

**MINUTES
FROM
THE

STATED MEETING
OF
PEACE RIVER PRESBYTERY**

**Thursday
May 13, 2021**

Via ZOOM

CALL TO ORDER

The Stated Meeting of Peace River Presbytery was held on Thursday, May 13, 2021 Via ZOOM.

The Zoom window was opened at 8:00 a.m. to give folks plenty of time to get logged in.

CALL TO ORDER:

The meeting was called to order and opened with prayer by Moderator, Rev. Rex Childs, at 9:00 a.m.

QUORUM:

The Stated Clerk, Rev. Dr. Randy Moody, declared a quorum present.

WELCOME:

A welcome was given by Moderator Rex Childs.

DOCKET:

It was moved by the Stated Clerk and seconded that the Docket of the Stated Meeting, Thursday, May 13, 2021, be approved. MOTION CARRIED, and the meeting came to order at 9:05 a.m.

INDEX

(pages)

- | | |
|-------------|--|
| 1. | Cover |
| 2. | Call to Order and Index Page |
| 3, 4, 5. | Attendance Pages |
| 6. | Docket – <u>Approved</u> |
| 7. | Stated Clerk’s Report – <u>Approved</u> |
| 7. | Verbal Report from Synod of South Atlantic Executive/Stated Clerk
Verbal Report from Peace River Presbytery General Presbyter |
| 8. | Committee on Ministry - <u>Approved</u> |
| 9, 10. | Steering Committee – <u>Approved</u> |
| 10. | Human Resources Team – <u>Approved</u> |
| 11. | Guest and Covenant Partners.
◆ Clark Simmons, Board of Pensions
◆ Joyce Lieberman, Synod Executive/Stated Clerk
◆ Cedarkirk ◆ Beth-EL ◆ Mision Peniel |
| 11. | Unfinished Business – none |
| 11. | Closing Prayer for Business Session – 10:20 a.m. |
| 11. | Worship – Rev. Dr. Hmingi Browne – 10:25 a.m. |
| 11. | Educational Time – Guest from the General Assembly, Vital Congregations
Carlton Johnson & Marla Edwards |
| 11. | Communication, Connection, Community Team - Verbal Reports |
| 11. | Signature Page |
| 12 thru 31. | Appendix’s
(A) – Simplified Rules of Order (page 12)
(B) – Order of Worship (page 13)
(C) – COM – Info only (pages 14-22)
(D) – Steering Committee – Info only (pages 22-23)
(E) – Finance Team – Info only (page 24)
(F) – Outreach and Nurture Team – Info only (pages 25-26)
(G) – Mision Peniel Team - Info only (pages 27-28)
(H) – Synod Reports – Info only (pages 29-31) |

- Financials (not in the minutes – copies upon request or can be found in the original packet)

MINISTERS

Attendance

May 13, 2021 Stated Meeting

The following members of presbytery were **PRESENT**:

Devon Beisser Andrews	John Foulkrod	Randy Moody	Tim Stewart
Eddie Bellis	Craig Goodrich	Kevin Morris	Bill Teng
Jim Berger	Steven Grant	Lyn Olson	Jennie Thomas
Ed Brandt	Laurie Haas	Doug Pratt	Lou Thompson
Hmingi Browne	Bruce Hedgepeth	Norm Pritchard	Margaret Torrence
Will Browne	Russ Hickman	Tom Purchase	Margaret Towner
Andy Casto-Waters	Wally Johnson	TJ Remaley	Chuck Wiggins
Rex Childs	Shannon Jung	Cori Rigney	Kathi Wiggins
Floyd Churn	Winston Lawson	Brad Rogers	Holly Wildhack
Terri Jo Crego	Hope Lee	Chris Romig	Carolyn Wilson
Elizabeth Deibert	Sung Lee	Melana Scruggs	Bruce Wismer
Jeff DeYoe	Grant Lowe	Bill Sitterley	Karen Wismer
Courtney Ducharme	Mike Mansperger	Ruth Smalt	
Edward Dunn	Rob Marrow	RC Smith	
Kelly Fitzgerald	Ron Miller	Jaci Smith-Patman	

Ministers Present: 57

The following members of presbytery were **EXCUSED** for all or part of the meeting:

Kathleen Weller	Graham Hart	Myles MacDonald	Silvana Ferreira
Chuck Moffett	Paul Reiter	Lynne Peter	Dino Rustin
Melanie Kim-Hamill	Tim Halverson	Bill Clough	
Brandi Castro-Waters	Tom Brackbill	Clint Cottrell	

Ministers Excused: 14

The following members of presbytery were **ABSENT**:

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Ministers Absent: N/A

Ruling Elder Commissioners
Attendance – May 13, 2021 Stated Meeting

<u>Church</u>	<u>#</u>		<u>Present</u>		<u>Church</u>	<u>#</u>		<u>Present</u>
Arcadia	2	1.	None		Naples continued			
First		2.	None		Moorings	3	45.	None
							46.	None
Bonita Springs							47.	None
First	4	3.	David Mustain		Vanderbilt	3	48.	Timothy Hall
		4.	Dave Nichols				49.	-----
		5.	Jeff Owens				50.	-----
		6.	Judy Calhoun		North Port			
Bradenton					St. Paul's	2	51.	Omer Troyer
Braden River	2	7.	Lois McGill				52.	-----
		8.	-----		Palmetto			
First, Bradenton	2	9.	None		Palmetto	2	53.	None
		10.	None				54.	None
Kirkwood	2	11.	Jayne Cantwell		Port Charlotte			
		12.	-----		First	2	55.	Elaine Woods
Palma Sola	2	13.	Liz Brackman				56.	Lynn Webster
		14.	Roy Williams		Wintergarden	2	57.	None
Westminster	2	15.	Nancy Shimandle				58.	None
		16.	-----		Punta Gorda			
Oak Pointe Church	2	17.	None		Burnt Store	2	59.	Margaret Garrett
		18.	None				60.	Gayla Huston
Cape Coral								
Faith	4	19.	Dorcy Hopko		Sarasota			
		20.	Ron Kemper		Bee Ridge	2	61.	Carol Chiodo
		21.	Rich Rolfe				62.	Dawnmarie Daniels-Carsky
		22.	-----		Church of the Palms	4	63.	Jeanne Asakura
Englewood							64.	Linda Getzen
Community	2	23.	Bill Kraft				65.	Steve Rowe
		24.	Jim O'Harrow				66.	-----
Fort Myers					First	3	67.	Richard Clapp
Buckingham	2	25.	Stan Bucher				68.	Lorraine Foltz
		26.	Roy Lipsett				69.	-----
Covenant	2	27.	Deborah Maurer		Northminster	2	70.	Valerie Wilde
		28.	-----				71.	Sally Kirby
Cypress Lake	2	29.	Gordon Coffman		Pine Shores	2	72.	Karen Snyder
		30.	Jim Baldwin				73.	Susan Keal
Hope United	2	31.	Alice Sherwin		PC of the Covenant	2	74.	Diane Steiger
		32.	-----				75.	Judy Bremer
Holy Trinity	2	33.	None		Siesta Key Chapel	2	76.	Brenda Hall
		34.	None				77.	-----
Ft. Myers Beach								
Chapel by the Sea	2	35.	None		Lakewood Ranch			
		36.	None		Peace	2	78.	Sally Schoeffel
Lehigh Acres							79.	Susan Hyde
First	2	37.	None		Venice			
		38.	None		Trinity	2	80.	Cookie Baker
Longboat Key							81.	Sally Strayer
Christ Church	2	39.	Bob Elwell				82.	Carolyn Stephens
		40.	-----		Venice	3	83.	-----
Naples							84.	-----
First	3	41.	Cleve Cleveland					
		42.	Bill Kearney					
Lely	2	43.	Bonnie Hartley					
		44.	-----					

Elder Commissioners: 49

Other Attendance
May 13, 2021 Stated Meeting

Voting Committee and/or Team Members

1. Charmaine Ponkratz	3. Carson Brown	5. Sandi Wharton
2. Beverly Grady	4. Max Gould	

Voting Steering Committee Members: 5

Corresponding Members:

1. Clark Simmons	4. Joyce Liberman	7. Miguel Estrada
2. Tamara Leonard-Lara	5. Carlton Johnson	
3. Teresita Matos-Post	6. Marla Edwards	

Corresponding Members: 7

Commissioned Ruling Elders:

None

Commissioned Ruling Elders: 0

Certified Christian Educators:

None

Certified Christian Educators: 0

Visitors

Fred Chamberlain	Treasurer
Susan Gottschalk	Trinity, Venice
Wayne Largent	Community PC
Eirinn Camphire	Peace, Lakewood Ranch
Jim Clingensmith	St. Paul's, North Port
Rebecca Clissold	First, Sarasota
Rachel Martin	First, Sarasota
Lisa Saba	First, Sarasota
Michael Seneca	Faith, Cape Coral
Matt Shick	Cedarkirk
Sandy Soper	First, Sarasota
Sandy Stiles	Northminster, Sarasota
Edward Stiles	Northminster, Sarasota
Veronica Walters	First, Port Charlotte
John Warburton	Peace, Lakewood Ranch
Lori Doyal	Staff
Gayla Huston	Burnt Store, Punta Gorda

Visitors: 17

Ministers Present: 57 Commissioners Present: 49 Other Voting Members Present: 5 Total Voting Present: 111

Visitors Present: 17 Corresponding Members: 7 Certified Educators: 0 CRE: 0 Total Non-Voting: 24

TOTAL PRESENT: 135

- | | | | |
|---|----|--|-----|
| ● Number of Churches with NO Elder representation: | 9 | ● Number of Churches with NO representation: | 3 |
| ● Number of Churches with partial Elder representation: | 14 | ● Number of Ministers asking to be excused: | 14 |
| ● Number of Churches with NO Clergy representation: | 5 | ● Number of Ministers absent: | N/A |



Peace River Presbytery
STATED MEETING
Thursday, May 13, 2021
Via ZOOM
DOCKET



Pre-Registration opened on 5/5/2021 and closed on 5/11/2021 at noon

- 8:00 a.m. Zoom Opened for Pre-Registered Participants
- *9:00 a.m. Opening Prayer by Moderator..... Rex Childs
Meeting is Called to Order
- Stated Clerk’s Report..... Randy Moody
- Synod of the South Atlantic Executive/Stated Clerk..... Joyce Lieberman
- General Presbyter..... Melana Scruggs
- Committee on Ministry Report..... Beverly Grady
- Steering Committee Report..... Charmaine Ponkratz
- Human Resource Team Report..... Laurie Haas
- 9:38 a.m. Finance Team Report..... Max Gould
Treasurer’s Report..... Fred Chamberlain
- Outreach and Nuture Team..... Kelly Fitzgerald
- Mision Peniel Team..... Miguel Estrada
- Synod Commissioner Reports..... Andy Castro-Waters
- Cedarkirk..... Matt Shick
- Beth-El..... Teresita Matos-Post
- Florida Presbyterian Disaster Assistance Network..... **No one present**
(FLAPDAN)
- 10:20 a.m. Closing Prayer for Business Session
- 5 Minute Break**
- ~~10:00 a.m.~~ Worship – Rev. Dr. Hmingi Browne
10:25 am. Sermon Title “Lifted Up” Scriptures: Acts 1 1-11
- ~~10:30 a.m.~~ Educational Time – Guest Speaker’s from the General Assembly –
10:50 a.m. Carlton Johnson & Marla Edwards
- 11:50 a.m. Communication, Connection & Community Team..... Rob Marrow
● Blessing Grants ● Vital Congregations
- ~~11:45 a.m.~~ Benediction / Closing Prayer..... Moderator, Rex Childs
11:55 a.m.

Breakout Groups were offered for Fellowship

Offering forwarded to Presbytery office for this meeting went to Cedarkirk.

Stated Clerk’s Report

- 1. Declaration of Quorum.
- 2. Approval of our Docket for today’s meeting.
- 3. Enrollment of Corresponding Members.

APPROVED

Motion to seat Corresponding Members.

APPROVED

- Rev. Joyce Liberman, Synod Executive/Stated Clerk
- Clark Simmons, Board of Pensions Representative
- Teresita Matos-Post, Tampa Bay Presbytery / Beth-EL
- Tamara Leonard-Lara, Tampa Bay Presbytery / Beth-EL
- Carlton Johnson, General Assembly / PCUSA
- Marla Edwards, General Assembly / PCUSA
- Miguel Estrada / Guatemala Presbytery / Laboring within the bounds of Peace River Presbytery

- 4. Reports of Commissions

◆ Westminster Presbyterian Church, Bradenton, Administrative Commission continues its work.

- 5. Members of Presbytery who have asked to be EXCUSED for ALL or PART of this Meeting.

Name	Presbyterian Church	All or Part of this Meeting
Kathleen Weller	HR	All
Brandi Castro-Waters	Faith, Cape Coral	All
Lynne Peter	Oak Pointe	All
Tim Halverson	HR	All
Clint Cottrell	Holy Trinity	Part
Paul Reiter	HR	All
Chuck Moffett	VM	All
Silvana Ferreira	VM	All
Myles MacDonald	HR	All
Tom Brackbill	HR	All
Melanie Kim Hamill	Mbr-at-Large	All
Bill Clough	HR	All
Graham Hart	HR	All
Dino Rustin	First, Bradenton	All

APPROVED

Red indicates they were added after packet went out.

6. Motion:

Authorize the Stated Clerk and the Moderator of the Presbytery to review and approve the minutes, from this meeting.

APPROVED

Verbal Reports:

A verbal report was given by Synod of South Atlantic, Executive/Stated Clerk, Joyce Lieberman.

A verbal report was given by Peace River Presbytery’s General Presbyter, Melana Scruggs.

Committee on Ministry Report

The Moderator recognized the Co-Chair of the Committee, Ruling Elder Beverly Grady.
For additional Information, see Appendix (C)

Welcomed:

- ◆ Rev. Dr. Kenneth “Ed” Brandt, Stated Supply Pastor, Lely Presbyterian Church, Naples.
- ◆ Rev. Mary Ann Banning, HR.

Celebrated the:

- ◆ Installation Service of Rev. Edward “Eddie” Bellis, Pastor, Cypress Lake Presbyterian Church, Fort Myers on Sunday, April 25, 2021.

Recognized the Transition of:

- Rev. Andy Castro-Waters, Transitional Pastor – Community Presbyterian Church, Englewood, February 2021.
- Rev. Lyn Olson, Transitional Pastor – Northminster Presbyterian Church, Sarasota, February 2021.
- Rev. Dr. Steve Adkison, New Call to Long Island Presbytery, effective June 2021.
- Rev. Dr. Hope Lee, New Call to National Capital Presbytery, effective ~~August~~ **October** 2021.

Recognized the Retirement of:

- Rev. Dr. Randy Moody, effective June 1, 2021.

Motions Approved by Presbytery

1. The Committee on Ministry moved that the Presbytery approve the 2021 Ministers Terms of Call.
(see Terms of Call-in appendix C)

APPROVED

<u>Yes</u>	<u>No</u>
51	0

ADDITIONAL MOTION added:

- 2 a. The Committee on Ministry recommends to Peace River Presbytery, if the way be clear, that Rev. Devon Beisser Andrews, be called and installed to serve as part-time Pastor of Wintergarden Presbyterian Church, Port Charlotte. The terms of call to be submitted to the congregation are the same as her current Stated Supply Pastor Contract dated March 5, 2021. (Per the Book of Order, this motion requires a ¾ vote of Presbytery)

- b. The Committee on Ministry recommends to Peace River Presbytery, if the way be clear, the terms of call between Rev. Devon Beisser Andrews and Wintergarden Presbyterian Church, Port Charlotte.

Cash Salary:	\$18,000	
Housing:	\$24,600	
Board of Pensions:	\$16,500	
Continuing Education:	\$1,500	Total Package: <u>\$60,000</u>

- c. The Committee on Ministry will approve the Installation Commission at a future regular scheduled COM Meeting.

APPROVED

<u>Yes</u>	<u>No</u>
74	0

Steering Committee Report

The Moderator recognized the Chair of the Steering Committee, Ruling Elder Charmaine Ponkratz. Additional Information, see Appendix (D)

The Presbytery APPROVED the following 8 motions presented by the Steering Committee:

► Sale of Peace River Presbytery office building

1. Peace River Presbytery authorized, the Steering Committee to receive a recommendation from the Finance Team and to act upon the sale of the building at a net price to the Presbytery of no less than \$1.0 million.

APPROVED

<u>Yes</u>	<u>No</u>
56	1

2. Peace River Presbytery authorized, the Steering Committee to enter into a lease agreement for presbytery office space to be located at a church within the presbytery.

APPROVED

<u>Yes</u>	<u>No</u>
64	1

► Upgrade the Peace River Presbytery website/digital footprint

3. Peace River Presbytery authorized, the Communication, Connection, Community Team to hire a contractor (from no less than 3 bids) for design, development, search engine optimization and host of a new Peace River Presbytery website. The initial cost shall be no more than \$12,000 for design/development and with recurring monthly fees of up to \$1,000 for up to one year for hosting, support, and consultation/training.

APPROVED

<u>Yes</u>	<u>No</u>
66	0

4. Peace River Presbytery authorized, the redirection up to \$24,000 of the remaining monies from the Church in a Virtual World grant program. (It is noted that approximately \$109,000 of the initial designation has not been distributed.)

APPROVED

<u>Yes</u>	<u>No</u>
62	0

► Vital Congregation Facilitator/Communication Liaison position.

5. Peace River Presbytery approved, the Vital Congregation Facilitator/Communication Liaison position. (This is a part-time, exempt, Temporary Supply position with a one-year renewable contract)

APPROVED

<u>Yes</u>	<u>No</u>
62	0

Position Description

Position reports to: General Presbyter

Purpose: Coordinate the work of the Vital Congregations Initiative in the Presbytery and strengthen communication within the presbytery.

Position Requirements:

- Ordained Ruling or Teaching Elder in PCUSA.
- Willingness to be trained as a facilitator for Vital Congregations Initiative.
- Must be open to coaching for this work.
- Demonstrated proficiency in written communication, social media engagement, and website maintenance.
- Demonstrated ability in functioning within working teams as both a leader and a member.

Duties:

- Facilitator for the Vital Congregations Initiative, working with congregations and pastors as they are called to move in new directions.
- Coordination of clergy cohort groups within the Vital Congregations Initiative.
- Under the direction of the General Presbyter lead the Presbytery staff in improving the Presbytery website, social media platforms, and other communications within the presbytery.
- Other duties as assigned.

6. Peace River Presbytery authorized, the Moderator of the Steering Committee and the General Presbyter to appoint a search team with cross-functional representation from Outreach and Nurture and Human Resources and at least one other member-at-large.

<u>APPROVED</u>	<u>Yes</u>	<u>No</u>
	68	0

► Cedarkirk Camp and Conference Center, Bylaws Revisions

7. Peace River Presbytery approved, the revisions to the Bylaws of Cedarkirk Camp & Conference Center.
Revision One:

A revision was made to Section 3.02 of the bylaws. Previously, the bylaws dictated Cedarkirk’s Board of Directors be comprised of 24 individuals, 12 selected from Peace River Presbytery and 12 selected from Presbytery of Tampa Bay. The revision reduced the number of Directors from 24 to 18 (now 9 members representing each of the two presbyteries).

<u>APPROVED</u>	<u>Yes</u>	<u>No</u>
	68	0

Revision Two:

A revision was made to Section 3.09 of the bylaws. A previous version of the bylaws allowed for meetings to happen via telephone conference call. Language was added in this version to include computer/video as a legitimate means of conducting stated or called business meetings.

<u>APPROVED</u>	<u>Yes</u>	<u>No</u>
	68	0

► Stated Meeting Dates for 2022

8. Peace River Presbytery’s approved, the Stated Meeting dates for 2022 as follows:

- Thursday, February 24, 2022 at Pine Shores Presbyterian, Sarasota.
- Thursday, May 26, 2022 at Venice Presbyterian, Venice (date change from earlier information).
- Saturday, November 12, 2022 at Cypress Lake Presbyterian, Fort Myers.

<u>APPROVED</u>	<u>Yes</u>	<u>No</u>
	66	0

Human Resources Team Report

The Moderator recognized the Co-Moderator of the Human Resource Team, Teaching Elder Laurie Haas.

1. The Human Resource Team Nominated, the following list of members to serve on Presbytery Committees/Teams/Boards for 2021.

Committee on Ministry

Rev. Holly Wildhack Validated Ministry 2021-1

FLAPDAN

Suzi Regulzski Peace Presbyterian Church, Lakewood Ranch 2021-1

<u>APPROVED</u>	<u>Yes</u>	<u>No</u>
	68	0

2. Recommended, that presbytery accept the retirement of Rev. Dr. Randy Moody as Stated Clerk, effective May 31, 2021, and that Rev. Melana Scruggs be named acting Stated Clerk until a new Stated Clerk can be elected.

<u>APPROVED</u>	<u>Yes</u>	<u>No</u>
	70	0

Guest and Covenant Partners who attended.

◆ Synod Executive/Stated Clerk ◆ Cedarkirk ◆ Beth-EL ◆ Mision Peniel

Unfinished Business – none

Closing Prayer for Business Session – 10:20 a.m. – Rev. Rex Childs

Worship

Offering went to Cedarkirk - \$

Educational Time – Guest Carlton Johnson and Marla Edwards, General Assembly Vital Congregations.

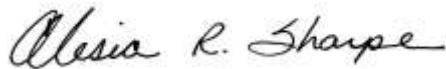
Communication / Connection / Community Team – Verbal Reports

Motion to Adjourn.

Benediction and Closing Prayer was given by Rev. Rex Childs – 11:55 a.m.

Fellowship Time - Following the last report, Breakout Groups were offered, (small groups)

Respectfully,



Alesia R. Sharpe, Recording Clerk

MINUTES REVIEWED AND APPROVED:



Rev. Dr. Randy Moody, Stated Clerk

Rev. Rex Childs, Moderator

SYNOD REPRESENTATIVE:

Date: _____

APPENDIX (A)

PEACE RIVER PRESBYTERY - ZOOM Meeting SIMPLIFIED SPECIAL RULES OF ORDER

The Following Special and Standing Rules are applicable to meetings of Peace River Presbytery when holding meetings utilizing “Zoom” electronic meeting technology:

1. Participants are required to join the meeting on individual devices (one person, one device). Voting members shall use a computer, a tablet, or a smart phone via the “Zoom” app.
2. Participants are encouraged to join the meeting on a desktop or laptop computer. The following are requirements for such computers:
 - a. High speed internet access.
 - b. Sound output device. While speakers are allowed, this will preferably be a headset, earbuds, or Bluetooth device that delivers the sound directly to the participant’s ear rather than into an open room.
 - c. A microphone device.
 - d. A webcam (optional).
3. If joining by computer is not possible, a tablet or smart phone may be used, using the free “Zoom” app, available from the device’s app store. Regarding audio/visual devices, the same requirements and preferences exist as for computers.
4. Upon entering the meeting, click on the word “participants” at the bottom of the screen to see a list of participants and have access to the “raise hand” icon (at the bottom of the participant list) plus the “yes” and “no” icons, and then click on the word “chat” to see a participant chat. Next, click on the word “mute” on the main screen.
 - a. Ruling Elders elected as a Commissioner by his/her session to represent its congregation shall rename themselves in Zoom in this manner: REC First Name Last Name (e.g., REC Wayne Largent); Ruling Elders who are entitled to vote because of a presbytery role shall rename themselves in the same manner as Ruling Elder Commissioners.
 - b. Ministers of Word and Sacrament (Teaching Elders) who are members of Peace River Presbytery shall rename themselves in Zoom in this manner: TEC First Name Last Name (e.g., TEC Melana Scruggs).
 - c. Visitors seated as Corresponding Members with voice shall rename themselves in Zoom in this manner: ZCM First Name Last Name (e.g., ZCM Joyce Lieberman).
 - d. Visitors without voice or vote shall rename themselves in Zoom in this manner: ZZZ First Name Last Name (e.g., ZZZAlesia Sharpe).
5. To seek recognition by the Moderator, the raise hand feature at the bottom of the participant list shall be used. Please only raise your hand for this purpose.
 - a. When called upon by the Moderator, unmute the microphone and click on the camera icon to turn on the webcam, if using.
 - b. After speaking, mute the microphone.
 - c. The hosts are responsible for lowering hands. Please do not lower your own hand. When multiple participants are seeking recognition, once the Moderator has called on someone, all other hands raised will be lowered. If you have an “interrupting motion” (a point of order, a request for preference in recognition, etc.), raise your hand again after it has been lowered by a host. If you are not immediately recognized, you may unmute your microphone and say “Mr./Madam Moderator!”
6. If an eligible participant has a motion to make other than a procedural motion, it should be entered in writing into the participant “chat,” after which the person seeks recognition. When called upon, the member notes that the motion is in the chat, and then moves it.
7. All votes shall be a “counted vote” using the “yes” and “no” icons at the bottom of the participant list or a poll launched by the host at the Moderator’s discretion. When the Moderator calls for the vote, voting members shall promptly cast their vote; when the Moderator deems there has been ample time for each commissioner to vote, he/she will ask the Stated Clerk to announce the results of each vote at which time the results will be final.

Acknowledgement:
These Special Rules are largely based upon and adapted
from the work of Greg Goodwiller, PRP.

APPENDIX (B)

Peace River Presbytery
Stated Meeting – May 13, 2021

Order of Worship

Opening Music

Northminster Presbyterian Church

Call to Worship (from Psalm 47)

Rev. John Foulkrod

Clap your hands, all you peoples;
shout to God with loud songs of joy.
For the Lord, the Most High, is awesome,
a great sovereign over all the earth.
Sing praises to God, sing praises;
sing praise to our ascended Christ, sing praises.
God is sovereign over all the nations.
Let us worship God.

Call to Confession:

Rev. Dr. Hope Lee

Let us humble ourselves
under mighty hand of God,
casting all our anxiety on the Lord,
who cares for us.
Trusting in God's grace let us confess our sin.

Prayer of Confession:

Rev. Dr. Hope Lee

Almighty God, you have raised Jesus from death to life, and crowned him Lord of all. We confess that we have not bowed before him or acknowledged his rule in our lives. We have gone along with the ways of the world and failed to give him glory. Forgive us, and raise us from sin, that we may be your faithful people, obeying the commands of our Lord Jesus Christ, who rules the world and is head of the church, his body. In Jesus name. Amen.

Assurance of Pardon:

Dawnmarie Daniels-Carsky

The God of all grace,
who calls us to eternal glory in Jesus Christ,
will restore, support, and strengthen us.
In the name of Jesus Christ, we are forgiven!
Thanks be to God. Amen.

Prayers of the People

Rev. Winston Lawson

Scripture Reading Acts 1:1-14

Rev. Dr. Lal Hmingliani Browne (Hmingi)

Sermon

“Lifted Up”

Special Music

Northminster Presbyterian Church

Call to Generosity and Prayer of Dedication

Rev. Carolyn Wilson

(The offering from this meeting will go to Cedarkirk)

Charge and Benediction

Rev. Ed Bellis

APPENDIX (C)

Committee on Ministry Report Stated Meeting, Thursday, May 13, 2021 Information Only

The Committee on Ministry approved the following, at their Zoom scheduled monthly meetings, since the last Presbytery meeting:

From COM's March 9, 2021 Meeting:

- Reviewed Transitional Pastor's Reports.
- Approved the 12-month part-time (Transitional Pastor) contract renewal, between First Presbyterian Church, Port Charlotte, and Rev. Dr. Charles Wiggins, beginning February 1, 2021.
- Approved the 12-month full-time (Transitional Pastor) contract renewal, between Trinity Presbyterian Church, Venice, and Rev. William Teng, beginning March 15, 2021.
- Approved the 12-month (Parish Associate) contract renewal, between Kirkwood Presbyterian Church, Bradenton, and Rev. Sung Lee, beginning March 1, 2021.
- Approved the membership transfer request of Rev. Dr. Glen Bell to Whitewater Presbytery.
- Approved Rev. Dr. Tim Stewart to:
 - Moderate Lely Presbyterian Church, Naples, Session meeting, on March 10, 2021.
 - Moderate Lely Presbyterian Church, Naples, Congregational meeting, on March 14, 2021.
- Approved the 2021 Ministers Terms of Call.
- Appointed an ad hoc committee consisting of GP Melana Scruggs, RC Smith, and one or two others (as the committee may determine) to review current compensation policies, gather information from other presbyteries and sources, and make a recommendation to COM regarding changes to be made.
- Approved the request from Burnt Store Presbyterian Church, Punta Gorda, to approve their Mission Study and form a Pastor Nominating Committee to search for a called Pastor.
- Authorized the General Presbyter to arrange for participation in a Healthy Congregations Workshop, presented by the Lombard Mennonite Peace Center.
- Healthy Boundaries Annual Training.

Approved broad-based Healthy Boundaries Training Workshops to be led by GP Melana Scruggs for all actively serving clergy in the presbytery, as well as those Honorably Retired clergy, who are actively worshipping in local churches.

GP Melana Scruggs offered to provide broad based training in the various areas of healthy boundaries to clergy throughout the presbytery by setting up small group workshops at various church campuses. She has found this approach to be effective in her previous presbytery. She uses manuals and case studies for discussion. Such training is necessary not only for pastors who are serving churches, but many boundary areas are applicable to retired pastors who attend churches and find themselves involved in local church activities.
- Acting as a Commission of Peace River Presbytery:
 - Received Rev. Mary Ann Banning from Plains and Peaks Presbytery and enroll her as a member of Peace River Presbytery, Honorably Retired. Rev. Banning was welcomed to the Presbytery and encouraged to engage in presbytery activities.
- Acting as a Commission of Peace River Presbytery:
 - Received Rev. Dr. Kenneth "Ed" Brandt from National Capital Presbytery and enroll him as a member of Peace River Presbytery.

- Approved the 12-month renewable full-time (Stated Supply Pastor) contract, between Rev. Dr. Kenneth “Ed” Brandt and Lely Presbyterian Church, Naples, effective March 29, 2021, including appointment as Moderator of the Session during the term of the contract.
- The terms of the full time 12-month (Stated Supply Pastor) contract are summarized as follows:

Direct Compensation

Cash Salary	\$32,000
Housing Allowance	\$50,000
Total Effective Salary	<u>\$82,000</u>

Board of Pensions \$0.00

Note: Dr. Brandt receives VA benefits and has declined to participate in the Board of Pensions.

SECA	\$6,273
Auto Allowance	\$3,700
Continuing Education	\$1,500

Total Benefits \$11,473

Total Package \$93,473 One Month Vacation and Two Weeks Study Leave.

From COM’s April 13, 2021 Meeting:

- Reviewed Transitional Pastor’s Reports.
- Approved the 2021 (Stated Supply Pastor) contract renewal, between Wintergarden Presbyterian Church, Port Charlotte and Rev. Devon Andrews.
- Approved the membership transfer request of Rev. Dr. Ted Land to Florida Presbytery.
- Approved the membership transfer request of Rev. Dawn Mayes to National Capital Presbytery.
- Approved the 2021 (Transitional Pastor) contract renewal, between Oak Pointe Church, Bradenton, and Rev. Dr. Bill Sitterley.
- Approved the Installation Commission for Rev. Edward Bellis / Cypress Lake Presbyterian Church, Fort Myers.
- Approved First Presbyterian Church, Port Charlotte, Mission Study.
- Fourteen COM members attended the Healthy Congregations Workshop, on April 17, 2021 via Zoom, sponsored by the Lombard Mennonite Peace Center.
- Approved the corresponding membership of Rev. Miguel Estrada in Peace River Presbytery, and to grant permission for him to labor within the bounds of the Presbytery.

2021 Terms of Call for Ministers

Book of Order G-3.0303c

Presbytery, being composed of the Ministers and Commissioners elected by the session of congregations within its district, has a particular responsibility to coordinate, guide, encourage, support, and resource the work of its congregations for the most effective witness to the broader community. In order to accomplish this responsibility, the presbytery has authority to: (c) establish minimum compensation standards for pastoral calls and Certified Christian Educators and Certified Associate Christian Educators with the Presbytery.

Please Note: Please Note: The Committee on Ministry wants to clarify a concern regarding the changing of the Terms of Call for Ministers and Certified Christian Educators in this Presbytery. With the economics our churches are facing during these uncertain times, some churches look to change their ministers Terms of Call. This is just a reminder that any change in Terms of Call must be reviewed by the Committee on Ministry.

Adkison, Stephen	Chapel by the Sea	2020	2021
Pastor	Church Size	2019 data = 172	2020 data = 170
Cash Salary		42,749	42,749
Housing		46,800	46,800
Total Effective Salary		89,549	89,549
Board of Pensions		33,787	33,787
SECA		7,418	7,418
Auto Allowance		1,000	1,000
Continuing Education		8,500	8,500
TOTAL REMUNERATION		140,254	140,254

Andrews, Devon Beisser	Wintergarden	2020	2021
SS Pastor (P/T)	Church Size	2019 data = 36	2020 data = 37
Cash Salary		14,800	18,000
Housing		21,200	24,000
Total Effective Salary		36,000	36,000
Board of Pensions		16,500	16,500
SECA		0	0
Auto Allowance		0	0
Continuing Education		1,000	1,500
TOTAL REMUNERATION		53,500	60,000

Bellis, Edward	Cypress Lake	2020	2021
Pastor	Church Size	2019 data = 243	2020 data = 235
		N/A	
Cash Salary		0	51,000
Housing		0	34,000
Total Effective Salary		0	85,000
Board of Pensions		0	31,450
SECA		0	6,234
Auto Allowance		0	3,000
Continuing Education		0	2,000
Professional Expenses		0	1,500
TOTAL REMUNERATION		0	129,184

Berger, Jim	First, Lehigh	2020	2021
Stated Supply	Church Size	2019 data = 75	2020 data = 77
Cash Salary		23,113	23,113
Housing		24,600	24,600
Total Effective Salary		47,713	47,713
Board of Pensions (HR)		0	0
SECA		1,632	1,623
Auto Allowance		2,164	0
Continuing Education		1,500	1,500
Professional Expenses		0	0
TOTAL REMUNERATION		53,509	50,836

Browne, Hmingi	Ch of the Palms	2020	2021
Associate Pastor	Church Size	2019 data = 1836	2020 data = 1805
Cash Salary		42,655	46,397
Housing		50,934	50,934
Other Income SS Offset		0	7,721
Total Effective Salary		93,589	104,118
Board of Pensions		41,194	42,781
SECA		7,496	0
Auto Allowance / Cell		4,400	4,400
Continuing Education		1,500	1,500
Professional Expenses		1,500	1,500
TOTAL REMUNERATION		149,679	154,299

Browne, Will	First, Arcadia	2020	2021
Stated Supply	Church Size	2019 data = 172	2020 data = 160
Cash Salary		30,000	30,000
Housing		40,000	40,000
Total Effective Salary		70,000	70,000
Board of Pensions		8,400	8,400
SECA		5,355	5,355
Auto Allowance / Cell		9,000	9,000
Continuing Education		1,500	1,500
Professional Expenses		1,000	1,000
TOTAL REMUNERATION		95,255	95,255

Casto-Waters, Andy	Community	2020	2021
Interim Pastor	Church Size	2019 data = 243	2020 data = 190
		N/A	Community
Cash Salary		0	43,600
Housing		0	32,300
Total Effective Salary		0	75,900
Board of Pensions		0	30,230
SECA		0	5,800
Continuing Education		0	1,500
Professional Expenses		0	8,000
TOTAL REMUNERATION		0	121,430

Casto-Waters, Brandi	Faith	2020	2021
Pastor	Church Size	2019 data = 1471	2019 data = 1120
Cash Salary		101,750	103,000
Housing		55,963	56,650
Total Effective Salary		157,713	159,650
Board of Pensions		49,926	49,926
SECA		12,065	12,214
Continuing Education		1,500	1,500
Professional Expenses		5,500	5,500
TOTAL REMUNERATION		226,704	228,790

Cazin, James	St. Paul's	2020	2021
Interim Pastor	Church Size	2019 data = 129	2019 data = 131
		FT	PT
Cash Salary		60,000	30,000
Housing		0	0
Total Effective Salary		60,000	30,000
Board of Pensions		22,200	10,059
SECA		4,590	2,295
Auto Allowance		3,600	1,800
Continuing Education		1,500	750
TOTAL REMUNERATION		91,890	44,904

Childs, Rex	First, Naples	2020	2021
Associate Pastor	Church Size	2019 data = 707	2020 data = 690
Cash Salary		64,150	66,692
Housing		20,600	20,600
Other Income	Retirement	6,483	6,678
Other Income	Cell Phone	0	420
Total Effective Salary		91,233	94,390
Board of Pensions		16,738	17,676
SECA		0	0
Auto Allowance		3,800	3,800
Continuing Education		3,000	3,000
Professional Expenses		2,920	2,500
TOTAL REMUNERATION		117,691	121,366

Cottrell, Clinton	Holy Trinity	2020	2021
Pastor	Church Size	2019 data = 157	2020 data = 164
Cash Salary		39,000	39,000
Housing		25,500	25,500
Other Income		2,700	2,700
Total Effective Salary		67,200	67,200
Board of Pensions		23,865	23,865
SECA		4,934	4,934
Continuing Education		1,500	1,500
Professional Expenses		4,700	4,700
TOTAL REMUNERATION		102,199	102,199

Crego, Terri Jo	Bee Ridge	2020	2021
Pastor	Church Size	2019 data = 91	2020 data = 94
Cash Salary		45,000	45,000
Housing		25,000	25,000
Other Income		5,635	6,135
Total Effective Salary		75,635	76,135
Board of Pensions		28,009	29,661
SECA		2,700	2,700
Auto Allowance		2,546	2,546
Continuing Education		1,500	1,500
Professional Expenses		500	500
TOTAL REMUNERATION		110,890	113,042

Deibert, Elizabeth	Peace	2020	2021
Pastor	Church Size	2019 data = 201	2020 data = 198
Cash Salary		43,100	43,100
Housing		40,800	40,800
Total Effective Salary		83,900	83,900
Board of Pensions		32,722	32,238
SECA		6,418	6,418
Auto Allowance		2,800	2,800
Continuing Education		1,200	1,800
Professional Expenses		800	800
TOTAL REMUNERATION		127,840	127,956

DeYoe, Jeffery	Covenant	2020	2021
Pastor	Church Size	2019 data = 389	2020 data = 318
Cash Salary		67,882	67,882
Housing		30,000	30,000
Total Effective Salary		97,882	97,882
Board of Pensions		36,216	36,216
SECA		0	0
Continuing Education		2,000	2,000
Professional Expenses		2,500	2,500
TOTAL REMUNERATION		138,598	138,598

Dunn, Edward		2020	2021
Pastor	Palma Sola	2019 data = 145	2020 data = 133
	Westminster	2019 data = 122	2020 data = 86
Cash Salary		0	39,000
Housing		0	26,000
Total Effective Salary		0	65,000
Board of Pensions		0	24,050
SECA		0	4,975
Continuing Education		0	1,500
Professional Expenses		0	1,700
TOTAL REMUNERATION		0	97,225

Estrada, Miguel	Presbytery	2020	2021
Mision Peniel Pastor	Evangelist		
Cash Salary		35,682	36,938
Housing		24,862	25,608
Total Effective Salary		60,544	62,546
Board of Pensions		22,467	23,512
SECA		4,646	4,785
Continuing Education		1,500	1,500
Professional Expenses		2,200	1,000
TOTAL REMUNERATION		91,357	93,343

Foulkrod, John	Palmetto PC	2020	2021
Pastor (PT)	Church Size	2019 data = 50	2020 data = 43
Cash Salary		30,000	30,000
Housing		0	0
Total Effective Salary		30,000	30,000
Board of Pensions		15,600	15,600
SECA		2,259	2,295
Auto Allowance		2,850	2,100
Continuing Education/ books		600	450
TOTAL REMUNERATION		51,309	50,442

Goodrich, Craig	First, Naples	2020	2021
Pastor	Church Size	2019 data = 707	2020 data = 690
Cash Salary		110,148	115,072
Housing		59,225	59,225
Other Income		5,420	5,420
Total Effective Salary		174,793	179,717
Board of Pensions		51,768	49,575
SECA		12,957	13,346
Auto Allowance		3,800	3,800
Continuing Education		3,000	3,000
Professional Expenses		7,000	5,500
TOTAL REMUNERATION		253,318	254,938

Grant, Steven	First, Bonita	2020	2021
Associate Pastor	Church Size	2019 data = 2010	2020 data = 2001
Cash Salary		66,541	66,541
Housing		38,000	38,000
Other Income	403b	8,400	8,400
Total Effective Salary		112,941	112,941
Board of Pensions		44,469	44,469
SECA		0	0
Auto Allowance		4,800	4,800
Continuing Education		1,500	1,500
Professional Expenses		1,500	1,500
TOTAL REMUNERATION		165,210	165,210

Haas, Laurie	Ch of the Palms	2020	2021
Associate Pastor	Church Size	2019 data = 1836	2020 data = 1805
Cash Salary		42,620	46,030
Housing		40,000	43,200
Other Income	SS Offset	0	7,065
Total Effective Salary		82,620	96,295
Board of Pensions		35,523	38,209
SECA		6,542	0
Auto Allowance / cell		4,400	4,400
Continuing Education		1,500	1,500
Professional Expenses		1,500	1,500
TOTAL REMUNERATION		132,085	141,904

Hedgepeth, Bruce	Braden River	2020	2021
Stated Supply (PT)	Church Size	2019 data = 51	2020 data = 51
		N/A	PT
Cash Salary		0	6,000
Housing		0	18,000
Total Effective Salary		0	24,000
Board of Pensions		0	2,400
SECA		0	1,836
Auto Allowance		0	500
Continuing Education		0	750
Professional Expenses		0	500
TOTAL REMUNERATION		0	29,986

Learned, Doug	Moorings	2020	2021
Pastor	Church Size	2019 data = 981	2020 data = 967
Cash Salary		95,639	95,639
Housing		75,225	75,225
Total Effective Salary		170,864	170,864
Board of Pensions		51,504	51,504
SECA		0	0
Continuing Education		1,500	1,500
Professional Expenses		3,715	3,715
TOTAL REMUNERATION		227,583	227,583

Lee, Hope	Kirkwood	2020	2021
Pastor	Church Size	2019 data = 256	2020 data = 244
Cash Salary		57,964	59,703
Housing		33,437	34,440
Total Effective Salary		91,401	94,143
Board of Pensions		38,820	39,984
SECA		7,000	7,202
Auto Allowance		3,700	3,700
Continuing Education		2,100	2,100
TOTAL REMUNERATION		143,021	147,129

Mansperger, Michael	PC of the Covenant	2020	2021
Pastor	Church Size	2019 data = 111	2020 data = 107
Cash Salary		43,906	46,101
Housing		29,934	31,431
Total Effective Salary		73,840	77,532
Board of Pensions		27,321	28,687
SECA		3,359	3,527
Auto Allowance		3,000	3,000
Continuing Education		2,300	2,300
TOTAL REMUNERATION		109,820	115,046

Marrow, Rob	Vanderbilt	2020	2021
Pastor	Church Size	2019 data = 582	2020 data = 583
Cash Salary		96,500	101,960
Housing		40,000	40,000
Other Income		5,000	5,000
Manse Non-Cas Included in Income		0	44,088
Total Effective Salary		141,500	191,048
Board of Pensions		56,574	56,105
SECA		14,072	14,615
Auto Allowance		2,000	2,000
Continuing Education		1,500	1,500
Professional Expenses		3,000	3,000
TOTAL REMUNERATION		218,646	268,268

McConnel, Steve	Ch of the Palms	2020	2021
Pastor	Church Size	2019 data = 1836	2020 data = 1805
Cash Salary		114,635	101,901
Housing		52,266	65,000
Deferred Income		0	15,496
Other Income	SS Offset	9,851	11,360
Total Effective Salary		176,752	193,757
Board of Pensions		55,058	54,991
SECA		11,360	0
Auto Allowance / Cell		3,800	3,800
Continuing Education		2,000	2,000
Professional Expenses		5,000	5,000
TOTAL REMUNERATION		253,970	259,548

Moody, Randy	Buckingham	2020	2021
Pastor	Church Size	2019 data = 111	2020 data = 109
Cash Salary		44,479	44,479
Housing		30,100	30,100
Other Income		4,925	4,925
Total Effective Salary		79,504	79,504
Board of Pensions		29,417	29,417
SECA		0	0
Auto Allowance		3,700	3,700
Continuing Education		1,500	1,500
Professional Expenses		400	400
TOTAL REMUNERATION		114,521	114,521

Moody, Randy	Stated Clerk	2020	2021
Stated Clerk (PT)			
Cash Salary		0	10,920
Housing		0	0
403b Retirement		16,200	25,480
Total Effective Salary		16,200	36,400
Board of Pensions		0	0
SECA		0	0
Auto Allowance		0	0
Continuing Education		0	0
Professional Expenses		0	0
TOTAL REMUNERATION		16,200	36,400

Morris, Kevin	Hope United	2020	2021
Pastor	Church Size	2019 data = 55	2020 data = 51
Cash Salary		18,030	18,030
Housing		46,230	46,230
Other Income		1,000	1,000
Total Effective Salary		65,260	65,260
Board of Pensions		24,146	24,146
SECA		4,990	4,990
Auto Allowance		3,700	3,700
Continuing Education		1,500	1,500
Other Medical		1,200	1,200
TOTAL REMUNERATION		100,796	100,796

Olson, Lyn	Northminster	2020	2021
Interim Pastor	Church Size	2019 data = 181	2020 data = 166
		N/A	
Cash Salary		0	50,000
Housing		0	31,000
Total Effective Salary		0	81,000
Board of Pensions		0	11,340
SECA		0	6,230
Continuing Education		0	1,500
Professional Expenses		0	3,600
TOTAL REMUNERATION		0	103,670

Peter, Lynne	Oak Pointe	2020	2021
SS Associate Pastor (PT)	Church Size	2019 data = 43	2020 data = 43
Cash Salary		18,240	18,240
Housing		0	0
Total Effective Salary		18,240	18,240
Board of Pensions		0	0
SECA		0	0
Continuing Education		563	563
TOTAL REMUNERATION		18,803	18,803

Pratt, Doug	First, Bonita	2020	2021
Pastor	Church Size	2019 data = 2010	2020 data = 2001
Cash Salary		124,333	124,333
Housing		38,000	38,000
Other Income	403b	28,234	28,234
Total Effective Salary		190,567	190,567
Board of Pensions		55,493	55,493
SECA		0	0
Auto Allowance		6,000	6,000
Continuing Education		2,000	2,000
Professional Expenses		2,500	2,500
TOTAL REMUNERATION		256,560	256,560

Pritchard, Norm	Christ Church	2020	2021
Stated Supply (PT)	Church Size	2019 data = 180	2020 data = 163
Cash Salary		37,600	29,628
Housing		30,000	40,000
Other Income		0	0
Total Effective Salary		67,600	69,628
Board of Pensions		8,000	6,888
SECA		0	0
Continuing Education		1,000	1,000
TOTAL REMUNERATION		76,600	77,516

Remaley, TJ	Faith	2020	2021
Associate Pastor	Church Size	2019 data = 1471	2020 data = 1120
Cash Salary		40,400	47,470
Housing		30,300	30,300
Other Income		0	0
Total Effective Salary		70,700	77,770
Board of Pensions		26,159	27,654
SECA		5,409	5,950
Continuing Education		1,500	1,500
Professional Expenses		3,600	3,600
TOTAL REMUNERATION		107,368	116,474

Rogers, Brad	First, Bonita	2020	2021
Associate Pastor	Church Size	2019 data = 2010	2019 data = 2001
Cash Salary		56,888	56,888
Housing		30,000	30,000
Other Income	403b	8,400	8,400
Total Effective Salary		95,288	95,288
Board of Pensions		38,665	38,665
SECA		0	0
Auto Allowance		4,800	4,800
Continuing Education		1,500	1,500
Professional Expenses		1,500	1,500
TOTAL REMUNERATION		141,753	141,753

Romig, Christopher	Venice	2020	2021
Pastor	Church Size	2019 data = 683	2020 data = 683
Cash Salary		114,431	133,516
Housing		40,742	40,742
Other Income		11,788	6,676
Total Effective Salary		166,961	180,934
Board of Pensions		51,879	51,879
SECA		10,879	10,588
Auto Allowance		3,700	3,700
Continuing Education		4,500	4,500
Professional Expenses		1,000	1,000
TOTAL REMUNERATION		244,641	252,601

Rustin, Dino	First, Bradenton	2020	2021
Pastor	Church Size	2019 data = 241	2020 data = 207
Cash Salary		45,800	45,800
Housing		38,000	38,000
Total Effective Salary		83,800	83,800
Board of Pensions		31,006	31,006
SECA		0	0
Auto Allowance		3,700	3,700
Continuing Education		5,500	5,500
TOTAL REMUNERATION		124,006	124,006

Scruggs, Melana	N/A	2020	2021
General Presbyter	Church Size	N/A	N/A
Cash Salary		55,000	55,000
Housing		40,000	40,000
Total Effective Salary		95,000	95,000
Board of Pensions		35,150	35,150
SECA		7,268	7,268
Auto Allowance		3,900	3,900
Continuing Education		2,475	2,475
Professional Expenses		7,025	7,025
TOTAL REMUNERATION		150,818	150,818

Sitterley, Bill	Oak Pointe	2020	2021
Interim Pastor	Church Size	2019 data = 43	2020 data = 43
Cash Salary		20,856	14,316
Housing		26,400	32,940
Other Income		12,000	12,000
Total Effective Salary		59,256	59,256
Board of Pensions		7,111	7,111
SECA		4,533	4,533
Auto Allowance		13,400	12,500
Continuing Education		1,500	1,500
TOTAL REMUNERATION		85,800	84,900

Smalt, Ruth	Siesta Key Chapel	2020	2021
Pastor	Church Size	2019 data = 275	2020 data = 155
Cash Salary		45,000	45,000
Housing		45,000	45,000
Other Income		10,000	10,000
Total Effective Salary		100,000	100,000
Board of Pensions		37,000	37,000
SECA		7,650	7,650
Auto Allowance		4,000	4,000
Continuing Education		3,000	3,000
Professional Expenses		3,500	3,500
Other Dental/Vision		490	490
TOTAL REMUNERATION		155,640	155,640

Smith, RC	Burnt Store	2020	2021
Interim Pastor	Church Size	2019 data = 471	2020 data = 452
Cash Salary		75,000	75,000
Housing		30,000	30,000
Other Income		0	0
Total Effective Salary		105,000	105,000
Board of Pensions		39,775	39,775
SECA		0	0
Auto Allowance		3,200	3,200
Continuing Education		2,000	2,000
Professional Expenses		300	300
TOTAL REMUNERATION		150,225	150,225

Smith Patman, Jaci	Moorings	2020	2021
Associate Pastor	Church Size	2019 data = 981	2020 data = 967
Cash Salary		44,293	44,293
Housing		40,000	40,000
Total Effective Salary		84,293	84,293
Board of Pensions		31,188	31,188
SECA		0	0
Continuing Education		1,500	1,500
Professional Expenses		2,088	2,088
TOTAL REMUNERATION		119,069	119,069

Teng, Bill	Trinity, Venice	2020	2021
Interim Pastor	Church Size	2019 data = 289	2020 data = 280
Cash Salary		50,000	50,000
Housing		42,000	42,000
Total Effective Salary		92,000	92,000
Board of Pensions		11,040	11,040
SECA		7,038	7,038
Auto Allowance		5,000	5,000
Continuing Education		3,500	3,500
Professional Expenses		2,000	2,000
Other Medical		9,852	9,852
TOTAL REMUNERATION		130,430	130,430

Torrence, Margaret	First, Sarasota	2020	2021
Interim Pastor	Church Size	2019 data = 834	2020 data = 811
Cash Salary		90,000	80,000
Housing		30,000	40,000
Total Effective Salary		120,000	120,000
Board of Pensions		44,400	44,400
SECA		9,180	9,180
Auto Allowance		2,500	2,500
Continuing Education Allowance		2,500	2,500
Professional Expenses including cell		3,600	3,600
TOTAL REMUNERATION		182,800	182,180

Wiggins, Charles	First Pt Charlotte	2020	2021
Interim Pastor	Church Size	2019 data = 135	2020 data = 125
Cash Salary		25,000	16,000
Housing		6,000	15,000
Total Effective Salary		31,000	31,000
Board of Pensions		3,720	3,270
SECA		0	0
Auto Allowance		2,500	3,450
Continuing Education		3,000	3,000
Professional Expenses		1,500	2,500
Other Medical - Dental		7,780	6,280
TOTAL REMUNERATION		49,500	49,500

Wilson, Carolyn	Venice, Venice	2020	2021
Associate Pastor	Church Size	2019 data = 683	2020 data = 640
Cash Salary		42,122	41,386
Housing		27,000	36,000
Deferred Income		0	2,069
Total Effective Salary		69,122	79,455
Board of Pensions		26,401	26,401
SECA		5,288	5,288
Auto Allowance		3,700	3,700
Continuing Education		2,000	2,000
Professional Expenses		1,000	1,000
TOTAL REMUNERATION		107,511	118,376

Wisner, Bruce	Pine Shores	2020	2021
Co-Pastor	Church Size	2019 data = 377	2020 data = 366
Cash Salary		51,077	51,077
Housing		17,500	17,500
Total Effective Salary		68,577	68,577
Board of Pensions		28,477	28,477
SECA		5,246	5,246
Auto Allowance		3,600	3,600
Continuing Education		1,500	1,500
TOTAL REMUNERATION		107,400	107,400

Wisner, Karen	Pine Shores	2020	2021
Co-Pastor	Church Size	2019 data = 377	2020 data = 366
Cash Salary		51,077	51,077
Housing		17,500	17,500
Total Effective Salary		68,577	68,577
Board of Pensions		28,477	28,477
SECA		5,246	5,246
Auto Allowance		3,600	3,600
Continuing Education		1,500	1,500
TOTAL REMUNERATION		107,400	107,400

Approved by Peace River Presbytery: May 13, 2021 (51-0)

APPENDIX (D)

Steering Committee Report Stated Meeting, Thursday, May 13, 2021 For Information Only

The Church in a Virtual World Grants Awarded:

By action of the Steering Committee the following churches were awarded grants (since the February Stated Meeting) in response to their applications to the Church in a Virtual World program which was adopted at the September 2020 Presbytery meeting. We celebrate the new ministry ground being broken by 31 churches participating in the program and the most recent church grants below:

Northminster, supplement	\$ 3,081.40	Lehigh Acres	\$ 7,597.74
Holy Trinity, supplement	\$ 3,808.00	Palmetto	\$ 8,215.59
Palma Sola	\$ 5,239.12	First, Bradenton	\$10,000.00
Braden River	\$ 5,889.00	Pine Shores	\$10,000.00

Funding for this grant program came from a portion of the proceeds of the sale of Lakewood Ranch property in the amount of \$368,050 and a special grant from the Synod of South Atlantic in the amount of \$8,000.

The total awarded for this grant program is \$264,213.44 for equipment for 31 churches and for the Worship Design Studio webinar series and WDS Subscription in the amount of \$2,750. See complete listing below.

The amount not distributed is \$109,086.56 as a result of some awards not meeting the \$10,000 maximum and some churches, in particular 5 of our largest churches, who did not submit grant applications. We are grateful for their generosity allowing a residual to be directed to other transformative efforts.

Church	Total Project Cost	Amount Recommended	Proposal Summary	SC App	Funds Dispersed
Holy Trinity, N. Ft Myers	\$7,811.90	\$5,468.33	camera, computer, switches to support video	10.15.20	10.16.20
St. Pauls, North Port	\$14,219.34	\$9,953.54	Camera (2), computer (2) switches for livestream	10.15.20	10.16.20
Faith, Cape Coral	\$15,232.25	\$10,000.00	portable equipment for virtual gatherings	10.15.20	10.16.20
Burnt Store, Punta Gorda	\$15,998.00	\$10,000.00	computer, software, switches, mics for livestream	10.15.20	10.16.20
Buckingham, Ft. Myers	\$16,000.00	\$10,000.00	camera, computer, switches for livestream	10.15.20	10.16.20
Trinity, Venice	\$34,916.00	\$10,000.00	camera, computer, mics, switches for livestream	10.15.20	10.16.20
Kirkwood, Bradenton	\$20,166.23	\$10,000.00	Computer (2), cameras (4), sling studio hub livestream	10.15.20	10.16.20
Cypress Lake, Ft Myers	\$20,049.84	\$10,000.00	Cameras (4), switches for livestream	11.5.20	11.9.20
Christ Church, LB Key	\$19,038.00	\$10,000.00	livestream upgrade	11.5.20	11.9.20
Community, Englewood	\$12,717.00	\$8,901.90	camera, computer, switches for upgrade	11.5.20	11.9.20
Siesta Key Chapel	\$67,319.06	\$10,000.00	upgrade current digital platform	11.5.20	11.9.20
Northminster	\$9,883.71	\$6,918.60	camera, sling studio for livestream	11.5.20	11.9.20
Hope United, Ft. Myers	\$14,285.71	\$10,000.00	camera, computer, sound for livestream	12.17.20	12.30.20
Vanderbilt, Naples	\$17,437.00	\$10,000.00	upgrade current digital platform	12.17.20	12.30.20
Covenant, Ft. Myers	\$16,770.42	\$10,000.00	cameras (2), switches for live stream	12.17.20	12.30.20
Peace, Lakewood Ranch	\$22,198.00	\$10,000.00	camera, controller, camcorder for livestream	12.17.20	12.30.20
Wintergarden	\$9,997.68	\$7,645.00	camera, computer, switcher for livestream	12.17.20	12.30.20
First Port Charlotte	\$11,150.58	\$3,955.00	camcorder (2), computer, software for livestream	12.17.20	12.30.20
Lely, Naples	\$5,405.94	\$5,405.94	laptops (2), mixer, mics for livestream	12.17.20	12.30.20
Chapel by the Sea	\$20,664.00	\$10,000.00	cameras (3), controller, switchers for livestream	12.17.20	12.30.20
Bee Ridge, Sarasota	\$28,226.00	\$10,000.00	cameras (3), switchers or livestream, aux. rm. Virtual	12.17.20	12.30.20
Covenant, Sarasota	\$19,258.39	\$10,000.00	cameras (3), switchers for livestream	12.17.20	12.30.20
First, Arcadia	\$7,294.69	\$5,106.28	camera, encoder, monitor for livestream	12.17.20	12.30.20
First Sarasota	\$16,989.00	\$7,028.00	cameras (s), ipads (2), iMac, mics, lights	1.21.21	1.22.21
Palma Sola, Bradenton	\$9,991.41	\$5,239.12	camera (2), computer (2), ipad	4.29.21	4.30.21
Braden River	\$7,960.09	\$5,889.00	camcorder, computer, sling studio equipment	4.29.21	4.30.21
First, Bradenton	\$75,000.00	\$10,000.00	camera(2), controller, switchers for livestream	4.29.21	4.30.21
Northminster, supplement	\$ 6,066.00	\$3,081.40	upgrade camera, already awarded \$6,918	4.29.21	4.30.21
Palmetto	\$9,447.93	\$8,215.59	camera, computer, mics	4.29.21	4.30.21
Pine Shores	\$22,377.00	\$10,000.00	cameras (3), camcorder for livestream upgrade	4.29.21	4.30.21
Holy Trinity, supplement	\$5,440.00	\$3,808.00	additional camera, already awarded \$5,468	4.29.21	4.30.21
Lehigh Acres	\$7,597.74	\$7,597.74	camera, projector, screen	4.19.21	4.30.21
Total	\$ 586,908.91	\$264,213.44			

APPENDIX (E)

Finance Team Report

Stated Meeting, Thursday, May 13, 2021

Information only

First Quarter Financial Summary

Total income was \$179,000, less the budget by \$33,000 but more than last year by \$16,000. Total expense was \$204,000, less than budget by \$7,000 but greater than 2020 by \$30,000. Net was a deficit of \$25,000 versus a budgeted breakeven and worse than last year \$14,000.

Three (3) Streams

- Mission income and expense was \$63,000.
- Per Capita income was \$21,000, expense was \$32,000, resulting in a net deficit of \$11,000.
- Operations income was \$95,000, expense was \$109,000, net was a deficit \$14,000.

Finance Team Activities

- Worked with the Mision Peniel team on the possible purchase of their building.
- Began an analysis of the possible sale of the Presbytery office and land.
- Completed the materials and applied for a PPP phase-2 loan.
- Began a program to encourage the churches to make pledges to Presbytery.
- Started a project to create a Financial Policy for the Presbytery.
- Monitored the progress of the lawsuit against Curry Roofing.
- Reviewed the Financial Reports each month for the Presbytery and Mision Peniel.

Respectfully,

Max Gould, Co-Moderator

Craig Goodrich, Co-Moderator

APPENDIX (F)

Outreach and Nurture Team Stated Meeting, Thursday, May 13, 2021 Information Only

Vital Congregations Overview

The Vital Congregations Initiative is a two-year covenant relationship between presbyteries and the PC(USA) to prayerfully walk with pastors and existing congregations in intentional efforts of revitalization. The purpose of the initiative is to work alongside mid council leadership, and leaders of existing congregations, in a process that seeks to help assess, discern and live into transformative actions that increase vitality. Through intentional spiritual practices and relational connections, this two-year process takes us deeper into following Jesus Christ, making disciples and being the vital community of Christ throughout particular communities and the world.

Peace River Presbytery Selected

Our presbytery has been chosen to be a part of the next cohort for the Vital Congregations. This has the potential to be an amazing opportunity for ALL - presbytery leadership, pastors, elders, and congregations both big and small - to enter a season of growth, reflection, and transformation. So, what next?

As a presbytery, we are finding leaders to help initiate, inform, and guide us through the process. We hope this team of people will include one part-time staff member and at least two volunteer facilitators. These leaders will be trained by the office of Vital Congregations to support congregations. We are in the process of finding objective leaders and securing funding to ensure sufficient levels of support for the initiative to make a significant impact in our presbytery.

As a pastor, please take the time to become familiar with Vital Congregations materials. As you read through this information - please be in prayerful discernment to consider if this initiative is a good next step for your congregation towards the goal of revitalization.

One thing our time in quarantine has shown us is that we are capable of new things. We were forced to change, adapt, and pivot quickly to respond to the demands of a limiting situation. The Vital Congregations Initiative comes at a time when we can take the next two years to intentionally reflect, pray, and respond to the areas in which our presbytery and congregations can receive new life. What should be our next steps as our places and spaces awaken from restrictions? What practices should be left in shutdown mode? Let's use this time as a gift to reflect and respond.

Pastors - If you haven't done so, please contact Melana for a conversation about your congregation. Voice your concerns and questions to see if this initiative would be a good next step for you, your elders, church leaders, and congregation.

Blessing Grant Update

From Palmetto Presbyterian Church

Here are some pictures from the first steps to making our Community Garden a reality. 5 trees were taken down and roots dug up and 3 Brogdon Avocado Trees were planted. The next steps include the required fence and 3 other Avocado trees along with some mango and Papaya trees. A shed and gazebo are also on the relatively near horizon. Consider how Blessing Grant may be a blessing to your community of faith. Application materials are available on the Peace River Presbytery website.



What Does Vitality Look Like?

Vitality is the beginning of intentional, authentic relationships between the PC(USA) Mission Agency and mid council leaders and pastors to:

- Come together as the people of God.
- Pray: re-turn to faithfulness in God.
- Inspire openness to the Holy Spirit's transformation.
- Honestly assess, discern and act.
- Resource, equip and support leaders and pastors.
- Practice missional evangelism and faithful discipleship.
- Equip vital congregations and develop a praxis of sustainability and ongoing assessment.
- Capture congregational stories and develop new measurements of vitality.

VITALITY IS NOT:

- A universal program instructing churches and assuring vitality and sustainable life.
- Another plan that promises an immediate fix.
- A guarantee of revitalization for every congregation.
- An attempt for the PC(USA) to tell churches what to do.
- An institutional survival guide for membership, numbers, and buildings.
- An encouragement to tweak yet remain the same.
- A return to glory days gone by, nor a guidebook on calling the young pastor.

Rev. Terri Jo Crego
Rev. Kelly Fitzgerald
Co-Moderators of Outreach & Nurture

APPENDIX (G)

Mision Peniel

Stated Meeting, Thursday, May 13, 2021

Information Only

In the midst of this prolonged pandemic, Misión Peniel has continued to provide much needed support to the farmworker community in Immokalee, thanks to the ongoing support we have received from churches, individuals and other organizations in southwest Florida and beyond. We thank God for the partnerships in mission that continue to sustain this ministry.

Mission Highlights:

1. Misión Peniel has been the site for both testing and vaccination clinics, February - May, sponsored by Health Care Network and FEMA, with the support of the Coalition of Immokalee Workers and Partners in Health.
2. Friday food distribution continues, thanks to the support of two area food banks (Harry Chapin and Midwest), local church food drives, financial support and our partnership with Cultivate Abundance (they coordinate fresh produce donations from community gardens). Due to the agricultural season shifting to the north, the mission is now averaging 300 households served each week.
3. The mission continues to distribute financial assistance to those in the first two weeks of recovery from COVID-19. This is to incentivize and support an individual's ability to take the time off work and help prevent the spread of the virus without losing all of their work income (there is no "sick leave" provided for these essential workers). This continues to be funded through church, individual and grant contributions. *A full report of this assistance ministry is attached.*
4. The mission hosts community health educators every Friday as part of the food distribution. These individuals provide those coming for food with the most current information on the virus, local testing and vaccination schedules for Immokalee. This information is provided in Spanish, Creole and English. Our partnership with these community health educators continues to be a valuable person to person ministry outreach every Friday afternoon. Community health educators are part of the Health Care Network and Partners in Health organizations.

Food Deliveries/Designated Food Relief

1. Since fall of 2019, the mission has been preparing and delivering nutritious meals to homebound individuals each week through the mission's "*Pan De Vida*" (Bread of Life) ministry. Each Monday, the Pan de Vida coordinator cooks and delivers three meals per client and also provides them with basic grocery and personal care staples. Clients are also provided with community resource information should further care be needed. The current number of clients is eighteen.
2. The mission is also packaging and delivering weekly food boxes to households that are in quarantine as they recover from COVID-19. These needs are identified through our intake process for financial assistance for those testing positive for COVID-19.

Pastoral Support

Pastor Miguel continues to provide pastoral care throughout the community. Much of his pastoral calls are by phone now, but there are those who come to the mission. These visits are done outdoors and follow CDC guidelines.

Mission Garden Productivity

Our partnership with Cultivate Abundance has been extremely "fruitful"! Each week, in addition to harvesting food from the mission garden for Friday distribution, they have made numerous connections with home growers, ECHO, other church and community gardens to ensure that we have an abundant variety of responsibly sourced, nutritious and culturally appealing food to distribute every Friday.

Engagement Opportunities

This pandemic has engaged many of our presbytery's churches and individuals seeking to get involved in ways they can, offering prayer support, providing food and personal care items from our needs list, sewing face masks, providing financial support, providing ongoing volunteer support for garden and distribution activities. These are the kinds of blessings that help sustain the mission and its outreach! We are still not accepting clothing or household items and ask that they be donated elsewhere.

Beginning July 2021: The mission is accepting reservations for teams of six volunteers from churches for Friday afternoon distribution. We ask that all volunteers be fully vaccinated and follow current CDC guidelines on day of service. Contact ruth@peacriverpresbytery.org for reservations and further information.

New Music Ministry Program for Fall 2021:

The pandemic had postponed our initial plans to begin a Music Academy for community youth in the beginning of 2020. We had received a Blessing Grant to begin this, but since it had to be postponed, we are hoping the grant will be extended. Plans are moving forward to provide guitar, keyboard and voice lessons to 10-20 youth who will commit to a three-year comprehensive music education program. The mission is blessed to have a director in place: Juan Pablo Oliva, who is a professional classical guitarist from Cuba. He was a member of one of our presbytery's partner churches in the Matanzas Presbytery in Cuba! He and his wife relocated to this area in 2018. Juan Pablo is also serving as the youth music director at Covenant Presbyterian Church in Fort Myers.

COVID-19 Relief Fund

A full report is attached, providing in depth information about the progress and current status of this vital assistance outreach through Misión Peniel.

We are deeply grateful for the many ways "Peniel" the face of God continues to be shared throughout this pandemic. Even in the midst of uncertainty, Misión Peniel exists as a place where this type of compassion sends the message that in Christ, we belong to each other and walk together through these challenging times and always!

Thank you for all the ways you continue sharing in this ministry of Peace River Presbytery! We thank God for the privilege of serving others in Christ's name and with your ongoing support!

Together in Christ,

Pastor Miguel Estrada and Ruth DeYoe

APPENDIX (H)

Stated Meeting, Thursday, May 13, 2021
Synod of South Atlantic (SOSA) Meeting, via Zoom, April 16, 2021
Information Only

Greetings,

Along with Charmaine Ponkratz, I had the opportunity to serve as a Commissioner to the Synod of South Atlantic Stated Meeting on April 16, 2021.

I was recently discussing with an elder what the Synod does - what is its function? At first, I admitted that it was hard to describe. That the committee that I serve - the Ministry Support Committee - is primarily in charge of distributing grants throughout the Synod for specific ministries and to enhance mission within our bounds. But the more I talked, the more energized I became by the work we are doing.

- We worship together, this time led by Ray Jones of the Office of Theology, Formation, and Evangelism.
- We support our related Institutions within our bounds - colleges, seminaries, community homes for retirees, camp and conference centers, and Thornwell.
- We support the work of Small Congregations, Presbyterian Women, and SOAP - the organization for Christian Educators with the Synod and Puerto Rico.
- We ask difficult questions of each other and the church such as:
 - How do we respond pastorally in the midst of such racial injustice?
 - What does the church say in the midst of continued gun violence?
 - How are we called to be the peacemakers Christ calls us to be?
 - What are the opportunities before the Church in an emerging post-pandemic world?
- We create new opportunities for leader development, such as the Webinar with Dr. Tod Bolsinger on April 27 and learning cohorts with Ministry Collaborative.

Frankly, we do a lot as a Synod. I am grateful for the work and support of Joyce Lieberman, our Synod Executive, and Office Administrator Lisa Lovelady. They work tirelessly to encourage and lift up church leaders and Presbytery executives, who work tirelessly to encourage, and lift up us.

Please join me in prayer for our Synod, its institutions, and congregations. And may we continue to be generous members of the Synod of South Atlantic.

Blessed be the tie that binds.

Respectfully submitted,
Andy Casto-Waters

**The Synod of South Atlantic (SOSA) meeting, via Zoom
April 16, 2021**

Offered by Charmaine Ponkratz

The Synod of the South Atlantic consists of sixteen presbyteries in Florida, Georgia and South Carolina serving 833 congregations, 171,376 members and 2090 Ministers of the Word and Sacrament.

The Synod managed to conduct the normal business of the body. Rather than focus on the more routine matters, this report lifts up the resources of the Synod and denomination. This is probably fresh in my mind as Peace River Presbytery (PRP) completes the Church in a Virtual World Grant program to which the Synod participated by granting PRP \$8,000 for that effort.

The **Presbyterian Women** of SOSA put the spotlight on the Triennial Gathering, August 4-5, 2021, via ZOOM. As this is being written the information is not yet posted, but is sure to be available at: www.pwsosa.com

Additionally, they reported that our partner, Cedarkirk Camp and Conference Center, was awarded a grant to make their facilities more accessible to older adults and people with disability. Information about the grant criteria can be found at: <https://www.presbyterianwomen.org/giving-funding/grants/birthday-thank-offering-criteria/>

The **Presbyterian Foundation** promoted a new stewardship resource which can be found at: www.stewardshipnavigator.org

Their annual conference, Stewardship Kaleidoscope, which offers education, worship, and amazing opportunities for growth in stewardship and generosity is scheduled for September 13-15, 2021. It is being offered in-person at Cincinnati, Ohio or online for a virtual experience. Peace River Presbytery's own Pastor Brandi Casto-Waters is on tap as a keynote speaker. Details at: <https://stewardshipkaleidoscope.org/conference/>

Finally, the **Board of Pensions** reported that the pastor participation dues will remain at 37%, but there will be a slight reallocation so that a temporary disability plan can be added to the coverage. Additionally, the Board continues to add plan options for non-installed ministers and other members of staff. More information is just a click away: www.pensions.org

These resources are made possible by the support of the churches and presbyteries. For that reason, the giving report appears on page 2 of this report.

I continue to be grateful to be working in this capacity alongside my colleagues from Peace River Presbytery and appreciate the invitation to serve.

**PRESBYTERY PER CAPITA & MISSION GIVING
As of December 31, 2020 With Prior Year PC & MG**

	Per Capita	Mission Giving	Prior Yr. Per Capita	Prior Yr. Mission Giving	Total	Per Capita Yearly Goal	YTD %	Mission Giving Yearly Goal	YTD %
110 - Central Florida	15,198.06	2,259.03	6,580.99	1,144.89	25,182.97	25,165.50	87%	16,777.00	20%
125 - Charleston Atlantic	15,000.00	5,000.00			20,000.00	23,227.50	65%	15,485.00	32%
128 - Cherokee	7,795.30	1,000.00			8,795.30	6,319.50	123%	4,213.00	24%
218 - Flint River	4,180.12	1,532.72	832.88	305.38	6,851.10	5,325.00	94%	3,550.00	52%
221 - Florida	8,142.00	5,428.00			13,570.00	8,142.00	100%	5,428.00	100%
223 - Foothills	20,655.00	6,885.00			27,540.00	21,066.00	98%	14,044.00	49%
254 - Greater Atlanta	34,840.28	6,875.00			41,715.28	52,120.50	67%	34,747.00	20%
442 - New Harmony	10,937.00	7,291.00		167.88	18,395.88	11,233.50	97%	7,489.00	100%
472 - Northeast Georgia	9,918.00	4,000.00			13,918.00	10,348.50	96%	6,899.00	58%
528 - Peace River	13,179.80	2,488.56	1,088.17	914.89	17,671.42	21,793.50	65%	14,529.00	23%
554 - Providence	9,181.82	4,357.39	97.18	1,057.79	14,694.18	9,685.50	96%	6,457.00	84%
579 - St. Augustine	21,375.00	6,999.96			28,374.96	20,199.00	106%	13,466.00	52%
624 - Savannah	5,418.00		1,806.00		7,224.00	6,856.50	105%	4,571.00	0%
704 - Tampa Bay	10,836.00	1,366.73			12,202.73	21,801.00	50%	14,534.00	9%
713 - Trinity	12,683.75	12,092.00	3,648.68		28,424.43	18,655.50	88%	12,437.00	97%
714 - Tropical Florida	7,901.17	823.70	1,591.64	294.20	10,610.71	11,377.50	83%	7,585.00	15%
TOTAL	207,241.30	68,399.09	15,645.54	3,885.03	295,170.96	273,316.50	82%	182,211.00	40%

94