

Presbytery of Sheppards and Lapsley
Synod of Living Waters
Presbyterian Church (U.S.A.)
Stated Meeting
February 20, 2025

GOD CALLS US TOGETHER

The Presbytery of Sheppards and Lapsley of the Synod of Living Waters of the Presbyterian Church (U.S.A.) met in the Stated Meeting on February 20, 2025, hosted by First Presbyterian Church in Wetumpka, AL.

Throughout these minutes, Ministers of the Word and Sacrament are indicated by an asterisk (*).

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

Organization

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

Adoption of the Docket Appendix A-1

The docket was adopted by unanimous consent.

Recognition of First Time Commissioners and Visitors

Omnibus Motion:

- 1. To approve the minutes of the November 21, 2024 meeting**
- 2. To approve the requests for absences from today's meeting**
- 3. To adopt an "Electronic Meetings Rule" 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. To approve the minutes of the Commission of the Presbytery to install the Rev. Joe Genau as Pastor of the new Edgewood Presbyterian Church on February 16, 2025.**
- 5. To accept these invitations to host meetings of the Presbytery: on May 15, 2025, at Grace Church of Tuscaloosa; on August 21, 2025, at the First Presbyterian Church of Birmingham; and on November 20, 2025, at Edgewood Church.**

Approved

Ministers of the Word and Sacrament

Ministers Present (43) Excused (52) Absent (23)

Adams, Nan
Atkerson, Rick

P
P

Bae, In Chan
Bailey, Michael

P
E

Bang, Yoo Chang	P
Brady Becker, Lindsay	A
Bell, Jerome	A
Bird, Shelaine	A
Broyles, Vernon, HR	E
Bryson, Tom	P
Bruchey, Wayne, HR	E
Burgess, Sid, HR	E
Butler, Heather Jones	A
Carleton, Rhon, HR	E
Carter, Clyde, HR	E
Casey, Lydia	E
Chaney, Patsy, HR	P
Chang, Cecelia	E
Cheong, Tae Ho	P
Chinula, Donald	E
Cho, Timothy	E
Choomack, Jim, HR	E
Clark, Molly, HR	E
Clayton, Susan	P
Clendenin, Monty, HR	E
Coker, Jeff, HR	E
Crutchfield, Bob, HR	E
Davis, Becky, HR	E
Davis, Lant, HR	E
Dippenaer, Vic	A
Durham, Charles, HR	E
Durham, Erica	E
Edwards, Robert	E
Ephraim, James, HR	P
Feagin, Debbie, HR	P
Frandsen, Emily	P
Free, Zana	A
Gatliff, Abby	P
Gatliff, Cort	P
Genau, Joe	P
Goodrich, Elizabeth	E
Hamilton-Poore, Sam	P
Hamilton-Poore, Terry	P
Hanna, Richard, HR	P
Harmon, Dawson, HR	E
Hay, Robert, HR	E
Hayes, Jeff	A
Hurley, Ed, HR	P
Hurst, Clyde HR	E
Inman, Robert F, HR	E

Jeong, Junmo	A
Jo, Jae Seon	P
Kelly, Caroline	P
Kim, Samuel	P
Kim, Sun Jae	P
Kim, Sung Eun	A
Kim, Sung Woong	A
Kim, Young	A
Kukal, Chuck, HR	P
Laney, Susan, HR	E
Long, Kevin	P
McCarter, Neil, HR	P
McClendon, Bruce, HR	E
McClure, John	A
McCormick, Mark	P
McElrath, Pete, HR	E
McLaughlin, Wayne, HR	E
Mathews, Rachel	E
Mjumbe, Lukata	A
Mylalsingh, Emerson, HR	E
Newton, Nicole	A
Newland, Terry, HR	E
Northen, Margaret, HR	E
O'Neill, Elizabeth	P
Oh, Jyung, Ho	A
Oliver, Catherine, HR	E
Park, Daekeun	A
Patton, Finley, HR	E
Patton, Roger, HR	E
Ponder, Luke	P
Porter, Mary, HR	E
Price, Sandra, HR	E
Pyburn, Richard, HR	E
Reed, Kathy	P
Reed, Leanne	P
Reed, Nick	P
Roberts, Madison	A
Scarbrough, Leeann	P
Schuler, Sharon, HR	E
Scott, Katherine	E
Scrivner, Joe	P
Seamon, David	P
Seitz, Craig, HR	E
Sellers, Lou Ann	P
Shelton, Jack, HR	E
Sims, Charles, HR	E

Slane, Joe, HR	P
Son, Junqyun	A
Speaker, Cary	P
Sprik, Petra	E
Stephens, Gerald, HR	E
Thurman, Michael	A
Tingle, Terry, HR	P
Truesdell, Jim	A
Turner, Lucy, HR	E
Turpen, Sam	A
Vanek, Daniel	P
Wade, Lindsey	A

Waters, Dana, HR	E
Watson, Cody	E
Wells, Jim, HR	E
Westfall, Sue	P
Wilkins, Jay, HR	P
Wills, Bill HR	E
Wilson, Ron	A
Winter, Rachel	P
Winton, Carlton, HR	E
Yarboro, Jonathan	P

Commission Ruling Elders with Vote

Present (5) Excused (4) Absent (9)

Allison, Banyon	A
Arellano, Ben	A
Bonner, Jeff	E
Dodson, Beverly	E
Eich, Sharon	A
Emerick, Robert	A
Fancher, Cherie	P
Haynes, Ernie	P
Holt, Cal	A

Hughes, Carl	P
Kirkpatrick, deNay	P
Lyons, David	P
Martin, Carl	P
McCrackin, Olympia	P
Sauser, Bill	E
Tatum, Frankie	A
Thomas, Roger	A
Lin Veasey	E

Executive Council Members/Presbytery Officers w/Vote

Present (3) Excused (1) Absent (3)

Linda Burrowes	P
Jothany James	A
Terri Jones	P
Deborah Thomas	P

Wendy Tucker	A
Jean Russell	E
Donna Winn	A

Christian Educators, Presbyterian Women, Commission on Ministry and Anti-Racism Moderators w/Vote

Jenny Thagard P

Kathy Tracey P

Debra Love P

Elders

Number in parentheses by church name indicates the number of commissioners authorized. "NR" indicates that the church did not have elder representation. There are fifty-seven (57) churches in the Presbytery of Sheppards and Lapsley. Thirty-four (34) Commissioners were present.

Alexander City	First (1)	Rhonda Hodgson
Annemanie	Arlington (1)	NR
Anniston	Church of the Covenant	NR
Anniston	First (1)	NR
Anniston	First United (1)	NR
Anniston	Korean (1)	NR
Auburn	First (3)	Brooke Myers Adele Whatley NR
Bessemer	Good Hope (1)	NR
Birmingham	Bold Springs (1)	NR
Birmingham	Edgewood (2)	Don Hagan NR
Birmingham	First (2)	Carl Martin Brenda Toomey
Birmingham	First United of Forestdale (1)	Terri Jones
Birmingham	Independent (4)	Jeff Jones Susan Haskell Georgia Miller Lee Walthall
Birmingham	Korean (1)	NR
Birmingham	Mountain Brook (2)	Karen Ogle NR
Birmingham	Oakmont Chapel (2)	Judy Mann James Barnes
Birmingham	Riverchase (1)	NR
Birmingham	South Highland (3)	Heidi Messier Suzanne Cornett John Gleysteen
Birmingham	Southminster (2)	John Liddle Lydia Wilfong
Birmingham	Westminster (1)	Linda Harris
Cuba	Cuba (1)	NR
Camden	New Trinity (1)	NR
Carbon Hill	First (1)	NR
Dadeville	First (1)	NR

Dadeville	Woods (1)	NR
Eufaula	First (1)	NR
Gardendale	Gardendale (1)	Cherie Fancher
Goodwater	First (1)	NR
Green Pond	Green Pond (1)	NR
Jacksonville	First (1)	NR
Lafayette	Lebanon (1)	NR
Leeds	Leeds (1)	NR
Livingston	First (1)	NR
Magnolia	Rock Springs (1)	NR
Marion Junction	Marion Junction (1)	NR
Montevallo	Montevallo (1)	Mary Blakely
Montgomery	Calvary	NR
Montgomery	Immanuel (1)	Jon Broadway
Montgomery	Korean (1)	NR
Montgomery	Providence (1)	Kathryn Sweezey
Northport	Bethel (1)	Kathryn Strayer
Opelika	Korean (2)	NR
Oxford	Dodson Memorial (1)	NR
Piedmont	First (1)	NR
Selma	Pisgah (1)	NR
Selma	Valley Creek (1)	NR
Sylacauga	First (1)	NR
Talladega	First (1)	Allen Scarbrough
Troy	Williams Memorial (1)	NR
Trussville	Cahaba Springs (1)	Jennifer Smith
Tuscaloosa	Brown Memorial (1)	NR
Tuscaloosa	First (4)	Leanne Spencer
		James Tucker
		Jill Cilimberg
		NR
Tuscaloosa	Grace (2)	April Lane
		John Sikes
Tuscaloosa	Korean	NR
Tuskegee Institute	Westminster (1)	Judith Baldwin
Union Springs	Union Springs (1)	NR
Wetumpka	First (1)	Nancy Borders

Welcome from the Host Church

Jonathan Yarboro

Jonathan shared about his 19 years of serving the church. He told the body the pews came from the Baptist Church which were installed there in the 1850's. The Baptists decided to rebuild their church after the tornado and didn't need the pews.

Order of Worship

Abby Gatliff and the congregation read the Call to Worship from Psalm 147:12-20, Followed by the congregation singing *We Are Called*.

Nan Adams gave the Call to Confession, the Prayer of Confession and the Assurance of Pardon, followed by the Prayer for Illumination which the body sang *Spirit of the Living God*.

Judith Baldwin read the Scripture Isaiah 65:1-12. The Wetumpka High School Chamber Chorus sang *The Word Was God*.

Lou Ann Sellers preached *By What Authority* on Mark 11:27-12:12, and then gave the invitation for the Offering.

The Invitation for the Lord's Supper was given by Lou Ann Sellers and Jonathan Yarboro, along with the Lord's Prayer and the Prayer After Communion.

The Necrology was read by Jay Wilkins. **Appendix A-2**

Jonathan Yarboro was installed as Moderator of Presbytery and Terry Hamilton-Poore was installed as Vice Moderator. **Appendix A-3** Jonathan was presented with the stole and gavel. Deborah Thomas, retiring Presbytery Moderator, spoke about serving during the past year. Jonathan Yarboro spoke as the New Moderator.

The body sang *Called As Partners in Christ's Service*. The benediction was given by Jonathan Yarboro.

Ministry Within Our Presbytery

Election of Bills and Overtures Committee 2025:

Rev. Nick Reed, Chair; Elders Linda Harris (Westminster-Bham) and Allen Scarbrough (First-Talladega). **Approved**

Executive Council Appendix A-4

Deborah Thomas

First-Birmingham and Immanuel Church were asked to share what they are doing for Matthew 25.

First-Bhm—They have been working with other churches on civil rights pilgrimages. In 1963 the minister (Dr. Ramage) wrote an open letter to the black citizens of Birmingham asking them to back off of the protests and wait for the system to work. It was not received well. Dr. King wrote a rebuttal letter to Dr. Ramage from the Birmingham jail.

Dr. Ramage took it to the Session. He told them they need to welcome everyone, and it was met with mixed opinions. He was at the end of his effectiveness. Immanuel will share at the May meeting.

Anti-Racism Committee Appendix A-5

Tom Bryson & Debra Love

They discussed the film *At The River* (information on attached flyer).

Report of Synod Commissioners Appendix A-6, 7

Judith Baldwin

Disaster Preparedness—PDA works with FEMA. If FEMA is closed, it will hurt what we can do to help when disaster hits.

Lunch

Blessing was given by Jonathan Yarboro

Bills and Overtures Committee Appendix A-8

Nick Reed

Motion: Approve the following procedure for voting on the Amendments

Approved

Motion: Approve 24-B, 24-D, 24-E, 24-F, 24-G, 24-H, 24-I, 24-J, 24-K, 24-L, 24-M

Approved

Amendment No.	Vote		
24-A	Approved	Yes-55	No-13
24-C	Approved	Yes-36	No-34

General Presbyter's Report

Appendix A-9

Sue Westfall

Commission on Ministry

Carl Martin

Information Items:

1. Thanked the Rev. Sam Hamilton-Poore, Pastor Frankie Tatum, and Pastor Lin Veasey for their years of faithful service to the COM.
2. Approved CRE Carl Martin to serve communion as follows: First of Alexander City on December 1, 2024, December 24, 2024, and February 2, 2025; Southminster on December 29, 2024.
3. Approved the Rev. Rachel Winter, the Rev. Rachel Mathews, and Pastor deNay Kirkpatrick to serve communion at Living River for the Confirmation Retreat on January 25, 2025.
4. Conducted exit interview with the Rev. Nicole Newton who served as Associate Pastor at First of Birmingham prior to accepting a call as Associate Pastor at Independent Presbyterian Church.
5. Elected the Rev. Rachel Winter to serve as COM Clerk.

6. Elected Pastor deNay Kirkpatrick to serve as COM Vice Moderator for 2025 (subject to Executive Council's approval of an amendment to the Standing Rules).

Action Items:

1. Approve the Rev. Chuck Kukal to be declared Honorably Retired as of December 31, 2024. **Approved** He will be honored at the May meeting.
2. Review and approve revised minimum Terms of Call, and increase the Stated Supply and Pulpit Supply for preaching to \$175 per Sunday. **Approved**
Appendix A-10
3. Approve the Supply Relationship List for 2025. **Approved** **Appendix A-11**
4. Approve transfer of the Pinhoti Trail Chaplain ministry from a Validated Ministry of the presbytery to a ministry of Dodson Memorial Presbyterian Church. Pastor David Lyons currently serves as both Trail Chaplain and Pastor of Dodson Memorial. **Approved** **Appendix A-12**
5. Review and approve Terms of Call and installation of the Rev. Joe Genau as the pastor of Edgewood Presbyterian (formed by the merger of Edgewood and Second Presbyterian Churches): **Approved** **Appendix A-13**
 - a. Effective Salary, \$70,266; Total Cost to Congregation, \$95,989. (Complete Terms of Call included as part of this report.)
 - b. Installation occurring on February 16, 2025, at 4:00 pm.
 - c. Installation commission members: Rev. Jonathan Yarboro, Moderator, Rev. Cecilia Chang, Rev. Dr. Sue Westfall, Rev. Leanne Pearce Reed, Rev. Elizabeth Goodrich, Rev. David Seamon, Ruling Elder Kathy Tracey, Ruling Elder Richard Galbraith, Ruling Elder Mary Clyde Teague, Robert Newman (seated with the commission).

Memorial for Rev. Norman Hibbard **Appendix A-14**

Caroline Kelly

Mission Report **Appendix A-15**

Ralls Coston

Congo Mission Partnership & Network Conference

Nominating Report

Rick Atkerson

For action: All were Approved

The Committee nominates the following to fill new terms as indicated:

Executive Council

Class of 2025 (unexpired): John Schuler, CRE

Transition/Search Committee for General Presbyter and Stated Clerk:
Elizabeth Goodrich*

Nominated by this Institution, and reported to PSL for election, per SR-7.01:

**The Board of Directors at Presbyterian Oaks Apartments met
2-11-2025.**

This year's board members are:

**Millie Chastain, RE
Anne Davis, RE
Jimmy Davis, RE
Dede Elliott, RE
Doug Marshall (Pres. Home for Children)
Cathe Roberson, RE
Leeann Scarbrough, TE
Dale Waller, RE**

Living River Appendix A-16

Jenny Thagard

Presbyterian Home for Children Appendix A-17

Doug Marshall

Commission on Preparation for Ministry

Nicole Newton

FOR INFORMATION:

The Presbytery's Finance Committee has consented to oversee the investment of the Shades Valley funds that were donated to the CPM. These funds were designated for the benefit of candidates and inquirers and will be used to provide assistance as needed in order to support their health and wellness while under care. CPM is working to create an application process in order to make funds available.

Presbytery Treasurer/Finance Report Appendix A-18

Revenues and Expenses Appendix A-19

Presbyterian Women Report Appendix A-20

Board of Pensions Report Appendix A-21

Stated Clerk's Report Appendix A-22

Jay Wilkins

For Action:

- 1. Dismiss the Second Presbyterian Church Administrative Commission with thanks for their service. Approved**
- 2. Approve the Administrative Commission for Providence with the powers described in Appendix A-23 Approved**

Admin Comm Report—First Anniston Appendix A-24

Adjournment with Prayer

Jonathan Yarboro

PRESBYTERY OF SHEPPARDS AND LAPSLEY

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



**Winter Stated Meeting
February 20, 2025**

**First Presbyterian Church
Wetumpka, AL**

Please silence all cell phones and electronic devices

**Then God issues the word and melts it all away.
God makes the winds blow, and the waters flow again**

†HYMN

GTG # 749 *We Are Called*

CALL TO CONFESSION

Nan Adams

PRAYER OF CONFESSION

**Gracious God, our sins are too heavy to carry,
too real to hide, and too deep to undo.
Forgive what our lips tremble to name,
what our hearts can no longer bear,
and what for us has become a consuming fire of judgment.
Set us free from a past that we cannot change.
Open us to a future in which we can be changed,
and grant us grace to grow more and more in your likeness and image;
through Jesus Christ, the light of the world.**

ASSURANCE OF PARDON

**All of us, like sheep, have gone astray,
but now we have returned to the shepherd and guardian of our souls.
The grace of the Lord Jesus Christ be with all the saints.
In the name of Jesus Christ, we are forgiven.
Alleluia! Amen!**

PRAYER FOR ILLUMINATION GTG # 288 *Spirit of the Living God*

SCRIPTURE READING

Isaiah 65: 1 – 12

Judith Baldwin

ANTHEM

The Word Was God
Wetumpka High School Chamber Chorus

by Rosephanye Powell

SERMON

By What Authority/Mark 11: 27 – 12: 12

Lou Ann Sellers

OFFERING

Benedictus

by Brian Lewis

50% of the offering goes to CPM for candidates and 50% is used a Presbytery discretionary fund for pastoral care. Please give generously.

SACRAMENT OF THE LORD'S SUPPER

Lou Ann Sellers & Jonathan Yarboro

THE LORD'S SUPPER

INVITATION

GREAT PRAYER OF THANKSGIVING

Leader: The Lord be with you.

All: And also with you.

Leader: Lift up your hearts.

All: We lift them up to the Lord

Leader: Let us give thanks to the Lord our God.

All: It is right to give our thanks and praise.
Leader:who forever sing to the glory of your name
All: sing GTG # 552 Holy, Holy, Holy Lord
Leader: ...Great is the mystery of faith.

All: Christ has died, Christ is risen, Christ will come again.

THE LORD'S PRAYER
SHARING OF THE BREAD AND THE CUP
PRAYER AFTER COMMUNION

NECROLOGY

Jay Wilkins

INSTALLATION OF MODERATOR AND VICE MODERATOR (in the worship folder)
Jonathan Yarboro and Terry Hamilton Poore

Presentation of stole and gavel
Words from Retiring Moderator
Words from New Moderator

Deborah Thomas
Jonathan Yarboro

†HYMN GTG # 761 *Called As Partners in Christ's Service*

BENEDICTION

Participants in today's service:

Abby Gatliff / Associate Pastor serving South Highland Presbyterian Church in Birmingham

Nan Adams / Pastor serving Providence Presbyterian Church in Montgomery

Judith Baldwin / Ruling Elder serving Westminster Presbyterian Church of Tuskegee

Kristy Meanor / Musician serving First Presbyterian Church of Wetumpka

Lou Ann Sellers / Associate Pastor serving First Presbyterian Church of Tuscaloosa

Wetumpka High School Chamber Chorus – Directed by Davis Whitfield

Jonathan Yarboro / Pastor serving First Presbyterian Church of Wetumpka

Ministry Within Our Presbytery

11: 00

Election of Bills and Overtures Committee 2025: Jonathan Yarboro
Nick Reed, First (Auburn) will serve as the committee chair; Linda Suttle Harris,
Westminster (Birmingham); Allen Scarbrough, First (Talladega)

Executive Council (page 9)

Deborah Thomas

Good News from Matthew 25 Congregations: FPC Bham . . .

The Presbytery of Sheppards and Lapsley is a Matthew 25 Presbytery where:
We do hereby commit to become a Matthew 25 mid council. We pledge to
encourage 20% or more of our congregations to become Matthew 25 churches
and embrace these areas of focus: Building congregational vitality; Dismantling
structural racism; Eradicating systemic poverty. We promise to keep track of the
impact of our ministry and share our stories with the PC(USA) from time to time.

11:30	Anti-Racism Committee (flyer page 10)	Debra Love
11:50	Report of Commissioners to the Synod of Living Waters (pages 11-18) Judith Baldwin & Sharon Schuler	
12:00 PM	Lunch	
1:00	Bills & Overtures Committee (summary page 19) (full copies of Amendments are available on the registration tables)	Nick Reed
1: 30	General Presbyter's Report (page20)	Sue Westfall
1: 40	Commission on Ministry (page 21)	Carl Martin

Action Items:

- 1. Approve the Rev. Chuck Kukal to be declared Honorably Retired.**
- 2. Review and approve revised minimum Terms of Call. (addendum)**
- 3. Approve the Supply Relationship List for 2025. (page 22)**
- 4. Approve transfer of the Pinhoti Trail Chaplain ministry from a Validated Ministry of the presbytery to a ministry of Dodson Memorial Presbyterian Church. Pastor David Lyons currently serves as both Trail Chaplain and Pastor of Dodson Memorial. (page 23)**
- 5. Examine John Schuler, Commissioned Ruling Elder (resume, faith statement, faith journey and letter from Presbytery of Florida – pages 26-30) and**
 - a. welcome his move from Florida Presbytery to Sheppards and Lapsley and**
 - b. approve him to serve in Validated Ministry as Co-Director of the CRE Ministry with his spouse, Rev. Sharon Schuler (HR) and**
 - c. commission John and Sharon as Co-Directors of the CRE Ministry. (in worship folder)**
- 6. Review and approve Terms of Call and installation of the Rev. Joe Genau as the pastor of Edgewood Presbyterian (formed by the merger of Edgewood and Second Presbyterian Churches): (page 31)**
 - a. Effective Salary, \$70,266; Total Cost to Congregation, \$95,989. (Complete Terms of Call included as part of this report.)**
 - b. Installation occurring on February 16, 2025, at 4:00 pm.**
 - c. Installation commission members: Rev. Jonathan Yarboro, Moderator, Rev. Cecilla Chang, Rev. Dr. Sue Westfall, Rev. Leanne Pearce Reed, Rev. Elizabeth Goodrich, Rev. David Seamon, Ruling Elder Kathy Tracy, Ruling Elder Richard Galbraith, Ruling Elder Mary Clyde Teague, Robert Newman (seated with the commission).**

Memorial for Rev. Norman Hibbard

Rush Watson

2:00 **Mission (page 32)** Ralls Coston
 Congo Mission Partnership & Network Conference

2:15 **Nominating (page 33)** Rick Atkerson

For action:

The Committee nominates the following to fill new terms as indicated:

**Executive Council
Class of 2025 (unexpired):
John Schuler, CRE**

**Transition/Search Committee for General Presbyter and Stated Clerk
Elizabeth Goodrich***

2:25 **Living River (pages 34-37)** Jenny Thagard

2:35 **Presbyterian Home for Children (pages 38-39)** Doug Marshall

2:45 **Stated Clerk (pages 40-46)** Jay Wilkins

For action:

- 1. Dismiss the Second Presbyterian Church Administrative Commission with thanks for their service.**
- 2. Approve the Administrative Commission for Providence with the powers described in the following report.**

New Business from Bills & Overtures

3:00 PM **Adjournment with Prayer** Moderator Jonathan Yarboro

†Please stand, if able

After the meeting, please turn in your hanging name badge.

We wish to extend a thank you to Jonathan Yarboro, the staff, and the volunteers of First, Wetumpka for hosting the Presbytery meeting today. We would also like to thank Abby Gatliff, Nan Adams, Judith Baldwin, Lou Ann Sellers, and musician Kristy Meanor for participating in today's worship service. A special thank you to Wetumpka High School Chamber Chorus and Director Davis Whitfield.

**Next Stated Meeting – May 15, 2025
Grace Presbyterian Church, Tuscaloosa, AL**

**Presbytery of Sheppards and Lapsley
2024 Necrology**

Teaching Elders

Norman Hibbard – December 1

Ruling Elders

Cahaba Springs

Alys Jane Atkerson – December 10

Margaret Linville – March 18

James Gillespie – January 19

Edgewood

Bob Nunnally – August 6

Colleen Duke – June 21

First, Tuscaloosa

Karl Harbin – January 11

Shelley Jones – May 10

First, Wetumpka

Kay Williams – February 7

Rod Douglas – June 8

Gardendale

Richard Porter – May 26

Kitty Kirkland – December 31

Grace

Lena Burrell Prewitt – February 14

Montevallo

Judy Rogers – April 22

Mountain Brook

Richard (Dick) Trueb – February 28
Dorothy (Dot) McCraney – August 22
Frank Minter – October 2

Oakmont Chapel

Ray Jouret – December 23
Bonnie Stephens – July 20
Dale Vann – June 4

Providence

2023

Virginia Richardson – March 2
Charles Benson Lewis – April 7
Roselyn Padgett – May 17
Ruth Graham – August 16
Anna Caspari – October

2024

Betty Moore – October
Elizabeth Berta - October

Riverchase

Jo Weatherly – October 27

Southminster

Amanda Kimbrough – February 15
Mary Wegener – February 27
John Bryan – March 30
Jim Prince – August 29
Yvonne Kirkland – October 5
Bob Wise – December 24

Westminster, Tuskegee

Monday Offem – December 21

Installation of Moderator and Vice Moderator of Presbytery

As many of you as were baptized into Christ have clothed yourselves with Christ. There is no longer Jew or Greek, there is no longer slave or free, there is no longer males and female; for all of you are one in Christ Jesus. Lead a life worthy of the calling to which you have been called, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as we were called to the one hope of our calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all.

CALL TO DISCIPLESHIP

We are called by God to be the church of Jesus Christ, a sign in the world today of what God intends for all humankind. The call of Christ is to willing, dedicated discipleship. Our discipleship is a manifestation of the new life we enter through baptism. Discipleship is a gift and a commitment, an offering and a responsibility. **Jonathan and Terry** the grace bestowed on you in baptism is sufficient for your calling because it is God's grace. By God's grace we are saved, and enabled to grow in the faith and to commit our lives in ways which *serve* Christ. God called you to a particular service. Show your purpose by answering these questions.

Who is your Lord and Savior?

Jesus Christ is my Lord and Savior.

Will you be Christ's faithful disciple, obeying his word and showing his love?

I will with God's help.

Do you welcome the responsibility of this service because you are determined to follow the Lord Jesus, to love your neighbors, and to work for the reconciling of the world?

I do.

Will you serve the people with energy, intelligence, imagination, and love, relying on God's mercy and rejoicing in the power of the Holy Spirit?

I will, with God's help.

Do, we the members of the presbytery confirm the call of God to Jonathan and Terry as Moderator and Vice Moderator in the service of Jesus Christ?

We do.

Will you support and encourage them in this ministry?

We will.

INSTALLATION PRAYER

Faithful God, in baptism you claimed us; and by your Holy Spirit you are working in our lives, empowering us to live a life worthy of our calling. We thank you for leading **Jonathan and Terry** to this time and place. Establish them in your truth, and guide them by your Holy Spirit, that in your service they may grow in faith, hope, and love, and be faithful disciples of Jesus Christ, to whom, with you and the Holy Spirit, be honor and glory, now and forever. Amen

CHARGE AND BLESSING

Jonathan and Terry you are installed to service as Moderator and Vice Moderator in the Presbytery of Sheppards and Lapsley. Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God through Him. May the God of peace make you holy in every way, and keep your whole being, spirit, soul, and body, free from every fault at the coming of our Lord Jesus Christ. Amen



**PRESBYTERY OF SHEPPARDS AND LAPSLEY
EXECUTIVE COUNCIL REPORT**

Class of 2025

Leann Scarbrough*
Joe Scrivner*
Deborah C. Thomas

Class of 2026

Jothany James
Neil McCarter*
Wendy Tucker
Jonathan Yarboro*

Class of 2027

Tom Bryson*
Terri Moon Jones
Donna Winn
Terry Hamilton-Poore*

The Executive Council met on January 21, 2025.

After reviewing the duties and responsibilities of the executive council and conducting an annual review of accomplishments in the previous year, strategic goals for 2025 were identified. The Executive Council also affirmed the Presbytery's commitment to the **Matthew 25 Initiative** and identified opportunities for ecumenical growth.

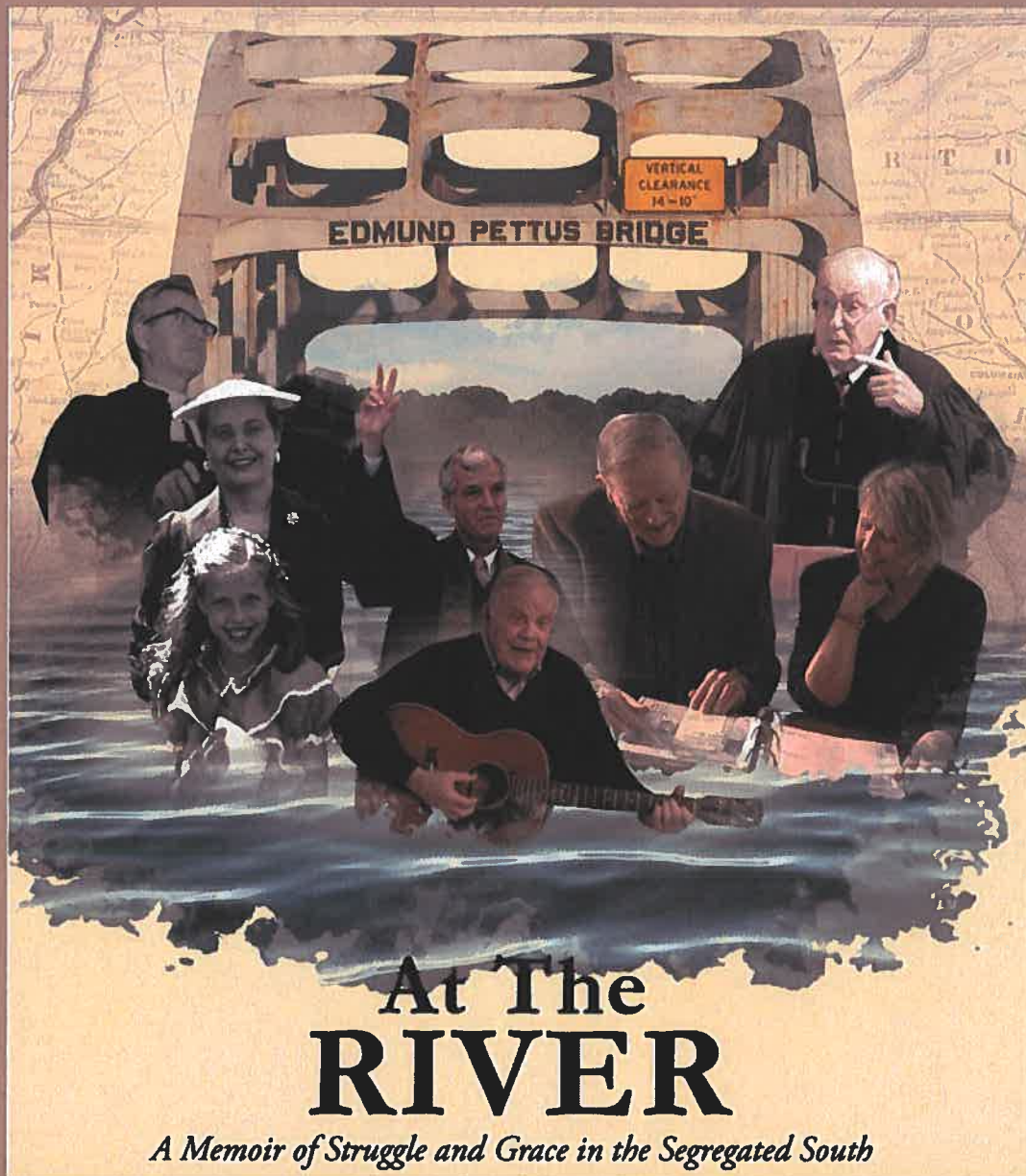
Strategic Goals for 2025 that were approved by the executive council include the following action items.

- Schedule Bills and Overtures Informational Webinar (The Presbytery will vote at the February Meeting.)
- Receive Recommendations from the Transition/Search Committee for a Transitional Plan (General Presbyter and Stated Clerk).
- Receive Recommendations from New Commission (Management of Property Assets).
- Receive Recommendations on the Reimagined Framework for UKirk of Birmingham.
- Fill Vacancy for Living River Board of Directors.
- Identify strategic priorities for the Matthew 25 Initiative.
- Schedule a Pastors Retreat.
- Participate as a sponsor of the Congo Partnership Conference at Stillman College in October.
- Support mission initiatives (Habitat for Humanity and Presbyterian Disaster Assistance).
- Support strategic priorities identified by the Wilcox County Task Force.
- Provide online training for the Anti-Racism Initiative.
- Coordinate Youth Retreats (February and Summer)

The Executive Council approved Leann Scarbrough to serve on the Living River Board of Directors, beginning January 2025.

Deborah C. Thomas, Executive Council Moderator

Appendix A-5
Hosted by the Anti-Racism Committee
of Presbytery of Sheppards and Lapsley



Sunday, April 6th
3pm

Southminster Presbyterian Church

Dinner and Discussion to Follow

Dinner: \$10/person

To register, email betsy@southminsterpcusa.org or call (205)
822-1124

Attendance counts towards the Presbytery's anti racism training.

**SYNOD OF LIVING WATERS
2025 ANNUAL MEETING
January 27, 2025 at First Presbyterian Church, Franklin, TN**

The meeting was called to order with prayer by the Moderator, the Rev. Dr. Ann Laird Jones. Worship and the Sacrament of the Lord's Supper was led by **the Rev. Dr. Victor Aloyo, President of Columbia Theological Seminary, preaching.** Dr. Aloyo brought an inspiring sermon about the power of the Holy Spirit working in our congregations today in many and different ways.

After worship the meeting continued with two corporate workshops. The first, **"Budget and Stewardship as Mission"** was presented by Rev. Dana Waters, Ministry Relations Officer with the Presbyterian Foundation. Dana made the facts and figures come alive for those of us in attendance! He focused on "Cultivating Generosity in the Church" through telling our stories, giving interesting suggestions for successful outcomes, reaching beyond the often mundane discipline commonly named "stewardship" in the church. He included helpful checklists for telling our stories well, ways to make it easy for people to give, keys to success, budget best practices, and starting a Legacy Giving Program. We have secured a copy of Dana's power point slide presentation which will be available from the Presbytery Office. We encourage all sessions and congregations to use this presentation in planning for generous giving in your churches. Even better, invite Dana to present this workshop in person to your congregation - it will be well-worth the time!

The second workshop, **"Disaster Preparedness"**, was presented by Rev. Nell M. Herring, Associate for Volunteer Ministries of Presbyterian Disaster Assistance.
(Report from Judith Baldwin)

The business meeting portion of the day began with greetings from General Assembly Entity Representatives:

- Keenan Rodgers and Clark Simmons, Board of Pensions: Highlighted a Shared Ministry Program to ease the transition in dues for small churches over a five-year period, and a new mental health association with "no dues on dues" for Presbyters and Stated Clerks.
- Lauren Rogers, PCUSA: There will be a reduction in the number of special offerings in 2026 from four down to three.
- Tanner Pickett, Montreat Conference Center: After the hurricane damage, regular programming has resumed; prayers and donations are still needed as they work with a long-term recovery group.

And from Covenant Partners:

- Rev. Julie Bailey, Columbia Theological Seminary: Ministry to students focusing on trauma counseling.
- Doug Marshall, Presbyterian Home for Children: Caminos program for refugee resettlement; Union Village for deaf and blind.
- Rev. Beatrix Weil, Rhodes College: Interfaith conversations about democracy.

- Dr. Burton Webb, University of Pikeville: Established a dental school in Eastern, KY; Work has begun on a wellness clinic and athletic park on campus.
- Kathleen Farnham, Maryville College: 1st college in America (50 years) teaching American Sign Language which is now recognized as a high school language choice in TN.
- Dr. Mark McCormick, Stillman College: Class exchange with University of Alabama; Host for the Congo Mission Conference in October.

Reports of Officers and Entities:

- Moderator, Rev. Dr. Ann Laird Jones:
 - Lifted up the Virtual Voice focus on “Recovery, Restoration, and Rebirth”.
 - Virtual Voice is looking for reporters from each presbytery.
- Stated Clerk, Rev. Dr. Gregory Goodwiller: Written report attached.
- Financial Administrator, Vicki Schramm: the 2024 end of the year financial report was received.
- Presbyterian Women, Rev. Kirsten King:
 - Over 800 attended the Churchwide Gathering in St. Louis, MO.
 - Mission Haven, established in 1951 jointly by the Synod of Living Waters and the Synod of South Atlantic, may face some changes due to cut-backs on mission workers.
 - 2025 Triennial Gathering at St. Simon’s Island, GA will be a joint meeting of the two synods on October 17-19, 2025.
- Living Waters for the World, Steve Young:
 - 32 years, 2600 people trained by CWU, 1100 communities in 28 nations served.
 - Whole church curriculum for all ages available.
 - Legacy Funding opportunity: 5% to LWW.
- Administrative Board, Susan Sumrall:
 - Adoption of the 2025 Synod Budget, including a 2 ½% increase in staff salaries.
 - Election of Stated Clerk: Rev. Dr. Gregory Goodwiller elected to an initial three-year term.
 - No change in synod per capita rate for 2025; remains \$3.98.
 - The next meeting of the Synod of Living Waters is set for January 26, 2026 to be held electronically via Zoom or other appropriate technology.
- Nominations and Representation Committee, Rev. Lina Hart:
 - Election of Carol Raby Copeland as the Moderator of the Synod.
 - List of other offices filled attached.

Outgoing Moderator, Rev. Dr. Ann Laird Jones, installed the new Moderator and Stated Clerk.

The meeting was adjourned with prayer by new Moderator, Carol Copeland.

Respectfully submitted,

Rev. Sharon Schuler, HR
Presbytery Commissioner to Synod

Synod of Living Waters 2025 Proposed Budget

		2022 Year End	2023 Y/E	2024 Budget	2025 Proposed	
Income						
Giving						
1-4100	Per Capita Giving	\$254,382.69	\$235,709.00	\$255,070.00	\$247,640.00	-7,430.00
1-4105	Unified Giving	\$54,550.05	\$44,492.00	\$60,000.00	\$53,000.00	-7,000.00
1-4110	Prior Yr Per Capita & Unified	\$5,071.53	\$22,088.00	\$20,000.00	\$25,000.00	5,000.00
1.4150-61	Interest, Dividends, Unrealized, Transfers	\$46,494.81	\$49,375.00	\$49,000.00	\$50,000.00	1,000.00
Total Giving		\$360,499.08	\$351,664.00	\$384,070.00	\$375,640.00	
Expense						
Council Expenses						
1-5001	Synod Meeting	\$352.62	\$3,759.00	\$500.00	\$3,800.00	3,300.00
1-5003	Permanent Judicial Commission	\$0.00	\$0.00	\$1,000.00	\$1,000.00	
1-5004	Corporation Renewal	\$0.00	\$0.00	\$23.00	\$23.00	
1-5010	Minutes Printing	\$376.60	\$380.00	\$350.00	\$0.00	
1-5011	Executive Hosting and Gathering	\$7,162.75	\$6,566.00	\$7,000.00	\$7,000.00	
1-5012	Administrative Board	\$0.00	\$1,073.00	\$500.00	\$500.00	
1-5013	Executive Hosting	\$946.52	\$0.00	\$0.00	\$0.00	
1-5020	Leadership Formation - Pres Execs	\$7,962.50	\$250.00	\$5,000.00	\$2,500.00	-2,500.00
1-5099	Contingency	\$4,653.00	\$1,500.00	\$3,500.00	\$3,500.00	
Total Governing Body		\$21,453.99	\$13,528.00	\$17,873.00	\$18,323.00	
Office						
1-5101	Telephone	\$0.00	\$0.00	\$0.00	\$0.00	
1-5102	Insurance	\$2,271.00	\$0.00	\$0.00	\$0.00	
1-5103	Postage	\$74.81	\$0.00	\$0.00	\$0.00	
1-5104	Audit Fees	\$0.00	\$0.00	\$0.00	\$0.00	
1-5105	Equipment	\$0.00	\$0.00	\$0.00	\$0.00	
1-5106	Bank Fees and Expenses	\$459.23	\$0.00	\$0.00	\$0.00	
1-5107	Miscellaneous	\$3,218.20	\$380.00	\$1,000.00	\$1,000.00	
1-5108	Office Operations	\$2,467.23	\$3,951.00	\$4,000.00	\$4,500.00	500.00
1-5110	Technology and Services	\$894.00	\$1,877.00	\$2,500.00	\$2,000.00	-500.00
Total Office		\$9,384.47	\$6,208.00	\$7,500.00	\$7,500.00	
Synod Ministries						
1-5210	Presbyterian Women	\$4,500.00	\$4,500.00	\$4,500.00	\$4,500.00	
1-5301	East TN. Campus Ministry	\$17,528.76	\$17,529.00	\$17,529.00	\$17,529.00	
1-5302	Holston Campus Ministry	\$8,349.60	\$8,350.00	\$8,350.00	\$8,350.00	
1-5303	Mid-South Campus Ministry	\$14,364.00	\$14,364.00	\$14,364.00	\$14,364.00	
1-5304	Mid-KY Campus Ministry	\$15,800.40	\$15,800.00	\$15,800.00	\$15,800.00	
1-5305	Mid-TN Campus Ministry	\$26,416.92	\$26,417.00	\$26,417.00	\$26,417.00	
1-5306	Mississippi Campus Ministry	\$8,618.40	\$8,618.00	\$8,618.00	\$8,618.00	
1-5307	N. Alabama Campus Ministry	\$928.20	\$928.00	\$928.00	\$928.00	
1-5308	S&L Campus Ministry	\$41,669.28	\$41,670.00	\$41,670.00	\$41,670.00	
1-5309	S. Alabama Campus Ministry	\$11,715.96	\$11,716.00	\$11,716.00	\$11,716.00	
1-5310	St. Andrew Campus Ministry	\$21,500.88	\$21,501.00	\$21,504.00	\$21,504.00	

1-5311	Transylvania Campus Ministry	\$15,800.40	\$15,800.00	\$15,800.00	\$15,800.00	
1-5312	W. KY Campus Ministry	\$15,800.40	\$15,800.00	\$15,800.00	\$15,800.00	
Total Synod Ministries		\$202,993.20	\$202,993.00	\$202,996.00	\$202,996.00	
Advocacy Groups						
1-5317	Cultural Affinity Group	\$1,500.00	\$3,000.00	\$3,000.00	\$3,000.00	
Total Advocacy Groups		\$1,500.00	\$3,000.00	\$3,000.00	\$3,000.00	
Presbytery Partnerships						
1-5397	General Presbytery Partnership Funding	\$0.00	\$3,000.00	\$7,000.00	\$6,000.00	-1,000.00
Total Presbytery Partnerships		\$0.00	\$3,000.00	\$7,000.00	\$6,000.00	
Personnel						
1-5401	Synod Executive Salary	\$42,400.00	\$42,408.00	\$42,400.00	\$43,460.00	1,060.00
1-5403	Synod Executive FICA Salary	\$3,243.92	\$3,244.00	\$3,244.00	\$3,325.00	81.00
1-5404	Synod Executive BOP	\$15,688.06	\$16,570.00	\$15,688.00	\$4,346.00	-11,342.00
1-5406	Synod Executive Travel	\$6,729.86	\$7,677.00	\$10,000.00	\$12,000.00	2,000.00
1-5407	Synod Executive Gatherings/Conferences	\$0.00	\$0.00	\$0.00	\$0.00	
1-5409	Synod Executive Continuing Education	\$97.00	\$0.00	\$1,000.00	\$1,000.00	
1-5421	Stated Clerk Services	\$3,180.00	\$3,180.00	\$3,180.00	\$0.00	-3,180.00
1-5426	Stated Clerk Travel	\$386.12	\$0.00	\$1,000.00	\$0.00	-1,000.00
1-5436	Treasurer Travel	\$0.00	\$0.00	\$0.00	\$0.00	
1-5441	Administrative Contract Services	\$15,000.00	\$25,000.00	\$35,000.00	\$35,000.00	
1-5461	Financial Administrator Salary	\$36,045.00	\$30,324.00	\$30,320.00	\$31,078.00	758.00
1-5463	Financial Administrator FICA	\$2,779.11	\$2,320.00	\$2,319.48	\$2,377.00	58.00
1-5464	Financial Administrator BOP	\$8,887.20	\$0.00	\$0.00	\$0.00	
1-5469	Financial Adm. Continuing Edu	\$0.00	\$0.00	\$0.00	\$0.00	
1-5495	Medical Reimbursement Plan	\$1,561.89	\$0.00	\$1,000.00	\$4,200.00	3,200.00
1-5496	Staff Development	\$0.00	\$0.00	\$0.00	\$0.00	
Total Personnel		\$135,998.16	\$130,723.00	\$145,151.48	\$136,786.00	
Total General Budgeted Expenses		\$371,329.82	\$359,452.00	\$383,520.48	\$374,605.00	
1-5499	Non Budgeted Misc. Exp.	\$1,400.00				
Net Surplus (Deficit)		(\$12,230.74)	(\$7,788.00)	\$549.52	\$1,035.00	

SYNOD OF LIVING WATERS

Nominations and Representation Committee

Report to Synod – January 27, 2025

The Nominations and Representation Committee will place the following names in nomination for offices and terms as listed. The committee's recruitment process is ongoing, and additional names are expected to be brought to the meeting.

1. Moderator: Elder Carol Copeland

Carol Raby Copeland was born in Athens, Alabama where she now resides with her husband of 60 years, Steve. She is the mother of one son Matthew and Gigi to two grandsons. Her hobbies include cooking, flower arranging, boating on Elk River, reading and listening to Americana music. Upon graduating from the University of Tennessee School of Social Work, she embarked on her professional career in social work first in the public sector and then in private practice. She just renewed her social worker license to continue a part time practice specializing in adoption.

A cradle Presbyterian, PC(USA) activities include member and Ruling (resting) Elder at First Presbyterian Church, Athens, Alabama. Carol served as moderator of North Alabama Presbyterian Women for ten years. She served as Moderator of NAP for a term in 2020 and was Moderator of the Mission Haven Board, Decatur, Georgia in 2021. Also in 2021, she served as President of the Board of Trustees for the Alabama Presbyterian Home for Children in 2021 and remains on that Board, presently serving as Secretary. Carol was the organizing moderator for the Tennessee Valley Presbyterian Cursillo. She has NAP's Ruling Elder Commissioner to the Synod of Living Waters for several years.

2. Vice-Moderator: *vacant*

3. Administrative Board Moderator: Rev. Ann Laird Jones (St. Andrew)

4. Administrative Board At-Large Members:

1. Karen White
2. Rev. Anne McKee
3. Hardie Frankel
4. Rev. Brad Palmer
5. Rev. Eugenia Gamble
6. Rev. David Kling

5. Permanent Judicial Commission, Class of 2026:

Class of 2026

St. Andrew Barry Schuster

Class of 2030

Transylvania: Anne Chestnut
Mississippi: Mack Forsyth
East Tennessee: Rev. Mark Curtis
South Alabama Rev. Sarah Erickson

6. Nominations and Representation Committee

Class of 2026

Mid-Kentucky: Vince Patton
Mid-South: v
Middle Tennessee: Rev. Andy Gay

South Alabama: v
Transylvania: v

Class of 2028

East Tennessee: Carrie Nicely
Holston: v
Mississippi: v
St. Andrew: Kevin Magee
Shepp. & Lapsley: Debbie Feagin
Western Kentucky: Rev. Matthew Covington

7. Nominations and Representation Committee Moderator:

Rev. David Kling (North Alabama)

SYNOD OF LIVING WATERS

Stated Clerk's Report

January 27, 2025

Items for Information

1. There was one remedial complaint filed in 2024. Following the preliminary ruling issued by the synod's permanent judicial commission officers, the complaint was withdrawn by the complainant.
2. The Synod's 2022 and 2023 minutes have been reviewed by the General Assembly and approved without exception.
3. The Administrative Board (Board) took the following actions at its meetings during 2024:
 - At its meeting on April 11, 2024, the Board approved inviting Dr. Victor Aloyo to preach at the opening worship service of the synod's 2025 annual meeting.
 - Also at the April 11 meeting, the Board endorsed a collaborative partnership between the Synod and Presbyterian Disaster Assistance to work in the long term recovery process in Haiti.
 - At its meeting on July 10, 2024, the Board endorsed a Presbyterian Investment and Loan Program (PILP) loan to Springdale Presbyterian Church in Louisville, KY and approved designating up to \$120,000 of its funds invested in PILP for a line of credit that the Buckhorn Home for Children has requested for a "bridge loan" until their federal funding is processed. This designation results in a 1% reduction in the loan rate they are charged.
 - At the July 10, 2024 meeting the Board also approved holding the January 27, 2025 annual meeting of the synod at First Presbyterian Church, Franklin, pending sessional approval.
 - At the October 17, 2024 meeting the Board approved a \$2,500 sponsorship of the Association of Partners in Christian Education (APCE) event that will be held in Memphis TN in January 2025.
 - At its December 5, 2024 meeting the Board authorized the establishment of a transitional ministry training program in the synod, with a planning team composed of James Gale, Wendy Neff, Anne McKee, and Ann Laird Jones, with Greg Goodwiller serving as staff. It is understood that the planning team will develop a budget including funding needs for presentation to the Board at a future meeting.
 - At its December 5, 2024 meeting the Board approved a proposed 2025 budget to recommend for adoption by the synod at its annual meeting, and approved the

recommendation of the Personnel Committee that Greg Goodwiller be elected for an initial three year term as Stated Clerk as presented by the Board in its report.

Item for Action

That the synod concur with the peer reviews of 2023 minutes of the synod's presbyteries and approve them as follows:

East Tennessee – approved without exception

Holston – approved without exception

Middle Tennessee – approved without exception

Mid Kentucky – approved without exception

Mid South – approved without exception

Mississippi – approved without exception

North Alabama – approved with the following exceptions:

1.h. Some of the minutes were labeled "draft" and not signed. Stated Clerk has verified that all were in fact approved in this form at a subsequent presbytery meeting. Final minutes with draft label removed and signed by current clerk are to be submitted to Synod following this report.

2.g. Summary of statistical report not found.

2.j. Reports of commissioners to GA or Synod not found.

St. Andrew – approved without exception

Sheppards & Lapsley – approved without exception

South Alabama – approved without exception

Transylvania – approved without exception

Western Kentucky – approved without exception

BOOK OF ORDER AMENDMENTS RECOMMENDED BY
THE 226TH GENERAL ASSEMBLY
AND PRESENTED TO PRESBYTERIES FOR THEIR
AFFIRMATIVE OR NEGATIVE VOTE

SUMMARY

(Full text is available with meeting papers)

AMENDMENT NUMBER	BOO SECTION TO BE AMENDED	SUMMARY
24-A	F-1.0403	The categories <i>gender identity, sexual orientation</i> , be included as protected classes in the Unity in Diversity section of Foundations of Presbyterian Polity
24-B*	G-1.0104	Adds guidelines for other forms of corporate witness (New Worshiping Communities, Immigrant Fellowships etc.) within an adaptable framework rooted in Reformed polity.
24-C	G-2.0104b	Adds Historic Principles of Church Order (F-3.01) and principles of participation and representation (F-1.0403) to required areas for examination for ordination.
24-D	G-2.0504b	Lengthens maximum terms of service for temporary pastoral relationships from twelve months to 36 months
24-E	G-2.0504b	Prohibits non-disclosure agreements at the end of a temporary pastoral relationship
24-F	G-2.0601	Confidential details about a candidate for ministry should be omitted in communicating to the presbytery the need for the approval of alternate means to determine readiness for ministry in areas usually covered by ordination exams
24-G	G-0901	Prohibits non-disclosure agreements when an installed pastoral relationship is dissolved
24-H	G-3-0106	Adds <i>and adults with vulnerabilities</i> to the required child and youth protection policy
24-I	G-3.0302d	Eliminates the need for a concurrence from another presbytery to have business brought before GA (concurrences are still allowed but not required)
24-J	G-3.0501	Revises the formula for determining the number of commissioners presbyteries are to send to GA
24-K	D-7.0501	Makes explicit that, when an allegation of offense is made to a clerk of session or stated clerk, the mandates to report to civil authorities in G-4.0302 must be followed
24-L	D-7.0902b	Mandates that administrative leave be paid

**Report of the General Presbyter of the Presbytery of Sheppards and Lapsley
February 2025**

January is a month of the “changing of the guard” as our committees and commissions welcome new members and, in some cases, elect new moderators. It is a transitional month and I am pleased to report that our presbytery commissions and committees are now up and running to serve the mission of the presbytery. Thank you to all who have said yes to these leadership positions!

In the vein of transitions, at the presbytery meeting in February, we will have the pleasure of thanking our moderator, Deborah Thomas, for her steady hand guiding our work together in 2024. At the conclusion of her Moderator-of-the Presbytery duties, she will spend another year moderating our Executive Council. Meanwhile, we will install our 2025 Moderator, Jonathan Yarboro and vice-moderator, Terry Hamilton-Poore. We are blessed to have such talented and willing leaders!

At the November presbytery meeting, the presbytery created the “New Commission” which is a commission to determine guidelines and processes for congregations to receive funding from the new fund we have developed from the 70% of the proceeds from the sale of church buildings dedicated to the mission of local congregations. By the time of the presbytery meeting, this new commission, moderated by Joe Genau, will have met and be up and running. Stay tuned for developments.

And still in the realm of transitions, with the election of the final nominees at this presbytery meeting, the Transition Team will begin its work. As you recall, the Transition Team (which will elect its moderator at its first meeting) is charged with:

- Conducting a thorough mission study on the presbytery including staffing models, office procedures, committee/commission structure and function, and bylaws as necessary.
- Writing a Ministry Discernment Profile for the presbytery’s approval
- Conducting a national search for a new presbytery leader(s)
- Presenting the candidate(s) for presbytery approval with a hoped for start date of February 2026.

The Transition Team will work with due haste yet do their work thoughtfully and deliberately with the luxury of having Jay Wilkins and myself still very much serving the presbytery until the new leadership is in place.

We have an exciting year ahead of us as we faithfully live out our Matthew 25 mission to “Partner with and equip present and emerging PC (USA) faith communities in central Alabama to serve Christ and our neighbors”.

As ever in prayer,

Sue Westfall

Presbytery of Sheppards and Lapsley
2025 Minimum Terms of Call

INTRODUCTION

Foundation

In preparation for revising the Minimum Terms of Call for Sheppards and Lapsley, the Commission on Ministry was mindful of the sacred obligations of each congregation to care for their pastor(s) and the duty of the Presbytery, through the COM, to review and consent to all Terms of Call within our bounds. Among those obligations and duties, the following best illustrate the rationale for revision:

- The obligation of each congregation to provide “all proper support, encouragement and allegiance in the Lord”¹ so that their pastor(s) may concentrate on their ministry.
- The unified voice of a congregation as they “promise to pay [the pastor] fairly and provide for their welfare...” and “to stand by them in trouble and share their joys.”²
- The duty of Presbytery (through COM) that “terms of call shall always meet or exceed any minimum requirement of the presbytery in effect when the call is made.”³

Three-way Contract

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

Annual review by Session

“The Session shall review annually the minister’s terms of call and shall propose for congregational action (BO G-1.0501) such changes as the session deems appropriate, provided that they meet the Presbytery’s minimum requirements.”³ Any reduction in effective salary must receive approval of the Commission on Ministry before payments are changed and must also be approved by the Presbytery with the Annual Approval of Terms of Call. Bonuses and gifts paid by the church exceeding 20% of effective salary must receive prior approval by the presbytery.

Annual cost of living consideration

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

Board of Pensions consideration

2025 brings new coverage options for medical coverage with potential impact to pastor, pastor’s family, and the church. In revising the Minimum Terms of Call, the Commission on Ministry has considered the possible impact of these changes and weighed them against our Foundational Obligations.

¹ Sheppards and Lapsley 2019 Pastoral Call Form

² PCUSA Book of Order, W-4.0404c1

³ PCUSA Book of Order, G-2.0804

MINIMUM TERMS OF CALL FOR FULL TIME MINISTERS

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

Minimum CASH and EFFECTIVE salary

The minimum terms of Pastor's Annual Cash Salary plus Pastor's Housing Allowance (if any), for all new, installed calls and all revised calls shall be ***no less than \$46,000***. Please review the Effective Salary Worksheet when calculating compensation for a specific pastor's terms of call.

Required components of compensation

The pastoral compensation and benefits package ***shall include at a minimum all of the following components:***

1. Pastor's Cash Salary
2. Pastor's Housing Allowance, if selected by the pastor
(The sum of #1 and #2 being no less than \$46,000.)
3. Board of Pensions Dues for Pension, Death and Disability, and 100% of the medical premium of the pastor. (The dues for 2025 equal 26% of effective salary.)
4. The calling church shall ensure that the pastor's spouse, children, or family [spouse + children] are covered by medical insurance.⁴ If the calling church does not provide said insurance, an explanation of how the pastor's family is covered by medical insurance shall be included as part of the Terms of Call.
5. \$4,000 per year Accountable Reimbursement Plan for Professional Expenses such as mileage & travel expenses, continuing education, books

Additional (non-mandatory) components of compensation

The minimum pastoral salary, compensation, and benefits package ***may include some or all of the following:***

1. SECA (Employer pays first 7.65% of Total Effective Salary. If employer pays more, the additional amount is taxable to the employee as part of cash salary)
2. Accountable Auto Expense Reimbursement Account, miles driven reimbursable per mile using current IRS guidelines
3. Moving Expenses (Please note that moving expenses are taxable by the federal government as part of the pastor's salary)
4. 403(b) Non-profit Retirement Savings Account with or without employer matching
5. Health Care Flexible Spending Accounts
6. Dental Insurance
7. Vision Insurance

(The above list is not meant to be an exhaustive list of possible ways to compensate your pastor. Some of these components may be taxable to the pastor.)

Minimum TOTAL COST of compensation package

The total of all salary, compensation, and benefits components negotiated between the pastor and the congregation ***shall total no less than \$63,000***. This is greater than the sum of the minimum components. The congregation and pastor should work together to ensure that the overall minimum requirement is met in a fashion mutually beneficial to both parties.

⁴ See "Medical Insurance" in the Call Terminology section

ADDITIONAL required minimum benefits

The following shall be part of each pastor's terms of call:

- Four (4) weeks vacation (inclusive of 4 Sundays) per year
- Two (2) weeks continuing education leave (inclusive of 2 Sundays) per year
- 12-weeks parental leave per presbytery Parental Leave policy
- Sabbatical Leave per presbytery sabbatical leave policy

WORKSHEETS

Please use the following worksheets to assist you:

- Presbytery of Sheppards and Lapsley Minimum Terms of Call Worksheet (2025)
- Effective Salary Worksheet

CALL TERMINOLOGY

Anti-racism Training

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

Board of Pensions Dues

"The call shall include participation in the benefits plan of the Presbyterian Church (USA), including both pension and medical coverage" (BO G-2.0804). The 2025 BOP dues for pastor only (not including spouse, children, or family coverage) are 26% of the total effective salary.

Continuing Education and Study Leave

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

Healthy Boundaries Training

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

Housing Allowance

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

Medical Insurance

Medical insurance (or health insurance) is insurance that satisfies the Minimum Essential Coverage requirements of the Affordable Care Act.

Moving Expenses

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

Parental and Family Leave

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

Professional Expenses

While specific amounts may be part of the call, it is advantageous to the pastor to have this in a designated "Accountable Reimbursement Plan" whereby the minister is reimbursed for substantiated documented expenses (auto, travel, continuing education events, books, etc.). These expenses are thereby not included in reportable income for IRS purposes. A minimum allocated by the church should be \$4,000.

Sabbatical

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

Sick Leave

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

Social Security⁵

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

Vacation

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

⁵ Ministers called by congregations are considered by the IRS to be "employees" for federal income tax purposes but "self-employed" for purposes of social security taxation and are required to pay quarterly estimated Federal income taxes and SECA taxes. Hence ministers pay the full 15.3% for social security coverage. Since employed persons pay only one-half of that, the policy of Presbytery is to include a reimbursement by the church of half (7.65%) of the SECA tax in the terms of call.

OTHER CONCERNS

Extra time away

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

Presbytery participation and relationship

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

Part Time Pastors

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

Temporary Pastors

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

Pulpit Supply Recommendations

Persons serving in a pulpit supply relationship are paid an honorarium of at least \$175 per Sunday plus mileage at the current IRS rate. A Presbytery appointed Session Moderator should be paid \$50 per stated meeting. Mileage at the current IRS rate should also be paid if the Moderator travels to the location for Session meeting only.

Termination

Procedure

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

Severance provisions

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

PCUSA Resources

The Board of Pensions provides multiple resources at pensions.org

SHEPPARDS AND LAPSLEY MINIMUM TERMS OF CALL WORKSHEET (2025)

MINIMUM CASH AND EFFECTIVE SALARY

_____ Salary

+ _____ Housing Allowance (if selected by the pastor).

Salary + housing allowance shall be no less than \$46,000 annually.

+ _____ Other Reportable Income *

+ _____ SECA – Should typically be \$0, unless employer pays more than 50% of SECA. Please see SECA line under other compensation**. (Total IRS rate is 15.3%. Church shall pay first 7.65% for employee. If church pays second half of 15.3%, then that half is reportable as income on this line.)

A. = _____ TOTAL EFFECTIVE SALARY (shall be no less than \$46,000)

CONGREGATIONAL PASTORS BOARD OF PENSIONS DUES (includes major medical dues for the pastor only; defined benefits pension dues, death and disability dues)

B. + _____ 26% of Total Effective Salary in 2025

OTHER COMPENSATION(S)

+ _____ Board of Pensions (or other insurer) major medical premiums for pastor's spouse, children, or family (spouse + children). This figure is the *congregation's portion* of additional major medical coverage premiums, if selected.

+ _____ SECA** (Employer pays first 7.65% of Total Effective Salary)

+ \$4,000 Accountable Reimbursement Plan for Professional expenses such as mileage, travel, continuing education, or books (\$4,000 is the presbytery minimum.)

+ _____ Auto Expense Accountable Reimbursement Account, miles driven reimbursable per mile using current IRS guidelines

+ _____ Moving Expenses (Please note moving expenses are taxable by the federal government as part of the pastor's salary)*

C. = _____ OTHER COMPENSATIONS TOTAL (exclude any values already included in "Other Reportable Income" as part of Minimum and Cash Effective Salary above)

TOTAL PASTORAL COMPENSATION

= _____ A + B + C. This must total at least \$63,000

EFFECTIVE SALARY WORKSHEET

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

COMPENSATION INCLUDED IN EFFECTIVE SALARY

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

Churches requesting permission to continue supply relationships for 2025:

- a. **Arlington** requests permission to continue their relationship with Cervelma Jones. Terms \$450 each Sunday
- b. **Bethel** requests permission to continue their relationship with Neil McCarter. Terms \$30,000 yr.
- c. **Bold Springs** will not continue their relationship with Chuck Kukal. They will pursue rotating Pulpit Supply
- d. **Cahaba Springs** requests permission to continue their relationship with deNay Kirkpatrick. Terms \$24,500 yr
- e. **Calvary** requests permission to continue their relationship with Lisa Winston.
- f. **Church of the Covenant** requests permission to continue their relationship with Lin Veasey. Terms \$11,100
- g. **Dodson Memorial** requests permission to continue their relationship with David Lyons. Terms \$350 each Sunday
- h. **First Carbon Hill** requests permission to continue their relationship with Ron Wilson. Terms \$15,000 yr.
- i. **First Sylacauga** requests permission to continue their relationship with Charles Sims. Terms \$31,800 yr.
- j. **First United Anniston** requests permission to continue their relationship with Sean McClellan.
- k. **First United Forestdale** requests permission to continue their relationship with Carl Hughes. Terms \$13,00 yr.
- l. **Garden dale** requests permission to continue their relationship with Jeff Bonner. Terms \$17,160 yr.
- m. **Good Hope** requests permission to continue their relationship with Vanessa Nelson.
- n. **Green Pond** requests permission to continue their relationship with Beverly Dodson. Terms \$150 week
- o. **Marion Junction** requests permission to continue their relationship with George Wood.
- p. **Montevallo** requests permission to continue their relationship with Wayne McLaughlin. Terms \$270 each Sunday
- q. **Pisgah** requests permission to continue their relationship with Ira Blanchard. Terms \$3,250 yr.
- r. **Riverchase** requests permission to continue their relationship with Robert Emerick. Terms \$22,248 yr.
- s. **Union Springs** requests permission to continue their relationship with Bill Sauser.
- t. **Valley Creek** requests permission to continue their relationship with David Hodo.
- u. **Westminster, Birmingham** requests permission to continue their relationship with Jerome Bell. Terms \$22,230 yearly.
- v. **Westminster, Tuskegee** requests permission to continue their relationship with Michael Thurman. Terms \$325 per Sunday
- w.

Request to Transfer Ministry

The Session of Dodson Memorial Presbyterian Church, Oxford, AL hereby request the transfer of the ministry of *Trail Chaplain to the Alabama Pinhoti Trail* from a validated ministry of the Presbytery to a ministry of Dodson Memorial Presbyterian Church.

Rationale

- Oxford is located close to the half-way point of the approx. 180-mile-long Alabama Pinhoti Trail.
- The Section closest to Oxford is also the busiest section by far. Section 6 runs through the Cheaha Wilderness Area and through part of Cheaha State Park. These public lands attract a substantial number of visitors from the Birmingham and Atlanta MSAs and from around the US and beyond.
- In the 2023/2024 season, worship services using the name "Church on the Pinhoti" were conducted at various locations along the trail. These services were well attended and attracted a diverse group of participants. Given the length of the trail, some participants could not attend all the worship services because of the distance. The plan for the 2024/2025 season is to target the worship services to a more focused area in the hope of gathering a regular group of worshippers. If the Holy Spirit is willing, the next step would be to encourage the formation of a New Worshipping Community.
- Dodson Memorial Presbyterian Church continues to explore innovative ways to ensure our ministry to this community since the 1850s is sustainable for future generations. Some of the options being explored, such as a dedicated monthly Iona Service and Earth Care ministries, would be relevant to any New Worshipping Community.
- The Trail Chaplain is also the CRE who leads regular weekly worship at Dodson.
- Regular contact with the Session at Dodson enhances the level of accountability to the Trail Chaplain.

If the request is granted:

- The Trail Chaplain and associated ministries will become ministries of Dodson Memorial Presbyterian Church.
- The Trail Chaplain continues to be a volunteer role.
- The Trail Chaplain will continue to bring a ministry of presence to the entire length of the Alabama portion of the trail through section-hiking the whole trail in the fall and spring and will respond to issues as they arise.
- The Trail Chaplain is accountable to the Session of Dodson Memorial Presbyterian Church.
- This arrangement will be reviewed annually.

Signed: Linda Crow, Clerk of Session
Dodson Memorial Presbyterian Church

Date: September 26, 2024

Rev. Joe Genau**Proposed Terms of Call at Edgewood Presbyterian Church**

	2024	Proposed 2025
Salary	32,490	41,656
Housing Allowance	28,610	28,610
[Total Effective Salary for BOP]	61,100	70,266
Medical/Dental	18,115	11,243
Pension	5,193	5,973
Death and Disability	917	1,054
SECA Tax Allowance	2,485	2,858
Continuing Education	1,000	1,000
Discretionary	400	400
Travel	1,500	1,500
Library	375	375
Cell Phone	1,320	1,320
Total cost to congregation:	92,405	95,989
4 weeks vacation, 2 weeks study leave	4 weeks vacation, 2 weeks study leave	4 weeks vacation, 2 weeks study leave
Paid sabbatical leave of 3 months after 6 years of service	Sabbatical taken in 2024, after 10 years of service	6 weeks of sabbatical leave in each of 2026 and 2027

Norman Hibbard Memorial

Rev. Caroline Kelly, Grace, Tuscaloosa, offered some words in memory of Rev. Norman Hibbard, who died in December of 2024.

After his ordination to the Ministry of Word and Sacrament, Rev. Hibbard served as an interim/transitional pastor for congregations in Florida, Alaska, Alabama, Indiana, Louisiana, and Mississippi. He graduated Columbia Theological Seminary as a second career student in 1982 (after 25 years of owning a concrete business in Tuscaloosa). He took Alban Institute training for interim specialists and later did a DMin at San Francisco Theological Seminary.

Norman was adept at reading local contexts and helping congregations work through conflicts. An avid traveler, he and his wife Helene Hibbard were good at developing respectful cross-cultural relationships. He walked the talk of loving God and others as himself.

Prior to seminary Norman and his wife were active leaders in youth programs at Covenant Presbyterian in Tuscaloosa and in children and youth programs in this Presbytery. He was served as a deacon and a ruling elder at Covenant, one of the churches that merged in 2017 to form Grace.

I'm glad to share a few words about Rev. Hibbard as a person of faith and a servant of the church.

Mission Coordinator's Report to Presbytery February 20, 2025

1. The Presbytery will be hosting the annual meeting of the Congo Mission Network in Tuscaloosa, October 23-25, 2025. Planning for the Conference is underway. It is planned for the meeting to be hybrid, with both in person sessions and Zoom. French-English translation will be provided. Please plan on attending this Conference. Presbyterians from central Alabama, William Sheppard and Samuel Lapsley, were the first Presbyterian missionaries to Congo in 1891. We have a long history with the Congo church in service to our Lord, Jesus Christ.

2. This Presbytery has sent \$1,500 to RECONCILE, a peacemaking ministry in South Sudan. We have been sending our Peacemaking Offering money to RECONCILE for the past several years.

Reverend Shelvis and Reverend Nancy Smith-Mather have been working with RECONCILE for several years, working in South Sudan. They are now in the United States, but are still involved with RECONCILE. RECONCILE works on reconciliation between ethnic groups that had been fighting. It has offered trainings and counseling in conflict zones for 750 leaders in the past year. Also, RECONCILE operated sports tournaments aimed at establishing trust and confidence among eight different communities, with over 1,000 people attending. These are only a portion of RECONCILE's work in 2024.

If you want to contribute to RECONCILE, you may send a check to Presbytery, marked for Peacemaking Reserve. Or, you can donate directly to Presbyterian Missions-RECONCILE-E052032.

3. The Habitat for Humanity house for the Birmingham area for 2024 has been built. We collected about \$18,000 for the house from Birmingham area churches. This will be sent to Habitat for Humanity, Birmingham. Our donations were down from the past couple of years. The donations had been running \$20,000-25,000. Thank you to all the churches and volunteers who helped a family get an affordable house.

4. Presbytery will be sending \$5,000 to the Dallas County Long Term Recovery Group to help build a house in Selma. This house is a rebuild of a family's house that was destroyed in the tornado of 2023. Over the past two years, this Presbytery has contributed about \$45,000 to help 7 families in Selma, replacing appliances, furniture and building houses.

Living River Annual Report, 2024



Living River's Impact

- Living River served over 390 kids and youth in 2024:
 - Living River's retreats and Summer Camp served 195 kids and youth.
 - Field trips served 199 kids and youth.
- The second annual Cahaba Lily Adult Retreat drew a diversity of longtime Living River friends and first-time visitors. **Join others this May for an adult retreat and visit to the Cahaba Lilies.**
- Over 200 visitors participated in Fall River Fest again in 2024 and enjoyed a variety of activities from an Alabama Wildlife Center animal show to a commemoration of the 20th anniversary of the Marvel Slab Dam removal from the Cahaba with a number of environmental partners.
- A diversity of rental groups booked and enjoyed 37 weekends at Living River with many more .
- The University of Alabama Atkinson Mussel Lab, the Alabama Aquatic Biodiversity Center, and the U.S. Fish and Wildlife Services continued monitoring and testing species and Cahaba Riverkeeper continued regular water testing.

Thank you to Living River's 2024 donors!

All donations of time, talent, and resources of every size made Living River's ministry possible last year! Bolded names are **Bedrock Sustaining Donors**. Bedrock Program details are on Living River's website.

Mark Aldridge	Chis & Alice Christenson	Jean Folsom	Kent & Anna Hartzog
Robert & Ree Almon	Linda Cicero	Les & Amanda Fowler	Kevin and Julie Hay
Tambra Angle	Gretchen Cloud	Kimble Forrister & Calli Patterson	Robert & Morgan Hay Jr.
Steve & Carolyn Ashworth	Frank & Jo Ann Cobb	Amy Frasier	Robert & Janice Hay
Rick & Beth Atkerson	Noah Coleman	Jane French	Scott & Angie Hayes
Jim and Susan Bannon	Robert & Carolyn Collins, III	John & Pam Gam	Mike Henderson
Janet Barnes	Ralls & Denise Coston	Yvonne Gauntt	Sarah & Alan Hewitt
Karin and Sam Bell	Frank Covington	Edward Gilmore	Norman & Helene Hibbard
Susan Benke	Deborah and Scott Crumpton	John Glover	Thomas & Peggy Hill
J and Heather Benoit	Mary Dalrymple	Pat & Charles Goodman	James Howard
Lee Benoit	Glenn & Chris Davis	Michael & Gillian Goodrich	Kent & Lisa Howard
Suzanne Benton	Doug Deslattes	Cleo Gorman	Tony & Lora Hubbard
Don & Mary Blakeley	Paul & Trish Dimick	Gene & Dorothy Grimes	Keener & Hilda Hudson
Emmett and Margaret Bowman	Sam & Paige Drummond	Park & Ann Grimmer	Steven & Stephanie Hunt
John & Kimberly Bridges	Marilee Dukes	Susan Grimmer	Calvin & June Hyer
Vernon Broyles III	Pat Dunbar and Annabel Stephens	Sam and Terry Hamilton-Poore	Christian Johnson
om & Ashley Bryson	Charles & Sandy Durham	Dexter & Shelley Hancock	Allen & Lindsay Jones
Julie Bucy, Len Evert, and Pam Pierson	Larry & Kathleen Dutton	Alice Harding	Heather Kaiser
Derry Bunting	Gail Edwards	Benga Harrison	Lili Kane
Mark & Leigh Ellyn Byars	John & Susan Edwards		Sara Kaylor
John & Jane Childers			Helen Keller
			Kara Kilpatrick & Jenno Smith

Leland & Marty Keller Carolyn King Shelley King deNay & Will Kirkpatrick Harvey & Dottie Kline Mark Landers Deborah Laws Melinda & Norris Leavelle Linda LeBron Shereka Lewis Bruce & Jeannine Ludwig Virginia MacRae Brian & Chris Anne Massengale Rachel & Wes Mathews Weesa Matthews David & Ann McGiffert Price & Elizabeth McGiffert Henry McPherson George & Bess Miller Ira & Anne Mitchell Kit Moss Betsy & Bill Murphy Al & Janet Nebrig	Robert Newman Barbara & Robert Nicol Ives Ort Janet Ort Lois Palecek Jay & Ellen Patton Jr. Joe and Amy Perkins Lee Ann & Preston Peyton Ruby Pfaff Michael & Joan Pickett Mary Porteer Ellen & Daniel Potts Julie Potts John Powell Jim Prince Caryl Privett Natalie Reed Nick & Kathy Reed Leanne Reed Rick & Judy Reed Mallory & Martha Reeves David Renaker Joe & Bonnie Rives	Emily Roberts Ronald & Judith Sawyer Sandy Schrohenloher William Scott Marilyn Seier Ed Senter & Jessica Germany Jim & Katherine Shepherd Jr. Anita Sherman Andy Spaulding Alan & Linda Speaker Alan & Leanne Spencer Sandra Spencer Jim & Sue Stapleton Bill & Jera Stibling Frank & Fairy Sutherland Allen Tartt Mary Tartt Frankie Tatum Mary Clyde Teague Jenny & George Thagard Sharon & Les Thagard Anthony Thomas Kristi Thomson	Allison Todd Hannah Tucker Wendy & James Tucker Marilyn Tucker-Marek & Ken Marek Steve and Laura Underhill Lin & Lawson Veasey Todd Vick Myrna Walker Howard Walthall Sr. & Family Lee Walthall Mike & Phyllis Ward Dana Waters Nancy Watkins Thomas Watkins Thomas Wells Meagan & Blake Westbrook Sue Westfall Lydia Wilfong Clyde & Sue Wills Bill & Frances Woodruff Denise Yanaura
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Special Thanks to 2024's Grant Giving Foundations and Churches

Thank you to The Community Foundation Of Greater Birmingham for a grant to build two pavilions at the sites along the Cahaba River that are most used by Living River's research partners.

Thank you to The Daniel Foundation for a grant to build a restroom facility on Living River's recreation field, an enhancement that will greatly improve field trip and recreational experiences at Living River!

Thank you to Disc Golf Birmingham, Inc. for funding Disc Golf educational material and youth disc golf discs.

Thank you to The Independent Presbyterian Church Foundation which renewed a grant for a development staff position. Dedicated staff attention to development and programming is essential For Living River's growth as we near financial stability.

Thank you to The Southminster Presbyterian Church Foundation for a grant to fix the foundation of the Shades Valley Lodge.

Thank you to Living River's 2024 church and organizational donors!

**Calhoun Presbyterian Apartments
Foundation, Inc.**
Church of the Covenant Presbyterian Church
Edgewood Presbyterian Church
E L Spencer Foundation
First Presbyterian Church Auburn
First Presbyterian Church Tuscaloosa
Grace Presbyterian Church Tuscaloosa
Immanuel Presbyterian Church
Independent Presbyterian Church
**Mike and Gillian Goodrich Charitable
Foundation**
Montevallo Presbyterian Church
Mountain Brook Presbyterian Church
Oakmont Chapel Presbyterian Church
Presbyterian Ministries United Appeal
Riverchase Presbyterian Church
Presbyterian Women of FPC Tuscaloosa
Presbyterian Women of The Presbytery
South Highland Presbyterian Church
Southminster Presbyterian Church
Swift Presbyterian Church

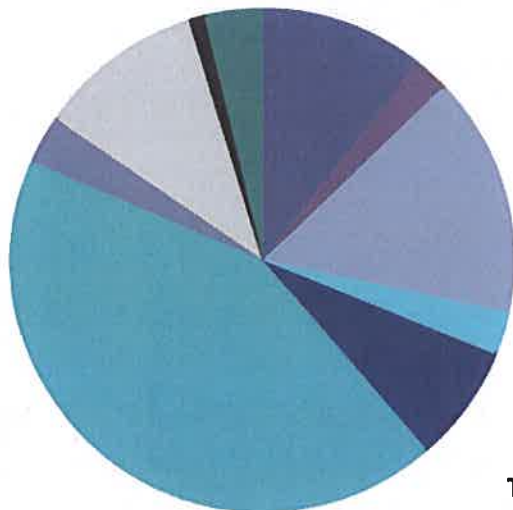
Thank you to the former Second Presbyterian Church



After 142 years of ministry to their community, caring for one another, and discerning the call of the Holy Spirit, Second Presbyterian Church merged with Edgewood Presbyterian and sold their property in 2024. The remaining members of Second who merged with Edgewood are Hazel Bowdon, Pat Donaldson, Marilyn Gross, Larry & Liz Hicks, T.J. Holmes, Catherine Rodenhauer, Barbara Spitzer, Mary Clyde Teague, Vince Van Deventer, Phyllis Vaughan, and David Wininger. They continue to

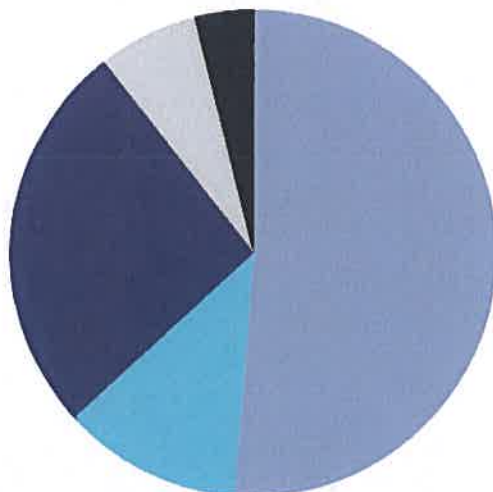
follow God's Spirit as they steward the proceeds of Second's property sale. Thank you to them for their faithfulness, compassion, love, generosity, and wisdom. Thank you from Living River for their donation of \$100,000 in 2024 which was board designated as a capital improvement fund, an invaluable resource as Living River's buildings turn 10 years old!

Living River's Sources of Funds, 2024



Total 2024 Operating Revenue: \$447,323

Living River's Uses of Funds, 2024



Total 2024 Operating Expenses: \$449,467

Important Financial Notes

- Living River's mortgage is now just \$104,240 (12/31/24), down from \$1.1 million in 2019!
- Donations to the Annual Fund for operations were up 15% in 2024 from 2023.
- Summer Camp Revenue was up 34% in 2024 from 2023.
- Living River's endowment, the Living River Legacy Fund, grew 10% in 2024 to \$458,695 (12/31/24). **Please consider bequests to the Living River Legacy Fund in your will.** A 4% annual endowment draw supports Living River's operations. Imagine what will be possible as the Living River Legacy Fund grows!

2025 Living River Calendar

April 11-13 You & Me Retreat
May 16-18 Cahaba Lily Adult Retreat (ft. a speaker and lilies excursion)
May 27-June 6 Counselor Training
June 8-13 Youth Mission Camp
June 16-20 Elementary Camp
June 22-26 Creative Camp
June 27-29 You & Me Camp
Sept. 6-7 Counselor Alumni Retreat
October 19 Fall River Fest
November 9-11 Elementary Retreat

Other Opportunities at Living River

Be a Counselor in Training (CIT) or share the opportunity with a high schooler. High schoolers can be CITs at any elementary camp. It's a great opportunity to learn and build friendships!
Volunteer to help with administrative tasks, maintenance projects, or for Summer Camp. We are a small staff at Living River and can use help with mailings, regular or special facilities projects, and adult leadership or nursing for Summer Camp!
Canoe, hike, or visit us at Living River. We have 4.5 miles of Cahaba River shoreline and hiking trails! If you've never been to Living River, come for a day by yourself or organize a group!
 Email office@livingriver.org with any questions about.

Executive Director's Corner

Rachel and I have just returned from the APCE (Association of Partners in Christian Education) conference in Memphis, Tennessee. APCE is an organization that includes members from the PC(USA), Presbyterian Church in Canada, Reformed Church in America, and the Moravian Church. We had a Living River display in the marketplace where we interacted with hundreds of participants. **We shared information encouraging pastors and educators to bring groups to stay at Living River while experiencing Alabama's Civil Rights Trail. In the past year we have hosted groups from Wisconsin, Georgia, Idaho, Connecticut, and Texas.** Our hope is that by sharing the good news of Living River, more groups will have the opportunity to participate in these impactful experiences. We also had the opportunity to spend time with leaders from other camp and retreat centers who shared ideas and practices that will benefit Living River. Thank you for your support that allows us to share the good news of Living River. -Jenny Thagard



Christ & Holy Trinity Episcopal Church of Westport, CT at Shades Valley Lodge during their week-long Civil Rights Pilgrimage with Living River as their home base.



University of Wisconsin-Madison students with the campus ministry Pres House visiting Selma during their six-day Civil Rights Pilgrimage staying at LR.



LIVING RIVER

A RETREAT ON THE CAHABA

2000 Living River Parkway
Montevallo, AL 35115





MR. DOUG MARSHALL
President/CEO

Presbyterian Home *for* Children

Raising hopes, growing confidence and nurturing faith since 1868

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Telephone: 256.362.2114 ♦ Fax: 256.362.6265 ♦ E-mail: info@phfc.org ♦ Website: www.phfc.org

February 3, 2025

Dear Friends in Christ:

We are incredibly grateful to the Presbytery of Sheppards and Lapsley for your prayers, encouragement and support of the Presbyterian Home for Children. For 157 years, we have been caring for at-risk and homeless children and families from across Alabama at a faith-based safe haven where we can nurture, educate and equip children, youth, young adults and moms in need to become the fully functioning persons whom God created them to be. Because of you and others in Alabama, the rest of the Synod of Living Waters, and beyond – together in a shared calling – the Home continues to provide healing and love on a path of hope so these precious ones can have a safe and secure future. Thanks to our donors, this recent Christmas season was truly a special and wonderful time for the children, youth and individuals served by the Home.

Our Board and Staff are very excited about the latest developments happening on and off campus. We completed renovations of two cottages on our historic campus to open up more long-term transitional housing with full wrap-around program support on campus for homeless moms with children in our Secure Dwellings program. Renovations of Whitfield and Robinson Cottages have put us in a position to double capacity for moms and children in need in our Secure Dwellings program, which is our core ministry in Talladega. More of these families in need can be referred from churches and presbyteries in Alabama, Tennessee, Mississippi and Kentucky as a result of our covenant agreement with the Synod of Living Waters.

We also have a nearly full roster in our Transition to Adult Living program, which provides long-term transitional housing to young female adults aged 19-24 in another historic building on our Talladega campus, Johnson Hall. These young women are also referred by our church relationships.

Our Caminos® program launched in 2024 to serve unaccompanied immigrant minors living in Alabama, the Southeast and beyond with both home studies and case management services to help provide family reunification and protection for these minors from abuse, exploitation and trafficking. We are also thrilled to have our Caminos® office located at the Presbytery of Sheppards and Lapsley office in Birmingham with the best neighbors ever.

Our innovative Family Bridges program is growing again. The State of Alabama Department of Human Resources recently awarded the Home an expanded contract that allows the program to serve 16 families in need in East Central Alabama, a growth of 23%. As the need arises, the Home will be hiring an additional family support specialist.

The second semester for Ascension Leadership Academy has begun. Ascension, located at First Presbyterian Church of Talladega, is where we provide a personalized learning environment for K-12 students from our Secure Dwellings program in addition to students from the community. During 2024, Ascension achieved reaccreditation through 2030 from Cognia through a very rigorous

evaluation process. Ascension received a score of 326 on Cognia's Index of Educational Quality. A score above 300 indicates the institution meets Cognia's expectations for accreditation. Ascension also scored 100 points above the national average of 253. Ninety percent of Ascension's standards rated above the network average, and the school's rating on the summaries for each of the four Key Characteristics exceeded the Cognia Network average.

The Home also grew its outreach mission ministry in 2024 in partnership with a small nonprofit serving children in poverty in Pine Hill, Alabama. The Home, along with M.I.N.D. Mentoring in New Dimensions, started a Weekend Backpack program in September that sends two meals and healthy snacks home with 40 children in the most need at FS Ervin Elementary School in the Wilcox County Schools system every week. It is part of an effort to expand our impact on children and families living in poverty in the poorest region in Alabama located three hours from our Talladega campus.

We are so appreciative of two large gifts from within the Presbytery of Sheppards and Lapsley: \$280,000 over three years from the Calhoun Presbyterian Foundation for deferred maintenance on our historic campus and \$300,000 from Second Presbyterian Church for a new duplex now under construction at Union Village, our permanent supportive housing community with full wrap-around program support from the Alabama Institute for Deaf and Blind for adults who are deaf, blind, deafblind and multi-disabled. Both of these gifts will greatly expand our ability to serve vulnerable individuals entrusted to our care.

Since 2017, the Presbyterian Home for Children has held the highest standard for a faith-based organization, the EAGLE accreditation. We were reaccredited for the prestigious honor in 2020. Since accreditation is renewed on a four-year cycle, it's that time again for PHFC to go through the process to keep our honored accreditation status with Educational Assessment Guidelines Leading toward Excellence (EAGLE), the only faith-based accrediting body in the United States for ministry to children and older adults. 2025 will be a busy year as our staff continue to prepare for the arduous documentation to maintain the accreditation title. We go through this process because EAGLE focuses on the organization's long-term sustainability and establishes responsible stewardship over physical and financial assets. Other accreditation agencies do the same thing, but EAGLE also assures the organization is operating in a manner that is representative of their faith foundation. EAGLE challenges organizations not just to compete in a challenging human services environment, but to soar above the competition while living their faith values.

As President, I feel like a mirror reflecting the love, compassion, and professionalism of our amazing Board and Staff.

Be blessed with continuing peace.

Doug Marshall

THE PRESBYTERY OF SHEPPARDS & LAPSLEY FINANCE REPORT FOR 2024

The year 2024 was a fairly stable financial year for the Presbytery of Sheppards & Lapsley. Let us start with:

OPERATING INCOME-

Actual revenues were \$459,149 or (\$9,130) less than plan of \$468,279. This revenue reduction resulted from a combination of a reductions - (\$19,554) in Per Capita Income, a (\$11,707) reduction in Mission Giving accounts, and (\$20,419) in reduced Birmingham UKirk revenues. Mostly offsetting these reduced revenues were unbudgeted lease revenues of \$14,175 and Closed church operating giving of \$21,350.

Operating Expenses were \$462,966 or less than the plan of \$471,209 by \$8,243. Total Council Expenses were in line with than plan but were offset by lower ENC expenses, which were \$7,677 better than plan.

Operating net income at Year End 2024 was a loss of (\$3,817) compared to a planned loss of (\$2,930).

OTHER REVENUES AND EXPENSES-

Below Operating revenues and expenses are Other Revenues of \$29,682 in Notes Receivables interest and \$87,234 in Investment income revenues. Due to the sale of churches, a gain on Property Contribution was \$117,900. Year-end Investments balance was \$1,261,765. Other expenses included Living River donations of \$33,515.

Adding this Other income and expenses to Operating Income nets a total bottom line income of \$197,486.

During 2024, as we do every year, our finance group also updated Appendix II of the Standing Rules, the Manual of Financial and Accounting Procedures. We looked at the original purpose and history of our restricted funds to identify which funds, based on their original intent and history, could be available for Presbytery growth needs.

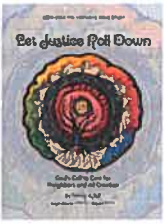
Presbytery of Sheppards and Lapsley
Analysis of Revenues & Expenses - Summary
January to December 2024

Appendix A-19

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget Actual (This Year)	Annual Budget (ThisYear)
Revenues						
General Fund	\$30,462.76	\$21,183.61	\$263,094.95	\$254,202.00	\$8,892.95	\$254,202.00
Mission Giving-Income	\$2,513.15	\$1,851.88	\$23,753.39	\$22,223.00	\$1,530.39	\$22,223.00
Per Capita Income	\$9,962.83	\$15,987.87	\$172,300.25	\$191,854.00	(\$19,553.75)	\$191,854.00
Total Revenues	\$42,938.74	\$39,023.36	\$459,148.59	\$468,279.00	(\$9,130.41)	\$468,279.00
Expenses						
Council						
Council Expenses-Other	\$10,000.00	\$806.25	\$10,000.00	\$9,675.00	(\$325.00)	\$9,675.00
Salaries & Allowances						
Executive Presbyter	\$10,994.47	\$10,771.87	\$130,832.18	\$129,262.00	(\$1,570.18)	\$129,262.00
Administrative Salaries	\$1,050.00	\$349.89	\$4,200.00	\$4,200.00	\$0.00	\$4,200.00
Staff Expenses	\$3,453.85	\$350.00	\$3,453.85	\$4,200.00	\$746.15	\$4,200.00
Total Salaries & Allowances	\$15,498.32	\$11,471.76	\$138,486.03	\$137,662.00	(\$824.03)	\$137,662.00
Total Council	\$25,498.32	\$12,278.01	\$148,486.03	\$147,337.00	(\$1,149.03)	\$147,337.00
Equip, Nurture, Connect						
Other ENC Expenses	(\$14.63)	\$1,683.26	\$12,522.84	\$20,200.00	\$7,677.16	\$20,200.00
Total Equip, Nurture, Connect	(\$14.63)	\$1,683.26	\$12,522.84	\$20,200.00	\$7,677.16	\$20,200.00
Mission	\$0.00	\$12.50	\$0.00	\$150.00	\$150.00	\$150.00
UKirk Birmingham	\$0.00	\$2,460.76	\$20,355.77	\$29,530.00	\$9,174.23	\$29,530.00
Trustees	\$4,848.40	\$4,787.38	\$66,345.40	\$57,449.00	(\$8,896.40)	\$57,449.00
Presbytery Per Capita Expenses						
Stated Clerk & Moderator	\$2,998.41	\$2,234.35	\$26,374.17	\$26,810.00	\$435.83	\$26,810.00
Presbytery Commissions	\$0.00	\$375.22	\$616.67	\$4,500.00	\$3,883.33	\$4,500.00
Asst.to Stated Clerk/Ofc Mgr	\$5,285.09	\$5,110.74	\$62,828.73	\$61,328.00	(\$1,500.73)	\$61,328.00
Total Presbytery Per Capita Expenses	\$8,283.50	\$7,720.31	\$89,819.57	\$92,638.00	\$2,818.43	\$92,638.00
Per Capita-Expenses	\$15,440.77	\$8,473.50	\$101,682.62	\$101,682.00	(\$0.62)	\$101,682.00
Mission Giving-Expenses	\$2,513.15	\$1,851.88	\$23,753.39	\$22,223.00	(\$1,530.39)	\$22,223.00
Total Expenses	\$56,569.51	\$39,267.60	\$462,965.62	\$471,209.00	\$8,243.38	\$471,209.00
Net Operating Total	(\$13,630.77)	(\$244.24)	(\$3,817.03)	(\$2,930.00)	(\$887.03)	(\$2,930.00)
Other Revenues						
Designated Income (Loss)	\$74,545.73	\$0.00	\$87,234.47	\$0.00	\$87,234.47	\$0.00
Property Contributions	\$0.00	\$0.00	\$117,900.00	\$0.00	\$117,900.00	\$0.00
Total Other Revenues	\$77,001.04	\$0.00	\$234,817.41	\$0.00	\$234,817.41	\$0.00
Other Expenses						
Total Other Expenses	\$2,792.89	\$0.00	\$33,514.68	\$0.00	(\$33,514.68)	\$0.00
Net Total	\$60,577.38	(\$244.24)	\$197,485.70	(\$2,930.00)	\$200,415.70	(\$2,930.00)

Presbyterian Women of the Presbytery of Sheppards and Lapsley

January 2025



Presbyterian Women in the Presbytery of Sheppards & Lapsley are greeting the new year with a better understanding of God's creation and our commitment to stewardship of all creation through our study of "Let Justice Roll Down" by Dr. Patricia Tull.

We ended the year 2024 with generous outpouring for missions, both within our Presbytery and beyond. 2024 Birthday Offering, Disaster Relief Assistance, Least Coin [global], 2024 Thank Offering, various mission pledges – they all reached beyond our region and touched lives of many

in need.

Greater Birmingham Ministries, Presbyterian Home for Children, Living River on the Cahaba, and Stillman College [through the Blessing Box offering] were our Presbytery supports. Causes near and dear to the women of our region were recipients of our offering also – John Knox Manor, Mission Haven, and the Columbia Friendship Circle.

\$18,642.51 was disbursed to all these worthwhile causes. 2024 saw several women in individual churches honored with an Honorary Life Membership for their commitment to furthering the mission of Christ's church.

Recruiting!

1. Jan Albert of Bowling Green Presbyterian Church in Kentucky is our region's representative on the PW Churchwide Search Committee. Earlier, her letter to all was shared a recent Newsletter blast; I have attached a copy for sharing with the PW groups.
2. We continue to look for a representative to the *Columbia Friendship Circle / Mission Haven*. Attached is the January 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!
3. 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]



What's New?

- Annual Meeting
- Coat of Paint
- Maintenance
- Springtime Visit
- Board Spotlight
- Money Matters

January 2025

Volume VIII, Issue 1

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



Barbara Borderieux
President, 2025

Meeting Highlights *Fiscal Year 2024*

Our Board of Trustees (and guests) met for two days on October 24 & 25, 2024. We identified property improvements, highlighted major repairs, and discussed maintenance of our 3 houses, 6 apartments, and community building. We introduced new volunteers on our Management Team. We prayed for our brothers and sisters who were affected by the hurricanes. We discussed the recent reduction of mission co-workers in the PCUSA and considered the pros and cons of downsizing our property versus promoting our ministry to non-PCUSA mission agencies. We acknowledged that our next Executive Director should not also perform Property Management. We listened to the successes and challenges of our state representatives. We reviewed our finances and approved a budget for 2025. We elected and installed new leadership. Please pray for us as we minister to our mission co-workers and discern our future.



Clothes Closet *Coat of Paint*

The interior has been painted for the first time since it was built in 1962. With a fresh coat of alabaster, the overall appearance is much brighter and cleaner. Most of the work was done over Christmas break, when we were closed. We are now back to our 4-day a week schedule with CTS students. In addition, four volunteers help me on Wednesday mornings.

--- Susan Adle



Gratitude *Maintenance Rocks!*

Our acting Executive Director ensures that we have "PW worthy" accommodations: discarding outdated and broken items, bargain hunting for replacements, overseeing regular and unexpected maintenance, and directing renovations when needed.

We welcome two new contractors, Tyson and Alejandro, who have quickly become indispensable to improving our aged properties. They are great listeners, they take initiative, and they know how to fix things!

In addition, Martin, a CTS student from Ghana, will assist us with cleaning duties.



Springtime Visit

Save the Date

Columbia Friendship Circle will host Come See Columbia Day on Thursday, April 24th. We invite you to arrive a day early, on Wednesday, April 23rd for a special visit to Mission Haven.

Welcome *Board Spotlight*

Our new President, Barbara Bordereaux, is an active member at First Presbyterian Church in Bradenton, Florida, where she has taught Sunday school, served as a PW moderator, sings in the choir, and participates in a sewing group. Since retiring after 30 years as an elementary teacher's aide, Barbara enjoys traveling, baking, volunteering with Girl Scouts and the Grange. *Welcome, Welcome, Welcome!*

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 and "like"
us on [Facebook](#)!



Money Matters *Remembrance*

A generous supporter included Mission Haven in her will, and bequeathed a sizable gift to us. Her contribution — along with yours — will enable us to perform needed renovations in 2E and 167.



Dear Presbyterian Woman,

I would like to thank you for taking the time to read the following. I am Jan Albert, your representative to the Search Committee for the Board of Directors of Presbyterian Women.

I was elected to this position in August 2024 and will serve until the Business Meeting in 2027. I have been given the opportunity to reach out to all PC(USA) women in the Synods of the Mid-Atlantic, South Atlantic and Living Waters. As your representative, I am available to answer questions about the process of finding women who feel called to serve Presbyterian Women (PW) at the national level. I am available to answer your questions (317-679-5040 or jtalbertky@gmail.com) about the various positions available and the process related to searching for the dedicated women who want to serve. I will be reaching out directly to the leadership teams within your synod and presbytery. I hope to have the opportunity to meet you in the future.

Please do not hesitate to reach out to me if you or someone you know is interested in serving at the national level.

Jan Albert, January 2025



Keenan Rodgers
Church Consultant

m: 215-341-8143

krodgers@pensions.org

January/February 2025

Appendix A-21

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

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

Member/Employer Services: 800-773-7752, M-F 8:30 am to 6:00 pm ET

Shared Ministry Program

The new Shared Ministry Program encourages two or more Presbyterian Church (U.S.A.) congregations to covenant to create sustainable pastoral positions for ordained ministers. Participating congregations enter into a five-year dues subsidy program with the Board to receive a subsidy of the cost of benefits for pastors. Shared Ministry is not a merger of churches; rather, it is multiple, individual congregations sharing a minister with a living wage and benefits that helps ministry flourish and be sustained for the long term. [Learn more about the program](#), including key considerations and how to get started.

Assistance Program Updates

As part of our commitment to mutual care and wholeness, the Board of Pensions continues to expand access to grants through the Assistance Program to serve more ministers, employees, retirees, and surviving spouses who have financial need. In 2024, the Assistance Program distributed over 2,500 grants for a total of approximately \$8.5 million in funds. [Read about potential grant opportunities.](#)

Other important information:

Employee Assistance Plan (EAP): Effective Jan. 1, 2025, Spring Health replaced Cigna as the provider for the EAP. Spring Health offers mental health care navigation with a broader network of providers in addition to the EAP services with which members are familiar. [Learn more about Spring Health.](#)

Remember to update Effective Salaries for the new year: Any changes to effective salaries must be reported to the Board of Pensions via Benefits Connect within 30 days of the effective date. Details about forms of compensation included in effective salary are found in [Understanding Effective Salary.](#)

Call to Health well-being program begins a new year: Call to Health is a well-being program that focuses on self-care in all areas: spiritual, health, financial, and vocational. It offers members in the medical plan the opportunity to reduce their medical deductible(s) and earn Tango cards, which can be redeemed for gift cards or used to make charitable donations. [Learn more](#) and start today.



**Stated Clerk Report
February 20, 2025**

Omnibus Motion:

1. To approve the minutes of the November 21, 2024 meeting
2. To approve the requests for absences from today's meeting
3. To adopt an "Electronic Meetings Rule" 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. To approve the minutes of the Commission of the Presbytery to install the Rev. Joe Genau as Pastor of the new Edgewood Presbyterian Church on February 16, 2025.
5. To accept these invitations to host meetings of the Presbytery: on May 15, 2025, at Grace Church of Tuscaloosa; on August 21, 2025, at the First Presbyterian Church of Birmingham; and on November 20, 2025, at Edgewood Church

Information

1. The **Synod of Living Waters** has approved our 2024 Presbytery minutes with "no exceptions." Give thanks to Linda Burrowes and Tammy Strickland for their skill in preparing the minutes.
2. **Session Minutes** should be reviewed every two years. If they have not been reviewed recently, [1] you may drop them off at the presbytery office. Or, [2] call the Stated Clerk to plan to send/bring them to the office. Or, [3] you may do a check list of your own minutes, print, sign, scan, and email them to statedclerk@pslpcusa.org. The check list follows this report. The following churches have had their Session minutes read in the past year:

Alexander City, First	Green Pond
Birmingham, Edgewood	Montgomery, Immanuel
Birmingham, Oakmont Chapel	Northport, Bethel
Birmingham, Riverchase	Oxford, Dodson Memorial
Birmingham, Second	Trussville, Cahaba Springs
Birmingham, Westminster	Tuscaloosa, Grace
Gardendale	Tuskegee, Westminster

3. **Per Capita** - Of the \$199,233.00 budgeted for 2024, \$190,527.68 was received from 51 out of 57 Churches. Many thanks to those who have supported Per Capita! Much encouragement to those who have yet to give!
Our Per Capita Assessment for 2025 is \$28.42. Of this \$10.84 goes to the General Assembly; \$3.98 to the Synod of Living Waters; \$12.60 to the Presbytery of Sheppards and Lapsley; and \$1.00 to Campus Ministry.
4. The Stated Clerk continues implementing the **Background Check** requirement of our Child and Youth Protection Policy which requires background checks to be run every three years. The only exemption is for those who are no longer engaged in ministry or who have had a check within the last three (3) years. Please contact the Stated Clerk with any questions or concerns. The Stated Clerk is also tracking participation in **anti racism and boundary training** which are now required by the Book of Order G-3.0106

5. End of Year Summary

a. Ministers as of 01/01/2024	<u>114</u>	Churches as of 01/01/2024	<u>61</u>
b. Ordained	<u>1</u>	Dissolved, Dismissed	<u>4</u>
c. Received, Presbytery	<u>3</u>	Churches as of 01/01/2025	<u>57</u>
d. Restored	<u>0</u>		
e. Dismissed, Presbytery	<u>4</u>		
f. Removal from Rolls	<u>0</u>		
g. Death	<u>1</u>		

6. Ministers as of 01/01/2025 113

7. **Numerical Parity of Ruling Elders and Ministers of Word & Sacrament:** Standing Rule 3.01.04 requires the Stated Clerk to seek numerical parity of representation in our Presbytery meetings. In 2024, the four stated meetings averaged 40 Ministers of Word & Sacrament and 50 Ruling Elders with vote.

8. **Annual Statistical Report:** The churches' deadline to enter statistics with the Office of the General Assembly is/was February 15, but the Presbytery can enter the information for you if you contact us no later than March 1, 2025. Please contact Tammy Strickland for assistance at 205-978-0320 or tstrickland@pslpcusa.org

9. **Administrative Commissions Reports:**

Anniston, First
Birmingham, Second
Montgomery, Providence

For action: (1) Dismiss the Second Presbyterian Church Administrative Commission with thanks for their service.
(2) Approve the Administrative Commission for Providence with the powers described in the following report.

**Administrative Commission Report to Presbytery
Providence AC
February 20, 2025**

The Providence Presbyterian Church Administrative Commission had its first meeting October 31, 2024. Rev. Jonathan Yarboro was elected Chair of the AC. Providence Pastor Nan Adam was invited to sit with the commission. The commission was appointed by presbytery at the request of Providence Session to assist with developing a plan for dissolution. During the initial meeting, the scope of work for the AC was identified. Rev. Nan Adams was asked to serve as an Ex-Officio member of the commission moving forward and accepted.

Due to the confirmed fact that Providence as a PCUSA Congregation functions under the “Southern Option” regarding property, the AC will serve in an advisory capacity only regarding possible sale of the church property. The AC will focus its attention on identifying legacy ministries Providence wishes to fund and / or support with any proceeds from the sale of its property. Providence Session has sought the advice and guidance of both The Presbyterian Foundation and its real estate wing, Foundry Commercial, and those resources will aid the AC in its work.

It is the intention of the AC to develop a plan for dissolution to be presented to Session and the congregation by the end of March.

Respectfully submitted,

Krysten Holloway Scrivner – Elder, Westminster Birmingham

Wes Padgett – Elder, Providence

Jerry Sailor – Elder, Providence

Sue Westfall – General Presbyter, PSL

Jonathan Yarboro – Pastor, First Wetumpka

Administrative Commission Report

FPC-Anniston

Presbytery Meeting, February, 2025

DECEMBER, 2024

- December 1 - The congregation of FPC-Anniston met immediately following worship. Moderator Frankie Tatum called the meeting to order. Session member Robert Downing explained that the dwindling congregation is financially unable to continue worshipping as the FPC-Anniston. Discussion included alternative places to worship and the inability to replace Session members whose terms are complete. The congregation voted unanimously that Sunday, December 22, would be their final day of worship. They voted to close the F&M, Anniston, bank account and disburse remaining funds.
- December 12 – The Session met with CEO of the Community Foundation of NE Alabama to announce the suspension of worship on Dec. 22. Several items of business concerning finances and removal of church property were discussed.
- December 16 – Work began in the Fellowship Hall to sort, purge, or save files and property belonging to the church. The Moderator and some congregation members will work until this is completed.
- December 22 – Ernie Haynes, CLP, led the congregation in its final service. His sermon inspired them to move forward as faithful people of God. Thirty people were in attendance, including former members who had moved away. A check for Dr. James Woodward, longtime organist, was presented to him expressing gratitude for his many years of faithful service.
- January, 2025 – The Moderator and church volunteers will continue to sort and purge church files to be delivered to the Presbytery Office for subsequent transfer to the PCUSA Historical Library. The Session will meet to consider closing the church's bank account, settling any and all debts, and disbursement of funds.

Respectfully submitted

Frankie Tatum, CLP

Moderator of Administrative Commission and the Session