBSTANCES:** Seller and Purchaser expressly acknowledge that the Broker(s) have not made an independent investigation or determination with respect to the existence or nonexistence of asbestos, PCB transformers, or other toxic, hazardous or contaminated substances or gases in, on, or about the Property, or for the presence of underground storage tanks. Any such investigation or determination shall be the responsibility of Seller and/or Purchaser and Broker(s) shall not be held responsible therefor.

**14. FOREIGN INVESTMENT IN REAL PROPERTY TAX ACT (FIRPTA):** In the closing of this transaction, Seller and Purchaser shall comply with the FIRPTA and the regulations promulgated thereunder by the IRS.

**15. SELECTION OF ATTORNEY:** The parties hereto acknowledge and agree that, if they have agreed to share the fees of a closing attorney hereunder, such sharing of fees may involve a potential conflict of interest and they may be required to execute an affidavit at closing acknowledging their recognition and acceptance of same. Each of the parties acknowledge that he has a right to be represented at all times in connection with this Agreement and the closing by an attorney of his own choosing, at his own expense.

**16. ADDITIONAL PROVISIONS:** Any additional provisions set forth on the attached exhibits, and initialed by all parties, are hereby made a part of this Agreement.

**17. FACSIMILE AND COUNTERPART SIGNATURES:** This agreement may be executed in counterparts and by either party or by both parties by telecopy or facsimile and shall be binding upon the party so executing it upon receipt by the other party of the signature.

**18. ENTIRE AGREEMENT:** This Agreement constitutes the entire agreement between Purchaser and Seller regarding the Property, and supersedes all prior discussions, negotiations and agreements between Purchaser and Seller, whether oral or written. Neither Purchaser, Seller, nor Broker nor any sales agent shall be bound by any understanding, agreement, promise, or representation concerning the Property, expressed or implied, not specified herein. Any further changes or modifications to this Agreement must be in writing and signed by the parties hereto.

**THIS AGREEMENT IS INTENDED TO BE A LEGALLY BINDING CONTRACT.  
IF YOU DO NOT UNDERSTAND THE LEGAL EFFECT OF ANY PART OF THIS CONTRACT,  
SEEK LEGAL ADVICE BEFORE SIGNING.**

\_\_\_\_\_  
Witness to Purchaser's Signature

Bishop [Signature] Nov-1-2024  
Purchaser (Date)  
Bishop [Signature] Nov-1-2024  
Purchaser (Date)

\_\_\_\_\_  
Witness to Seller's Signature

\_\_\_\_\_  
Seller (Date)  
\_\_\_\_\_  
Seller (Date)

**EARNEST MONEY:** Receipt is hereby acknowledged of the earnest money as hereinafter set forth

\_\_\_\_\_ Cash

\_\_\_\_\_ Check

Firm \_\_\_\_\_

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

**COMMISSION:**

In this Agreement ☒ Seller ☐ Purchaser agrees to pay to Commercial Realty Partners, LLC, Broker(s) in this transaction, in CASH at closing, a commission as stated in a signed listing agreement.

\_\_\_\_\_  
Seller/Purchaser

\_\_\_\_\_  
Seller/Purchaser

\_\_\_\_\_  
Broker/Agent

\_\_\_\_\_  
Broker/Agent



## November 2024 Newsletter



### We continually remember how environmentally significant Living River is!

At Living River's annual Fall River Fest in October, a celebration of 20 years since the removal of the Marvel Slab dam from the Cahaba River, environmental partners emphasized the importance of the Cahaba's biodiversity, our river's banks, and stewarding both because all of nature, including all of us, is so connected and interdependent. **Some reminders of Living River's significance:**

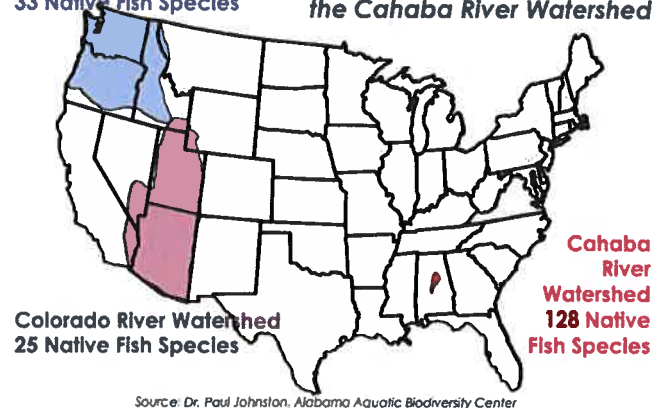
"An incredibly important stretch of the Cahaba. A national treasure." -Henry Hughes, career forester and Friends of Shades Creek co-founder

"Living River's section of the river is the most diverse anywhere in the Mobile River Basin. There's more Federal Threatened and Endangered species in that section than anywhere else, fish, mussels, and snails – they're all there. That's why the church purchased this particular property when it became available."

-Paul D. Johnson, Program Supervisor, Alabama Aquatic Biodiversity Center

"The Marvel Slab removal was the first of the seven big dam removals in Alabama. It definitely helped pave the way and lay the groundwork for getting the Mobile River Basin Coalition off life support and starting Alabama Rivers and Streams Network (ARSN)." -Jeffrey R. Powell, Deputy Field Supervisor, U.S. Fish and Wildlife Service

Columbia River Watershed 33 Native Fish Species Comparative Fish Diversity in the Cahaba River Watershed





## Summer Camp Dates and Registration!

| Living River Summer Camp 2025 |                    |                           |   |  |   |
|-------------------------------|--------------------|---------------------------|---|--|---|
| Dates                         | Camp               | Intended for Rising Grade | Early Bird Registration Rate through 01/31/25 | On-Time Registration Rate through 04/30/25 | Late Registration Rate through 06/26/25 |
| June 6 (3 pm) - 13 (noon)     | Youth Mission Camp | 7 - Graduated Senior      | \$575   | \$625                                      | \$675                                   |
| June 16 (3 pm) - 20 (noon)    | Elementary Camp    | K - 6th                   | \$480   | \$530                                      | \$580                                   |
| June 22 (3 pm) - 26 (noon)    | Creative Camp      | 2 - 9th                   | \$480   | \$530                                      | \$580                                   |
| June 27 (3 pm) - 29 (noon)    | You & Me Camp      | 4 yr. Old - 3rd           | \$200   | \$250                                      | \$300                                   |

"Bring a New-to-Living-River Friend to Camp" discount - once your friend(s) attend, your discount will be applied to your total owed or credited to you for next year's camp if you pay ahead of camp. No limit on friends.

Registration and additional information about camp, the discount, and scholarships at [www.livingriver.org](http://www.livingriver.org).

All are welcome.

### Notes about Camp Pricing and Scholarship

Summer Camp prices increase as the year progresses. There will again be a limited number of first-come scholarships available from the Presbytery of Sheppards and Lapsley for half the base price of camp. If anyone needs additional scholarship, there is some available through Living River. This year, there is also a "Bring a Friend" discount! Please be an advocate for Living River and encourage your child's friends to attend.

**Living River Summer Camp is for all kids and youth and your recommendation to friends and family goes the furthest.**

All are welcome at Living River!



### Apply to be a Summer Camp Counselor or share the opportunity with a college-aged young adult.

The application for first-time counselors will open on Dec. 1st. Interviews will happen every four weeks until all counselor positions are filled, so don't wait to apply if you're interested!

#### 2024 Counselor Quotes:

"Working at Living River had a huge impact on me this summer. It was an honor to work with an amazing staff and wonderful kids. I learned so much about leadership, and working with others to accomplish a common goal: creating a fun and engaging environment, so the campers could have the best experience possible. Working at camp was not always easy, but I will never forget the lessons I learned, and the people I met. It was truly a blessing to work at Living River this year!" -Linley Byars, First-time Counselor

"Living River has been a great place for me to grow in my faith, leadership skills, and sense of responsibility. I started coming to Living River in middle school for church retreats and saw it as a place for me to learn about my faith. As I got older I had the opportunity to work as a counselor for the summer camp. This opportunity to facilitate others growth and learning only strengthened my understanding of my own faith and continued to instill leadership abilities and a sense of responsibility." -Rush Ahnert, Returning Counselor

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

## Book a Retreat for 2025

Over 2024, Living River will have been used for at least 35 weekends! Retreats are amazing, transformational ways to accelerate community and trust among groups within a congregation or organization. **"The Salt and Light Sisterhood, a newly formed women's group at Edgewood Presbyterian Church, Homewood, AL, has enjoyed two weekend retreats at Living River. In this beautiful, natural setting, we were able to pursue our theme, 'Pause, Pray, and Play.' We are truly thankful for Living River and are already planning our next retreat."** -Karin Bell, Edgewood Presbyterian member. Reach out if you're interested in booking Living River for a group or organization you're a part of!

## Joint Confirmation and Elder Training Retreats in 2025

In partnership with congregations within the Presbytery of Sheppards and Lapsley, there will be a **joint confirmation retreat open to any congregation/youth, Jan. 24-26**. We hope this will be an annual retreat that can help congregations! Living River is also beginning to plan an **elder (re)orientation retreat for early in the Fall of 2025 that would be open to any congregation**. If you are interested in either for your congregation, email Assistant Director, Rachel Mathews!

## Living River's Need for Donors like You!

Please take a minute and look at Living River's budget below. There's much to celebrate! Living River's "Program" revenue (rental groups and Living River's own programs like Summer Camp and year-round events) has outpaced what was anticipated for this year! That means Living River is growing in exciting ways. Like was mentioned above, at least 35 weekends of 2024, Living River will have been used by an outside retreat group or for a Living River program! Weekend rental business can only grow a limited amount more from here so, **Living River is focused on growing its Summer Camp program and discerning other outlets like environmental education**. This is hard, but exciting work!

Living River: A Retreat on the Cahaba  
Year-to-date 09/30/2024

| Budget Report                 |                            |      |                       |
|-------------------------------|----------------------------|------|-----------------------|
| Sources of Funds              | Year-to-date<br>09/30/2024 |      | 2024 Annual<br>Budget |
| Program                       | 105,441                    | 121% | 87,000                |
| PSL - Trinity Property        | 22,343                     | 67%  | 33,504                |
| Donations                     | 128,084                    | 55%  | 233,200               |
| Designated gifts for camp     | 13,522                     |      |                       |
| Grants                        | 48,000                     | 100% | 48,000                |
| Other                         | 15,589                     | 70%  | 22,200                |
| Total                         | \$ 332,979                 | 79%  | \$ 423,904            |
| Uses of Funds                 |                            |      |                       |
| Personnel & Fees for Services | 181,850                    | 76%  | 237,854               |
| Program Expenses              | 47,163                     | 125% | 37,850                |
| Facilities                    | 95,195                     | 94%  | 101,349               |
| Mortgage Payments             | 22,617                     | 68%  | 33,504                |
| Administration                | 13,494                     | 102% | 13,250                |
| Total                         | \$ 360,319                 | 85%  | \$ 423,807            |

Also, notice the "Donations" revenue line. **Living River depends on donations from donors like you who care about Living River's mission to make up a little over half of its budget**. Just like Living River's programs have to grow year by year to reach their potential, **Living River's donor base needs to grow year by year too until, together, we reach the goal of covering the bare bones operational costs of Living River**. A small staff supports Living River's mission now, but as programs grow, operational costs will grow. As we grow in that direction, **please consider supporting Living River and donating monthly or annually, enabling Living River to continually steward a sacred space on the Cahaba for meaningful connection for all people**.

## Giving Tuesday Children's Bibles Drive!

Living River needs Children's Bibles! Living River does not have any Children's Bibles so we plan to buy new Bibles. That way each child will be referencing the same page number, etc. This Giving Tuesday, please consider donating to Living River to help fund its purchase of new Children's Bibles. A donation of \$50 or more, designated "Children's Bibles," will give you the opportunity to add a dedication to one. Donations of any size are welcome for this campaign! Visit [livingriver.org](http://livingriver.org) for more info.

## Become a Bedrock Sustaining Donor

**The best way to support Living River is to become a Bedrock Sustaining Donor.** Bedrock Donors give a minimum of \$25 a month or \$300 annually, strengthening Living River's foundation! Donations can be made online using this QR code, by visiting our website, [livingriver.org](http://livingriver.org), or by mailing a check. Sustaining Donors are recognized annually. **Please share this opportunity with others you know who would support Living River alongside you!**





## Executive Director's Corner



Several years ago I attended a conference where the Sankofa bird was the logo and the theme of the conference. **The Sankofa bird is associated with a Ghanaian proverb which speaks to the need to look back in order to move forward.** This Fall we have looked back at the beginnings of Living River as we celebrated **two anniversaries**: the removal of the Marvel Slab 20 years ago, and the full opening of Living River for programming 10 years ago this fall.

We were reminded by many of our environmental partners just how rich and biodiverse our stretch of the river is, and what a unique act of collaboration brought about the Marvel Slab removal. Several of our speakers emphasized the regeneration of life in our stretch of the river. Looking back at our ten years of programming, we are reminded of the many students who have connected with nature at Living River first through the Cahaba Environmental Center programs, and now through collaborations with environmental partners. We are reminded of the campers and staff members who have connected with God and each other at the 9 summer camps (the 10th will be summer 2025).

We give thanks for the many groups who have chosen Living River as a place to retreat. **Now it's time to move forward, and dream and plan for all the amazing things that God has in store for Living River.** We hope you will join us as a partner as we discover what's next!



Living River's first Summer Camp after its buildings opened, 2015.



LIVING RIVER

A RETREAT ON THE CAHABA

2000 Living River Parkway  
Montevallo, AL 35115



*Stated Clerk's Report*  
*November 21, 2024*

Consent Agenda:

1. To approve the Minutes of the August 15, 2024, 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.
4. Approval of the former Permanent Judicial Commission members to serve if needed, to make a quorum: Lee Cleveland, Debbie Feagin, Mike Mastin, Mary Porter, and Teresa Pulliam.
5. To receive, record and approve the minutes of the Commission of the Presbytery to install the Rev. Cort Gatliff as Pastor of the South Highland Presbyterian Church on September 8, 2024.
6. To approve the dates and locations for meetings of the Presbytery: February 20, 2025 at First Presbyterian of Wetumpka; on May 15, 2025, at Grace Church of Tuscaloosa. Invitations are welcomed for the August 21 and November 20, 2025, meetings.

Stated Clerk Report for information:

1. Per Capita amount for 2025 will be \$28.42; \$10.84 of this amount goes to the General Assembly, \$3.98 to Synod of Living Waters, \$12.60 to the Presbytery of Sheppards and Lapsley, and \$1.00 to Campus Ministry. See the details in the 2025 Budget in the Packet.
2. The Stated Clerk continues to review your Session's minutes. If your Minutes have not been reviewed in the past year, you may drop them off at the presbytery office, or, call the Stated Clerk to plan to send or bring them to the office. Or, you may do a check list of your own minutes, print, sign, scan, and email them to: [statedclerk@pslpcusa.org](mailto:statedclerk@pslpcusa.org).  
The following churches have had their minutes read since the last Presbytery meeting: Edgewood, Westminster Tuskegee, and Immanuel.
3. Healthy Boundaries Training: All ministers and ruling elders are required to participate in Healthy Boundary Training for the Presbytery of Sheppards and Lapsley every three (3) years. Below is a link to a Jotform Registration Form. This registration form contains registration information as well as the link to the video (which is password protected) and the password. The video takes you to another link for you to watch the content. After watching, It is **very important** to return to the Jotform, acknowledge your completion and SUBMIT the form. This will ensure the stated clerk receives notice that you have completed the training. Thank you for participating in the required Healthy Boundaries training. Your comments on both the process and the content are welcome. Please reply to our [Stated Clerk](#) if you have any questions and/or wish to share your comments.

[Registration and link to Healthy Boundary Training for the Presbytery of Sheppards and Lapsley](#)

4. The Stated Clerk continues to implement the Background Check phase of our Child and Youth/Vulnerable Protection Policy. Background checks are done 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.

The Stated Clerk is recording those who have participated in Background Checks, Boundary Training, and Antiracism events.

5. The Presbytery's minutes for 2023 have been received and reviewed by the Synod of Living Waters with "NO EXCEPTIONS." A big thank you to Tammy and Linda for a job well done!

**For Action:**

1. When an Administrative Commission is approved by the Presbytery, the AC reports to the Presbytery through the Stated Clerk since the AC are commissions of the Presbytery. Our Presbytery policy calls for ACs to report at each meeting of the Presbytery: Anniston, First; Fairfield-Highlands; Five Mile; Second.
2. Approve Committee on Representation report.



**Administrative Commission Report**

**FPC-Anniston**

**Presbytery Meeting, November, 2024**

**August/ September, 2024**

- Extensive construction work continues on FPC-Anniston. Due to construction materials hampering access to the classroom being used for worship, the Community Foundation of NE Alabama suspended access to the building until further notice.
- The FPC-Anniston Session continues to meet for regularly stated business meetings. The Session of 5 members. The Session unanimously approved reducing the number of Session members to 3, beginning in 2025. Recruitment for new Session members continues.
- Mitch Rogers, CFNEA, reports that HVAC installation is in full swing. Demolition of the old unit is very evident, and he expect demolition to be done early this week. Then, installation of the new HVAC unit begins. The timeline for this completion is not known at this time b/c he does not know when the equipment will be available.

**October, 2024**

- The Session met Tuesday, Oct. 1, and discussed best practices for keeping in touch with congregation members, especially those unable to attend worship regularly. Treasurer Scott Burleson reminded the Session to be mindful when including members in the functions of the church as they are able.
- Judy Iserloth delivered Daily Bread booklets to members who had requested having those.
- October 1, 2024 CFNEA hosted a Joyous Celebration Dinner acknowledging the new partnership with the Foundation and the FPC-Anniston. Church members, Foundation Board members, and friends of the community were invited.
- Worship in the sanctuary resumed October 6, and members were delighted to be back in their accustomed worship space.

**November, 2024**

- The Administrative Commission met with General Presbyter, General Presbyter, and Trustee moderator to update on the status of the FPC-Anniston. The AC Moderator reported that the Session is in conversation about the possible dissolution of the congregation by end of year 2024 due to inability to recruit Session members.
- The Session will meet with Foundation CEO to update and make changes to any trust agreements in light of the possible dissolution.
- The AC Moderator clarified the required actions as outlined in the Dissolution of a Congregation Documents, found in the Book of Order. The Moderator and Session members will begin to collect, organize, and box documents required for this action.

Respectfully submitted,

Frankie Tatum, CRE

Moderator of AC and the Anniston Session

**Report of the Administrative Commission  
Five Mile Presbyterian Church  
November 21, 2024**

The Administrative Commission for Five Mile Presbyterian is nearing the end of its work. The commission was charged with assisting the Session of Five Mile with the closing of the church. The final worship service was held on May 7, 2023. Members of the church have worshipped at Leeds PCUSA and Cahaba Springs PCUSA since that time.

At the May meeting of Presbytery, the body gave the AC permission to proceed with a sales contract for the Five Mile Property and its contents. Unfortunately, that contract expired without making it to closing. Efforts to renew the contract and proceed to closing have been unsuccessful.

The AC will proceed to execute a quit claim deed for the Five Mile property to Presbytery. All remaining funds related to Five Mile will be transferred to Presbytery at that time. All records will be forwarded to the Presbytery office.

Respectfully submitted,

Rev. Jonathan Yarboro  
Chair / Five Mile Administrative Commission  
Pastor / First Presbyterian Church of Wetumpka

AC Members:

Sharon Eich  
David Knox  
Daryl Love  
John Tally  
Jonathan Yarboro - Chair

Administrative Commission Report  
Second Presbyterian Church  
Merger of Second and Edgewood Presbyterian Churches

The plan of union for Second and Edgewood Churches was approved at our August meeting of Presbytery, is being followed. A service of Thanksgiving, Hope, and Union was celebrated on World Communion Sunday, October 6<sup>th</sup>, 2024. This day was significant, because Second Church last worshipped in their sanctuary last World Communion Sunday in 2023. As they came together into one congregation, it was a wonderful celebration remembering the history of both congregations. The congregations gathered together outside around Second Church's cornerstone as they were called to worship, processing into worship together. Water from the Cahaba River was poured into the baptismal font, the Word was proclaimed, a declaration of merger and peace was shared, and the people gathered around the table to share communion for World Communion Sunday. Elders and Deacons from both churches came together as a new session to be installed (several were ordained). An offering was taken for Presbyterian Disaster Assistance in the wake of Hurricane Helene.

Rev. Joe Genau is currently serving under his terms of call from before the congregations merged; the finance committee is working on terms of call for Joe's service in the merged congregation. A service of installation for the Rev. Genau is tentatively planned for January 26, 2025.

The Spirit has been working in great and obvious ways throughout this merger process. Even in the hardest of times of grief, joy has been evident. I'm excited to see what is already happening and what will continue to happen at Edgewood Presbyterian Church!

Submitted by Rev. Rachel Winter  
October 31, 2024

To: Jay Wilkins Stated Clerk

From Fairfield Highlands Administrative Commission  
Brenda Toomey  
Lin Veasey  
Richard Hanna

Date: October 8, 2024

Jay, This is our final report concerning the closing of Fairfield Highlands Presbyterian Church. At this time all documents have been turned over to the Trustees. This ends the work of this AC and we ask that the AC be dismissed.

## 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 Richard C. Atkerson  
 Address 2520 Chatwood Rd, Vestavia, AL 35226
3. Date when Chairperson's Term Expires: 12/31/2025
4. Number of Committee on Representation Meetings held since last report: Four meetings, with additional group emails throughout the year.
5. Member makeup of other Presbytery Committees: report attached
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/commissions are of interest to them. Several people sent responses but we always wish that more would respond. 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?  
 We haven't specifically discussed special physical needs, but have talked at length about the needs around a language barrier. The Presbytery is trying hard 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. We have had participation currently and for the next year by a couple of pastors, but no members, thus far.

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 mix of non-participating and participating members, with the members that did show up working very hard. We stayed closely in touch, via email, between physical meetings, having divided up tasks for filling committees/commissions.

We still have some members serving on multiple committees while other churches are not represented on committees. (The "80-20 rule" continues to be at work!) It is important to encourage all churches to participate in Presbytery committee work so that their voice can be heard. The silent church as well as individuals 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? Every quarterly stated meeting of Presbytery. Throughout the year, vacancies in unexpired terms arise for all the various reasons.

Style? Written reports are always included in the advance information sent to commissioners, with brief oral reports (particularly encouraging more participation) presented at each stated meeting.

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

This year's committee has inherited some well-balance participation in committee assignments from our predecessor members - especially in regards to gender and racial/ethnic balance. We will continue these efforts along with awareness towards geographical diversity and small church representation. We often seek - and have had success - securing successors from the same churches, with the same representation identifiers. When this hasn't happened, we examine existing committee makeup and work to nominate people that will maintain or improve 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 21, 2024, at the Cahaba Springs Presbyterian Church, Trussville, AL.

Signature \_\_\_\_\_  
(Stated Clerk)

**Report of the Committee on Representation**  
**Attachment A**  
**Presbytery of Sheppards and Lapsley**  
**Date ( November 2024)**

| Unit                                      | WMC | WFC | WML | WFL | BMC | BFC | BML | BFL | AMC | AFC | KML | PML | YTH | Spec | *HMC | Total |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|-------|
| PRESBYTERY COUNCIL                        | 33  | 17  |     | 8   | 8   |     |     | 34  |     |     |     |     |     |      |      | 100   |
| COMMISSION ON MINISTRY                    | 19  | 33  | 9   | 14  |     |     | 10  | 9   | 6*  |     |     |     |     |      |      | 100   |
| COMMISSION ON<br>FOR MINISTRY             | 25  | 25  | 33  |     |     |     |     | 17  |     |     |     |     |     |      |      | 100   |
| COMM ON REPRESENTATION<br>AND NOMINATIONS | 33  |     | 22  | 33  |     |     |     | 12  |     |     |     |     |     |      |      | 100   |
| PERMANENT JUDICIAL<br>COMMITTEE           | 22  | 11  | 33  | 22  |     |     |     | 12  |     |     |     |     |     |      |      | 100   |
| TRUSTEES                                  | 22  | 11  | 33  | 22  |     |     |     | 12  |     |     |     |     |     |      |      | 100   |
| EQUIP. NURTURE &                          | 20  | 5   | 30  | 45  |     |     |     |     |     |     |     |     |     |      |      | 100   |
| GENERAL ASSEMBLY                          | 33  |     |     |     |     |     |     | 34  |     |     |     |     | 33  |      |      |       |
| SYNOD                                     |     | 50  |     |     |     |     |     | 50  |     |     |     |     |     |      |      | 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

AMC Asian male clergy  
AFC Asian female clergy  
KML Korean male lay  
PML Philippine male lay  
YTH youth

\*NEED TO ADD HISPANIC

HMC Hispanic male clergy

Spec persons w/disabilities  
**\*AMC = KMC**

## Presbyterian Women of the Presbytery of Sheppards and Lapsley

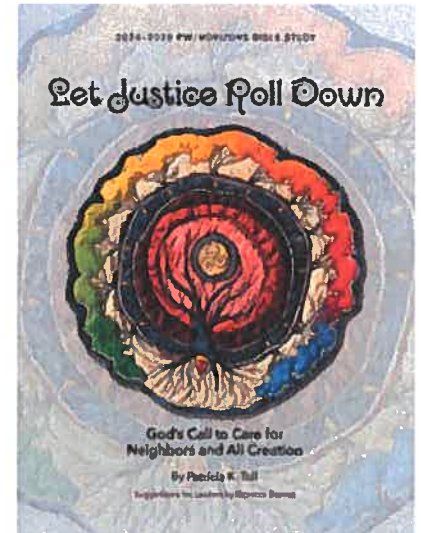
October 2024



I have included the report from Hardie Frankel, our Synod of Living Waters PW representative to the National level. The Gathering was truly a wonderful time and our Synod is doing great work across the states.

Many PW circles started our new study, *Let Justice Roll Down*, by Patricia Tull. It is a study for the compassionate, the carrying, and all involved in our Matthew 25 ministries.

For those who may be looking for other Bible studies, the PW is having garage sale now through December 1<sup>st</sup>. Here is the info:



### PW/Horizons Bible studies are on sale! Now through December 1, 2024

*"To nurture our faith through prayer and Bible study" is the first point of the PW Purpose. Order these back Bible studies and related products for personal enrichment, a new adult Bible study group, mission, sermon development and devotion ideas.*

Studies published in 2014 and earlier are .99 cents each, and newer studies are half-price (+ shipping). Your purchase will help ensure that studies and related products find new readers and will help reduce PW's warehousing costs.

Go to [www.presbyterianwomen.org/pw-horizons-bible-study-sale](http://www.presbyterianwomen.org/pw-horizons-bible-study-sale) to browse through everything that's available and take advantage of this huge discount!



We continue to look for a representative to the *Columbia Friendship Circle / Mission Haven*. Attached is the September Newsletter. Please me know if you or someone you know would love to support this effort. It's really a very low-maintenance, but vital, Ambassadorship...sharing a few email newsletters and reminding the Presbytery to hold the CFC up in prayers as it continues to bless our future pastors and their families!

Coordinating Council for the PW in our Presbytery is still looking for interested women to assist in reforming PW at the presbytery level.

If anyone is interested in re-forming and re-energizing Women in the Presbytery please let me know!

For God's Glory

Kathy Tracey, Moderator, PW [PS&L]







## Churchwide Gathering of Presbyterian Women

*"Do Everything in Love -1Corinthians 16:14"* was the theme for the 2024 Churchwide Gathering of Presbyterian Women that was held August 8-11 in St. Louis, Missouri this year. I haven't heard the final count of those in attendance, but the planning team prepared for 1300 participants. In true Presbyterian fashion, each day was begun with worship and concluded with worship.

We got to hear messages from Diane Moffett, Presbyterian Mission Agency President and Executive Director; Cindy Kohlmann, Co-Moderator of the 223<sup>rd</sup> General Assembly; Elona Street-Stewart, Co-Moderator of the 224<sup>th</sup> General Assembly; and CeCe Armstrong, Co-Moderator of the 226<sup>th</sup> General Assembly. Having these individuals participate reminds us all that as a denomination we are a connectional body. The issues that the greater church is facing were shared and many are the same that Presbyterian Women are working on, too, because we are all looking toward ways to build up the body of Christ and to share the gospel message. Several of our Mission Co-Workers and the recipients of PW Birthday and Thank Offerings provided updates from their ministries. In one of the plenary sessions, a video was shared so that we could see the actual improvements over several years in the Congo. These messages provided a lot of encouragement and hope.

The Annual Business meeting was conducted the evening of August 7 and the morning of August 8. We followed the same procedures that the greater church follows during General Assembly. This consistency in conducting business reminds us that we are one body. Presbyterian Women will continue to work to identify ways to encourage faith formation for the women in the pews and to address other issues that impact all women.

I did get to attend some educational workshops. The sessions on how to set boundaries in the church and how to relate to the younger generations with love, as well as, the USA Mission Experience panel discussion challenged me to consider how the church presents itself to others. The workshop led by Freelance Writer, Translator, and Chaplain; Magdalena Garcia spoke gently to my heart. She had the group listen as participants read Mark 1:29-33 from 3 different translations. Then participants were asked to write something in response. It was amazing that there were prayers, meditations, and even a Call to Worship created all within just 5 minutes. Each workshop offered quite a bit of information.

At the Synod luncheon, Kirsten King, Synod of Living Waters PW Moderator provided an update on the important work taking place regarding the Status of Women at the United Nations. It is amazing to me that Presbyterian Women have a seat at the table in the UN. I am very thankful to know that there is a Christian influence at that level of the government.

As you can tell, the PW Triennial Gathering was jam packed with lots of information and things to do. I am only sharing some of the highlights! This is definitely a benefit of our denomination. It offers women a voice; it helps us to grow as individuals; and it encourages us to remain aware of how God is active among his people. Please consider getting involved at some level with Presbyterian Women.

**What's New?**

- Welcome
- Clothes Closet
- Donor Spotlight
- Team Leadership
- Money Matters
- Nominations

**Clothes Closet****Generosity Abounds**

I worked with the new staff at CTS to set up a tour of the Closet for our new international students. What a flurry of activity!! Despite an unprecedented abundance of clothing, we need more small and extra small men's sizes for them.

I am making plans to host a Student Open House this fall.

We will be closed from 10/9-10/21 to change seasons.

We've never been this full, so it is going to be a physical challenge! Keep us in your prayers.

— Susan Adle

Mission Haven is supported and operated by Presbyterian Women in the Synods of South Atlantic and Living Waters. We rely on YOUR contributions to maintain 3 houses and 6 apartments.

Visit us at [www.missionhaven.net](http://www.missionhaven.net) and "like" us on Facebook!

**HAVEN HAPPENINGS**

*Housing ~ Hospitality ~ Clothing ~ Prayer*

**Mission Haven Newsletter**

When God's People Are In Need, Be Ready To Help Them. Always Be Eager To Practice Hospitality. — ROMANS 12:13

**Welcome Theo has arrived!**

We are so excited that our new Resident Manager, Theophilus (Theo) Nenjerama has begun training for his new duties.

Theo grew up in Zimbabwe and was raised by his aunt and uncle after age 12. His undergraduate degree is in theater and performance; his masters degree is in education. After college, he lived in Dublin to serve underprivileged students; while there, a Methodist pastor urged him to apply to seminary.

Theo graduated from Columbia Theological Seminary this past May and is a new PhD student at Candler School of Theology.

The Management Team will work closely with him over the next several weeks to prepare him for what we trust will be a long and mutually beneficial relationship.

**Donor Spotlight Clerical Robes**

Nancy Johnston and her husband were sorting through and packing up the closet of a retired pastor who is now in healthcare at Foothills Presbyterian Community in Easley, SC. Not only did she donate his professional men's clothes, clerical robes, and collars, but she also forwarded a set of nearly new luggage to us. The nearby seminary students will be blessed by the clothing, and our mission community will benefit from the luggage.

The retired pastor, Rev. Dr. George Harper, Jr., served at Westminster Presbyterian Church in Westminster, SC where mission and outreach are a priority. George was instrumental in helping the Oconee Presbyterian Service fund a 501(c)3 organization, now known as Oconee United Ministries.

**Team Leadership****The Search Continues**

Alice Day, our Executive Director, is in her sixth year and will retire next month. We are actively seeking her successor.

If you have leadership experience, enjoy working with volunteers, and believe in our ministry, please contact us ASAP. Alice will gladly mentor you until you are ready to fly solo!



Theo's graduation

**Money Matters****Share our Story**

As you resume circle meetings and plan for the year ahead, designate a month to spotlight our ministry of hospitality. Collect a special offering, or add us as a line item in your PW budget.

And continue to pray for our mission co-workers.

**Annual Meeting Nominations Welcome**

We are making preparations for our annual meeting on October 24-25. Each year, we elect a Vice President who will become the President the following year. If you would like to nominate someone for this position, please contact Barbara Bordereaux at [bborderieux@tampabay.rr.com](mailto:bborderieux@tampabay.rr.com).