



Synod Stated Meeting  
November 16, 2024  
Meeting Handbook

The Zoom meeting link will be sent to the email of all registrants the day prior to the meeting.

PLEASE read the Zoom instructions prior to joining as there will be a few changes to our format.

The final Town Hall will be held by the Visioning Task Force on Friday, Nov. 15th at 6pm eastern. [Join the Town Hall by clicking here.](#)

## Synod Stated Meetings via Zoom –

### Participating with your desktop computer, tablet or smartphone:

*You must register in advance to receive the meeting link and access the meeting packet. When registering, use the email address where you wish to receive the link. The meeting link will be sent only to registered participants the day before the meeting.*

#### Things to plan ahead of time:

- Have a working camera (Most laptop computers have one above the screen. Separate webcams that plug into your desktop computer in a USB port are affordable and widely available).
- Have working speakers or headphones. (Many people find that headsets/headphones work better, if available, as there can be an echo, depending on microphone placement.)
- Have a working microphone. (Again, this is built into most laptops and webcams, and into many headsets/headphones.)
- Download the Zoom app, if you don't already have it, or check to ensure you have the most current version, at <https://zoom.us/download>. You also will be given the chance to download the app automatically, if needed, when you click a link for any Zoom meeting. If you've already done it, your computer will invite you switch to that app, which you should do.

### Participating in a Zoom Stated Synod Meeting

Sign in with your full name and role using one of the following:

- Commissioners use Com
- Corresponding member use CM
- Vision Task Force member use VTF
- Covenant Partner use CP

#### **Mute/Unmute**

- *All participants will be muted upon joining the meeting. **You will not have the ability to unmute yourself.***
- Only those seeking recognition using the "Raise hand" feature may be called on by the moderator. If called upon, a meeting host will unmute your microphone.

#### **Voting**

- Synod meeting votes will be conducted using the "Yes" and "No" buttons under the reactions button at the bottom of the screen.
- **Once you have voted, do not unclick the icon.** Once the vote has been counted and called by the moderator, a meeting host will remove the results.

*The following applies primarily to PC/Mac users, but the same features are generally available in tablet and smartphone apps – they may just be in different places.*

- Your view (You might need to move your cursor across your screen to make menus visible)
  - The button to toggle between “Speaker View” or “Gallery View” is in the upperright.
  - “Speaker View” will highlight the person currently speaking. This is recommended once the meeting is underway.
  - “Gallery View” which will show you all the people on the call.
  - Most other controls are along the bottom of the window/screen.
  - You can expand to “full screen” or confine these controls to a window.
  
- Video
  - You may stop/start your own camera with the button with a camera icon. *Tip: Keep the camera on while participating, but if you need to step away for a moment, turn off your camera temporarily.*
  
- Participants Panel (located at bottom of the Zoom window)
  - This gives you a list of all participants. It is also where you can follow the vote(s) and requests for recognition by the moderator.
  - This list appears at the right of your window. If you are in “full screen” mode, it appears in its own separate window (useful if you have multiple monitors available).
  
- Chat (located at bottom of Zoom window)
  - This allows you to send and read messages to everyone or to one other person in the meeting. (This can be distracting and should be sparingly used. Be careful about unintentionally sending your messages to everyone.)
  - Privacy of chat conversations cannot be assumed. A copy of the chat is automatically sent to the meeting host at the end of the meeting.
  - If invited by the moderator, chat is a good way to ask a question or provide an answer without interrupting the flow of the meeting.
  - During meetings, links to videos and files for the meeting might be shared in chat. You will be directed to view these in a separate browser window. It is helpful to have more than one device screen available or to at least have a browser open for viewing these.
  - Do not use chat to deliberate or speak out of turn regarding the business at hand.
  
- Sharing screen
  - The host or others can share a document or video with everyone. This will make the pictures of meeting participants smaller and allow the focus to be on the document.
  - You can control the size of the shared window with the bar between the view of participants and the shared screen.

**More info and training:**

Join a Zoom test meeting to practice or to check your audio/video equipment or settings:

<https://support.zoom.us/hc/en-us/articles/115002262083-Joining-a-test-meeting>

More info for participants on user controls, system setup, etc.:

[https://www.goucher.edu/learn/graduate-programs/distance-learning-resources/documents/student\\_documents/HowtoParticipateInAZoomMeeting.pdf](https://www.goucher.edu/learn/graduate-programs/distance-learning-resources/documents/student_documents/HowtoParticipateInAZoomMeeting.pdf)

# Synod of South Atlantic Assembly

1 pm, Saturday, November 16<sup>th</sup> via Zoom

*The meeting serves both as a meeting of the ecclesiastical governing body of the Presbyterian Church (U.S.A.) and a meeting of the Synod of South Atlantic, Inc., a non-profit corporation of the State of Florida.*

## Zoom Instructions

### Call to Order

- Acknowledgement of Land & People – *Brian Henderson, Moderator*  
<https://native-land.ca/>
- Opening Prayer
- Declaration of Quorum
- Welcome to New Commissioners
- Seating of Corresponding Members
- Appointment of Parliamentarian
- Adoption of the Docket



### Opening Worship

**Report of the Executive Administrative Commission PART 1 (Attachment AA) –**  
*Jacquelyn Rembert, Moderator-Elect*

- Receive minutes
- Election of Treasurer to begin January 1, 2025

**Treasurer's Report (Attachment BB) –** *Jodi Dodge*

### Committee Updates & Actions

**Administration & Relationships (Attachment CC)–** *Jeanne Simpson*

- Eckerd College covenant renewal

**Budget & Finance Committee (Attachment DD) –** *Rev. Christina Greenawalt*

**Committee on Representation (Attachment EE) –** *Hansler Bealyer*

- Nominations

**Ministry Support Committee (Attachment FF) –** *Ken Whitehurst*

- Grants & Scholarships Program
- Korean Ministries
- African American Ministries

**Report of the Executive & Stated Clerk (Attachment GG) –** *Valerie Young*

*BREAK*

**Report of the Executive Administrative Commission PART 2 (Attachment HH) –**  
*Jacquelyn Rembert, Moderator-Elect*

**Synod Visioning Task Force Report**

**Task Force Members:** *RE Commissioner, Jacquelyn Rembert (New Harmony Presbytery); Stated Clerk, Rev. Andy James (Greater Atlanta Presbytery); Stated Clerk/TE Commissioner, Rev. Christina Greenawalt (Central Florida Presbytery); General Presbyter, Rev. Danny Murphy (Trinity Presbytery); General Presbyter, Rev. Holly Dillon (Presbytery of Tampa Bay); TE Commissioner, Rev. Jamil El Shair (Savannah Presbytery)*

- **A recommendation** to approve the following:
  - Final Report of the Visioning Task Force
  - New Manual (effective 1/1/2025)
  - Set aside reserve spending rate rules
  - Move to cash budget
  - 2025 Actual budget
  - Nominations for 2025 Leadership
- **Words of Celebration & Appreciation**
- **Closing Prayer**

**Next STATED MEETING:**

**Thursday, February 27 – March 1 at Epworth By the Sea**



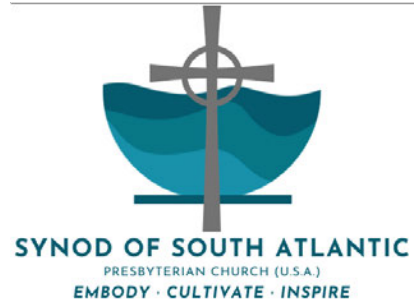
Synod of South Atlantic

Executive Administrative Commission Meeting

May 13, 2024 · 3:30 pm

Present: Rev. Brian Henderson, Moderator; Rev. Christina Greenawalt, BFC Chair; Hansler Bealyer, COR Chair; Rev. Jeanne Simpson, ARC Chair; Ken Whitehurst, MSC Chair; Rev. Joo Hoon Kim, CM; Rev. CeCe Armstrong, CM; Valerie Young, Synod Executive & Stated Clerk

Absent: Shelagh Wirth, CM; Jodi Dodge, Treasurer; Tony Davila, CM; Jacquelyn Rembert, Moderator-Elect;



Open in Prayer- at 3:36 pm by Brian

Welcome

- First time member introductions:
  - Rev. Jeanne Simpson

Business

Motion to approve docket by Ken, seconded, approved.

- Dates & Location of In-person Synod Meeting
  - March 27-29, 2025
  - Location: Charleston Atlantic Presbytery Building
  - Budget \$25,000
  - Motion to approve the date and location of the meeting by Christina, seconded, approved.
- Synod Report to General Assembly Committee on Mid Councils
  - Synods are given an opportunity to provide a report (separate from minutes) about our mission/ministry. We also have an opportunity to present to the Committee on Mid Councils via zoom (5 minutes).
  - Report sent to the Mid Council Committee to the GA was received.
  - Still time to let them know if we want to offer a verbal report - the EAC does not see a particular need to offer a verbal report for this GA.
- Visioning Task Force update
  - Possible Called Meeting date after Oct. 12 Stated Meeting
    - November 16 & 23 on hold
  - Contract with Parliamentarian for Oct 12 & Called Meeting
    - Approved by comment consent for contacting Cindy Kohlman
- Personnel Matters
  - Vacation days May 23-24
  - Continuing Education June 3-7
  - Vacation July 5-12
- More updates
  - 1<sup>st</sup> Wednesday SACK Lunch

- PDA Learning
- Sabbath By The Pool
- New Business - none

Closing Prayer & Adjournment - motion to adjourn by Hansler, seconded, approved.  
Jeanne closed with prayer at 4:09 pm

## Executive Administrative Commission

### July 19, 2024 · AGENDA

Present: Ken Whitehurst, MSC; Hansler Bealyer, COR; Jacquelyn Rembert, Moderator-Elect; Christina Greenawalt, BFC; Debbie Durden, PW Moderator; Valerie Young, Synod Executive/Stated Clerk

Absent: Brian Henderson, Moderator; Jodi Dodge, Treasurer; Jeanne Simpson, ARC; Joo Hoon Kim, REC; CeCe Armstrong, REC; Tony Boada Davila, REC

- I. Open with Prayer by Jackie at 5:10 pm
- II. Change of date & location for 2025 Synod Assembly/Gathering to February 27 - March 1, 2025
  - a. Originally approved Charleston Atlantic offices as site, using local hotels
  - b. The Association of Smaller Congregations has made the decision to suspend the February 27-March 1, 2025 conference.
  - c. The synod's original dates (March) had no availability at Epworth.
  - d. By using the reserved dates for ASC and going to Epworth By The Sea and changing dates. This would hold the dates for future years, as well as save the synod approximately \$10,000.
  - e. Need to announce at EP/SC Gathering on Monday, July 22.

Ken moved change of dates, seconded. Approved.
- III. Search for a Treasurer for 2025
  - a. Treasurer, Jodi Dodge, has informed us that she will not be available to serve another term.
  - b. BFC to review job description in light of the accounting transition and make recommendation to Personnel/EAC
  - c. Personnel:
    - i. Options & Budget implications
    - ii. Exit Interview
    - iii. Gift of Appreciation
- IV. Registering as a non-profit in Georgia & South Carolina was discussed. No decision made
- V. Parliamentarian for October & Called meeting(s) - Rev. Cindy Kohlman
- VI. Other business - none
- VII. Close with prayer at 5:32 by Jackie



## **Executive Administrative Commission**

**September 6, 2024 · MINUTES**

**Present:** Brian Henderson, Moderator; Christina Greenawalt, BFC; Hansler Bealyer, COR; Jackie Rembert, Moderator-Elect; Ken Whitehurst, MSC; Valerie Young, Synod Exec/Stated Clerk; Debbie Durden, PW; Joo Hoon Kim, KM;

**Visioning Task Force Members Present:** Jamil el-Shair, VTF; Catherine Byrd, VTF; Danny Murphy, VTF (EP, Trinity Presbytery); Andy James, VTF (SC, Presbytery of Greater Atlanta)

**Absent:** Jeannie Simpson, ARC; Jodi Dodge, Treasurer; CeCe Armstrong, AAM; Tony Boada Davila, HM;

- I. Open with Prayer by Brian at 4:03 pm.
- II. Visioning Task Force Report Presentation
  - a. Final Report of the Visioning Task Force
  - b. New Manual (effective 1/1/2025)
  - c. Set aside reserve spending rate rules
  - d. Move to cash budget
  - e. 2025 Actual budget
  - f. Manual: *“This Manual may be amended as follows: a proposed amendment shall be presented in writing to the Executive Administrative Commission, which may consult with presbyteries of the Synod and present the proposal to a Stated Meeting of the Synod with a recommendation. An amendment shall become effective when it has received the affirmative vote of the majority of the commissioners present at the Synod meeting.”*

**Motion to recommend approval of the Visioning Task Force Report in its entirety by Christina, seconded (Ken), approved.**

- III. October Synod Meeting
  - a. Pre-meeting & Town Halls
  - b. Docket
  - c. Reports:

- i. COR – bringing nominees for PJC
      - ii. ARC – Jeannie is in the hospital
      - iii. MSC – bringing grants & scholarships changes after committee approval
      - iv. BFC – updates on working with budget VTF & backup
    - d. Parliamentarian, Rev. Cindy Kohlman – moderator & SE/SC met to clarify roles and responsibilities during the Stated Meeting
- IV. Search for a Treasurer for 2025
  - a. BFC empowered Christina & Valerie to make recommendations to Personnel/EAC. Christina moved approval of the job description, seconded – amended to change from “volunteer” to “paid” position
  - b. Personnel:
    - i. Options & Budget implications – lots of discussion about possible combinations of positions set out in the VTF. The EAC will promote the Treasurer position (alone) until and unless the VTF plan passes.
    - ii. Exit Interview & Gift for Jodi – motion to gift Jodi Dodge \$1,200 in thanks for her 8 years of service to the synod, by Christina, seconded, approved.
      - 1. Brian will invite Jodi to an exit interview.
- V. Other business
- VI. Close with prayer – 5:56 pm

## Executive Administrative Commission

September 20, 2024, 4 pm

*Special Meeting to review the Visioning Task Force revised report and motions to come to the October 12 Stated Meeting of the Synod.*

**Voting Members Present:** Brian Henderson, Moderator; Jackie Rembert, Moderator-Elect; Hansler Bealyer (Chair, COR); Ken Whitehurst (Chair, MSC)

**Voting Members Absent:** Jeannie Simpson (Chair, ARC); Christina Greenawalt (Chair, BFC)

**Corresponding Members Present:** Joo Hoon Kim, Consultant (Korean REM); Debbie Durden (Synod PW Moderator); CeCe Armstrong, Consultant (AA REM);

**Corresponding Members Absent:** Tony Boada Davila, Consultant (Hispanic REM);

**Visioning Task Force Members Present:** Andy James, Co-Chair; Billie Sutter; Catherine Byrd; Danny Murphy; Jamil el-Shair

Open with prayer and reflection by Brian at 4:02 pm

Brian called on the Visioning Task Force to bring their presentation

Andy James ran through the VTF presentation of purpose and primary emphases for the future.

There were questions about what it would look like to move to a cash-based budget.

The presentation continued with deeper descriptions of the proposed structure and its design.

Reminder of the scheduled VTF Town Halls

**Motion to recommend the VTF Plan to the body of the synod from Ken, seconded by Hansler, discussion followed, unanimously approved.**

CeCe Armstrong led the group in prayer.

Motion to adjourn by Hansler, seconded, approved.

Meeting adjourned at 5:05 pm

Submitted by

Valerie Young  
Synod Executive  
& Stated Clerk

**ANDY HILL**

Atlanta, Georgia

**NONPROFIT CFO**

Chief Financial Officer for the Presbytery of Greater Atlanta. Oversee finances, property, and operations, working closely with Presbytery leadership, the Board of Directors, auditors, and committees to address finance and property issues.

Relocated from New York City in 2020 and left a twenty-year career in compliance and risk management at large global financial firms. Skilled in monitoring operations, analyzing risks, and tightening controls; engaged with senior management to prepare businesses for regulatory exams and audits.

**SKILLS**

Building Nonprofits  
Strategic Planning  
Evangelizing  
Preaching  
Mentoring  
Writing

Coordinating Firmwide Audits  
Advising on Re-Accreditation  
Facilitating Group Process  
Organizing Communities  
Motivating Teams  
Planning Events

Budgeting and Forecasting  
Implementing Policies  
Negotiating Contracts  
Designing Operations  
Managing an Office  
Organizing

**EDUCATION**

Master of Divinity, Pittsburgh Theological Seminary, Pittsburgh, PA, 2023  
Graduate Certificate in Nonprofit Finance, Cornell University, Ithaca, NY, 2023  
Graduate Certificate in Adaptive and Innovative Ministry, Pittsburgh Theological Seminary, 2019  
Graduate Certificate in Public Theology, Center for Faith and Justice, San Francisco, CA, 2018  
Bachelor of Science in Economics, University of Puget Sound, Tacoma, WA, 1997  
Qualified General Securities Principal, licensed in FINRA series 7, 66, 24.

**NONPROFIT EXPERIENCE**

**PRESBYTERY OF GREATER ATLANTA, Atlanta, GA**

2023-Current

**Director of Finance and Property**

*The Presbytery of Greater Atlanta is a \$20 million Mid Council Ministry supporting 85 chartered congregations (PCUSA) and over 40 New Church Developments in the Atlanta metro area.*

Finance:

- Produce updated financial reports monthly for all Presbytery leaders and committees.
- Coordinate the annual financial audit, working closely with auditors, accountant, and Financial Administrator to carry out field work and address issues and concerns.
- Oversee investment portfolio and endowment funds, ensuring distributions are appropriate for their restrictions.

- Work with Executive Presbyter and committee chairs to set annual budgets.
- Administer biennial grant cycles, setting application due dates, collecting applications, and supporting documents, organizing the Grants Committee to review applications and determine awards, and notifying recipients of awards and sending them out. Grants awarded YTD \$60,000.
- Reconcile the operating checking account monthly, working with the Financial Administrator to investigate and resolve imbalances.
- Ensure all invoices are paid, working closely with Financial Administrator to book expenses to the correct financial accounts in the accounting system.

Property:

- Manage fifteen properties of dissolved churches that were deeded back to the Presbytery.
- Maintain lease agreements with tenants of the properties.
- Implemented major capital improvements on two properties: new roofs, water damage repair, mold remediation, foundation waterproofing, landscaping, new HVAC. Eight projects YTD totaling \$150,000.
- Negotiated self-financed sale of a church property to its long-term tenant. Worked with Board of Directors, accountant, and attorneys to set terms, interest rate, and amortization schedule.
- Advised on lease renewals with preschools sharing space with existing congregations.
- Vetted two new church loan applications and coordinated approvals for the guarantees with the Board of Directors. Entire portfolio of guaranteed loans for over 20 churches is worth \$10 million.

Operations:

- Coordinate vendor access with ongoing service providers, such as pest control, janitorial services, security system, security guard, HVAC maintenance, lawn maintenance, water delivery, and waste management.
- Facilitate quarterly meetings for the Board of Directors, Finance Committee, and Property Committee, working with the chairs to finalize agendas, and moving action items forward.
- Change light bulbs as needed.

**ORMEWOOD CHURCH, Atlanta, GA**

2021 – 2023

**Operations Manager**

*Ormewood Church is a New Church Development organized under the Presbytery of Greater Atlanta.*

Finance:

- Log all financial transactions into Quickbooks and reconcile chart of accounts.
- Cleaned up entire chart of accounts in first two months and instituted a process for monthly line-item expense reconciliation.
- Produce monthly budget report; update all leaders, staff, and committees on variances and salient items.
- Assist in setting the annual budget with Pastor and Finance Committee, providing guidance and projections based on detailed knowledge of all income and expenditures.
- Track donations during giving campaigns and update leaders on changes in monthly donations.
- Coordinate with accountant on logging donor gifts and distributing tax receipts.
- Contracted with an insurance agent to secure full property and workers comp insurance policies.

Property:

- Manage two buildings by monitoring maintenance needs, coordinating and paying all service providers, stocking supplies, and vetting contractors for major repairs.
- Coordinated major repairs, including roof repair, water damage repair, parking lot repaving, tree removal, and contracted a local steel artisan and stonemason to build and install new outside handrails.

Operations:

- Oversee all space usage rentals, reviewing application submissions, coordinating rent payments, ensuring janitorial needs are met, and granting or revoking access to the buildings.
- Streamlined rental application.
- Increased rental income above pre-COVID levels.
- Negotiated contracts for long-term rentals, including two summer camps and two film shoots.
- Prepare for Sunday Worship by drafting and printing programs, coordinating volunteers, stocking coffee and communion supplies, cleaning the sanctuary, and occasionally leading worship and preaching.
- Process all accounts payable, including paychecks, vendor invoices, and 1099 contractor payments.
- Maintain church website, editing and building pages as needed.

**GRAFTED NYC, New York, NY**

2013 – 2023

**Executive Director and Board Member**

*Grafted NYC was a nonprofit community organization for LGBTQ Christians in New York City and provided weekly networking opportunities for anyone seeking faith-based friendships.*

- Assembled, as first Executive Director, a leadership team to develop the strategic vision of the organization.
- Engaged subject matter experts in web design and advertising to publicize the organization.
- Inspired participation by publicly expounding on topics like queer theology and community empowerment.
- Grew the organization to over 300 members within two years.
- Multiplied to five weekly small groups within three years.
- Launched public events featuring national leaders in the Queer Christian movement.
- Raised an annual operating budget of over \$15,000 from mostly younger members.
- Bequeathed our remaining \$11,000 to an organization that cares for homeless LGBTQ youth.

**COMMON GROUND CHURCH, New York, NY**

2018 – 2020

**Elder**

*Common Ground is a post-evangelical New Worshipping Community (PCUSA) targeted to exiles of large conservative churches.*

- Assisted the senior pastor by preaching quarterly.
- Designed Sunday operations and motivated volunteers to physically set up and tear down equipment.
- Wrote several blog posts for the website.
- Hosted rooftop parties to foster church-wide community building.
- Served on Board of Directors.
- Advised on budget.

## CORPORATE FINANCE EXPERIENCE

### **J.P. MORGAN CHASE, New York, NY**

2013 – 2020

#### **Control Manager, JPMorgan Securities**

*Control management team for U.S. brokerage business.*

- Improved over 100 controls designed to monitor conflicts of interest.
- Managed all tests of controls on committees, employee licensing, and regulatory oversight.
- Collaborated with business leaders to correct issues identified through testing.

#### **Supervisory Manager, Private Bank**

*Compliance team for alternative investments.*

- Approved marketing and advertising materials targeted to wealthy clients.
- Worked with portfolio managers and marketing teams to ensure materials conformed to firm standards.
- Reviewed approximately 4,000 pieces annually, an exceptionally high number compared to peers.
- Designed performance reports for senior managers to monitor discrepancies in workload contributions.

#### **Project Manager, Global Compliance**

*Chief Administrative Office for Global Compliance.*

- Built a continuity of business program that covered over 3,000 employees across 40 global office locations.
- Trained over 50 local plan owners on job functions and planning tools.
- Improved performance metrics from 60% effectiveness at start to 100% for last nine months in the role.

### **MORGAN STANLEY, New York, NY**

2006 – 2011

#### **Compliance and Risk Manager, Corporate Equity Solutions**

*Client service group for corporations granting stock and option awards to their employees.*

- Monitored global control environment for international trading platform with over 2.5 million client accounts.
- Investigated trade errors and weaknesses in trade processes.
- Managed controls testing program, overseeing a team of testers executing over 200 quarterly tests.
- Addressed 38 audit findings from both European and American examiners within two years.
- Led the business through five straight years of clean audits with zero findings.

### **CITIGROUP, New York, NY**

2001 – 2005

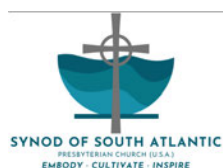
#### **Insurance Analyst, Smith Barney**

*Insurance Administration for U.S. brokerage business.*

- Analyzed product features against state insurance laws.
- Set up products on trading platform consistent with legal restrictions.
- Worked with technology to test and refine new trading system ahead of launch.

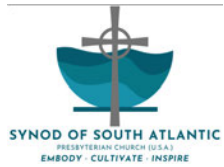
## Attachment BB: Treasurer Report

## Synod of South Atlantic

Balance Sheet  
as of 09/30/2024

Account Number	Account Name	Amount
<b>Assets</b>		
1110	EB-Operating Account	\$282,781.94
1210	PF - Transit Account	\$244.13
1311.116	VG General (\$1M)	\$1,791,324.42
1341.114	VG Gainesville (\$1.8M)	\$2,485,661.46
1361.104	VG Hawkins (\$400k)	\$513,137.00
1371.103	VG Hemphill (\$200k)	\$278,392.31
<b>Total Assets</b>		<b>\$5,351,541.26</b>
<b>Liabilities</b>		
2250	OTHER DEDUCTIONS	\$0.00
2290	FSA	\$-261.04
<b>Total for 2250 - OTHER DEDUCTIONS</b>		<b>\$-261.04</b>
2411	TIAA Visa	\$3,791.15
<b>Total Liabilities</b>		<b>\$3,530.11</b>
<b>Equity</b>		
3110.116	Unrestricted Fund Balance - Fund Balance	\$1,962,935.14
3210.107	TIAA Peacemaking - Fund Balance	\$775.44
3230.109	TIAA Westcott, NMPF, Others - Fund Balance	\$2,139.23
3260.112	TIAA Urie Schol (2.5k) - Fund Balance	\$3,207.51
3270.113	TIAA Synod Exec Sch (25k) - Fund Balance	\$24,480.82
3280.114	VG Gville Campus (1.8M) - Fund Balance	\$2,485,661.46
3310.101	PF Ogden Scholarship - Fund Balance	\$2,946.23
3320.102	PF Uderitz Memorial Sch - Fund Balance	\$13,785.76
3321.102	PF Uderitz - FL Church - Fund Balance	\$2,438.53
3330.103	VG Hemphill / Grants - Fund Balance	\$278,533.31
3340.104	VG Hawkins Long Term - Fund Balance	\$514,637.00
3350.105	PF Simpson Fund - Fund Balance	\$7,429.72
3360.106	TRUIST Spencer Memorial - Fund Balance	\$49,041.00
<b>Total Equity</b>		<b>\$5,348,011.15</b>
<b>Total Liabilities + Total Equity</b>		<b>\$5,351,541.26</b>





Attachment BB: Treasurer Report

Synod of South Atlantic  
 Budget: Current Month v. Year  
 for the period of 01/01/2024 to 09/30/2024

Account Number	Account Name	YTD			Current Month		
		Actual	YTD Budget	Difference	Actual	Budget	Difference
<b>Income</b>							
4000	Transfer from Reserves for CY use	\$62,819.00	\$62,819.00	\$0.00	\$0.00	\$0.00	\$0.00
4020	UNRESTRICTED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
4030.401	Per Capita	\$120,317.69	\$127,000.00	\$-6,682.31	\$21,102.29	\$16,000.00	\$5,102.29
4035.401	Prior Year Per Capita	\$17,542.29	\$20,000.00	\$-2,457.71	\$0.00	\$0.00	\$0.00
4040.402	Mission Giving	\$47,440.46	\$55,000.00	\$-7,559.54	\$10,875.01	\$7,000.00	\$3,875.01
4045.402	Prior Year Mission Giving	\$2,512.60	\$0.00	\$2,512.60	\$0.00	\$0.00	\$0.00
4060	Other Income	\$2,076.00	\$0.00	\$2,076.00	\$1,200.00	\$0.00	\$1,200.00
Total for 4020 - UNRESTRICTED		\$189,889.04	\$202,000.00	\$-12,110.96	\$33,177.30	\$23,000.00	\$10,177.30
4510	Bank Interest	\$4,418.64	\$3,375.00	\$1,043.64	\$472.02	\$375.00	\$97.02
4520	Investment Interest	\$1.81	\$0.00	\$1.81	\$0.00	\$0.00	\$0.00
4620	Miscellaneous Income	\$438.01	\$0.00	\$438.01	\$54.77	\$0.00	\$54.77
Total Income		\$257,566.50	\$268,194.00	\$-10,627.50	\$33,704.09	\$23,375.00	\$10,329.09
<b>Expense</b>							
6100	RACIAL ETHNIC MINISTRIES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6110	Korean American Ministry	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00
6120	African American Ministry	\$861.00	\$15,000.00	\$-14,139.00	\$0.00	\$0.00	\$0.00
6130	Hispanic American Ministry	\$7,500.00	\$15,000.00	\$-7,500.00	\$0.00	\$0.00	\$0.00
Total for 6100 - RACIAL ETHNIC MINISTRIES		\$23,361.00	\$45,000.00	\$-21,639.00	\$0.00	\$0.00	\$0.00

Attachment BB: Treasurer Report  
YTD

Account Number	Account Name	YTD			Current Month		
		Actual	YTD Budget	Difference	Actual	Budget	Difference
6200	NETWORKING MINISTRIES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6210	Smaller Cong (ASC)	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00
6220	Grants	\$0.00	\$11,250.00	\$-11,250.00	\$0.00	\$1,250.00	\$-1,250.00
6230	Special Projects	\$4,466.03	\$15,243.39	\$-10,777.36	\$5,000.00	\$1,693.71	\$3,306.29
Total for 6200 - NETWORKING MINISTRIES		\$9,466.03	\$31,493.39	\$-22,027.36	\$5,000.00	\$2,943.71	\$2,056.29
6300	OTHER MINISTRIES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
6310	Pby Leader Formation	\$2,000.00	\$4,500.00	\$-2,500.00	\$0.00	\$500.00	\$-500.00
6320	Synod Pby Leaders Forum	\$6,449.30	\$6,000.00	\$449.30	\$0.00	\$0.00	\$0.00
6340	Special Gatherings	\$4,938.21	\$3,750.03	\$1,188.18	\$-60.00	\$416.67	\$-476.67
Total for 6300 - OTHER MINISTRIES		\$13,387.51	\$14,250.03	\$-862.52	\$-60.00	\$916.67	\$-976.67
5411	Stated Meeting	\$0.00	\$1,874.97	\$-1,874.97	\$0.00	\$208.33	\$-208.33
5412	Committee Expenses	\$12,483.43	\$7,499.97	\$4,983.46	\$3,139.41	\$833.33	\$2,306.08
5414	Moderator's Training	\$0.00	\$1,125.00	\$-1,125.00	\$0.00	\$125.00	\$-125.00
5451	Judicial	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5451.102	PJC Training	\$0.00	\$3,750.03	\$-3,750.03	\$0.00	\$416.67	\$-416.67
Total for 5451 - Judicial		\$0.00	\$3,750.03	\$-3,750.03	\$0.00	\$416.67	\$-416.67
5525	Phones	\$1,814.55	\$1,874.97	\$-60.42	\$201.44	\$208.33	\$-6.89
5535	Office Supplies/ Postage	\$4,545.56	\$4,500.00	\$45.56	\$633.42	\$500.00	\$133.42
5580	Staff Travel	\$205.12	\$187.47	\$17.65	\$0.00	\$20.83	\$-20.83
5590	Software	\$1,814.40	\$2,200.00	\$-385.60	\$0.00	\$0.00	\$0.00
5710	Admin	\$14,994.00	\$15,000.03	\$-6.03	\$1,666.00	\$1,666.67	\$-0.67
5720	Accounting	\$10,678.92	\$9,749.97	\$928.95	\$1,175.25	\$1,083.33	\$91.92
5730	Total Tech	\$0.00	\$225.00	\$-225.00	\$0.00	\$25.00	\$-25.00
5740	Communications	\$4,664.87	\$6,000.00	\$-1,335.13	\$37.50	\$0.00	\$37.50
5610	Insurance	\$3,702.00	\$7,000.00	\$-3,298.00	\$0.00	\$0.00	\$0.00
5611	Audit	\$7,500.00	\$8,000.00	\$-500.00	\$0.00	\$0.00	\$0.00
5110	SE/SC	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5120	SE/SC Salary	\$81,999.90	\$80,250.03	\$1,749.87	\$8,916.66	\$8,916.67	\$-0.01

## Attachment BB: Treasurer Report

		YTD			Current Month		
Account Number	Account Name	Actual	YTD Budget	Difference	Actual	Budget	Difference
5122	SE/SC BOP	\$16,633.89	\$17,212.50	\$-578.61	\$1,848.21	\$1,912.50	\$-64.29
5123	SE/SC Payroll Tax	\$6,204.14	\$6,912.00	\$-707.86	\$674.47	\$768.00	\$-93.53
5124	SE/SC Retirement Benefit	\$5,175.00	\$5,175.00	\$0.00	\$575.00	\$575.00	\$0.00
5125	FSA Fees	\$35.10	\$35.10	\$0.00	\$3.90	\$3.90	\$0.00
Total for 5110 - SE/SC		\$110,048.03	\$109,584.63	\$463.40	\$12,018.24	\$12,176.07	\$-157.83
5200	SE/SC EXPENSE REIMBURSEMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5201	SE/SC Continuing ED	\$2,479.43	\$1,874.97	\$604.46	\$0.00	\$208.33	\$-208.33
5202	SE/SC Travel	\$18,799.22	\$13,500.00	\$5,299.22	\$854.89	\$1,500.00	\$-645.11
5203	SE/SC Professional Expense	\$647.82	\$1,500.03	\$-852.21	\$121.95	\$166.67	\$-44.72
Total for 5200 - SE/SC EXPENSE REIMBURSEMENT		\$21,926.47	\$16,875.00	\$5,051.47	\$976.84	\$1,875.00	\$-898.16
6410	Miscellaneous Expense	\$297.43	\$0.00	\$297.43	\$0.00	\$0.00	\$0.00
Total Expense		\$240,889.32	\$286,190.46	\$-45,301.14	\$24,788.10	\$22,998.94	\$1,789.16
<b>Total</b>		\$16,677.18	\$-17,996.46	\$34,673.64	\$8,915.99	\$376.06	\$8,539.93

## PRESBYTERY PER CAPITA & MISSION GIVING AS OF September 30, 2024

	Per Capita	Mission Giving	<b>Total</b>	Per Capita Yearly Goal	YTD %	Mission Giving Yearly Goal	YTD %
110 - Central Florida	9,035.01	1,186.41	<b>10,221.42</b>	19,446.00	46%	12,964.00	9%
125 - Charleston Atlantic	14,250.00	3,750.00	<b>18,000.00</b>	20,601.00	69%	13,734.00	27%
128 - Cherokee	4,911.46	1,175.68	<b>6,087.14</b>	5,454.00	90%	3,636.00	32%
218 - Flint River	2,894.37	1,929.58	<b>4,823.95</b>	3,969.00	73%	2,646.00	73%
221 - Florida	554.00	285.10	<b>839.10</b>	6,651.00	8%	4,434.00	6%
223 - Foothills	9,471.75	3,157.25	<b>12,629.00</b>	18,943.50	50%	12,629.00	25%
254 - Greater Atlanta	19,109.67	4,375.00	<b>23,484.67</b>	44,689.50	43%	29,793.00	15%
442 - New Harmony	7,386.88	4,924.69	<b>12,311.57</b>	9,849.00	75%	6,566.00	75%
472 - Northeast Georgia	6,523.92	1,125.00	<b>7,648.92</b>	8,698.50	75%	5,799.00	19%
528 - Peace River	6,720.98	4,480.50	<b>11,201.48</b>	17,913.00	38%	11,942.00	38%
554 - Providence	7,511.00	3,516.39	<b>11,027.39</b>	8,319.00	90%	5,546.00	63%
579 - St. Augustine	9,816.00	6,664.00	<b>16,480.00</b>	14,815.50	66%	9,877.00	67%
624 - Savannah	2,595.78	1,800.00	<b>4,395.78</b>	5,191.50	50%	3,461.00	52%
704 - Tampa Bay	7,807.48	43.76	<b>7,851.24</b>	16,321.50	48%	10,881.00	0%
713 - Trinity	5,631.89	8,709.00	<b>14,340.89</b>	16,737.00	34%	11,158.00	78%
714 - Tropical Florida	6,097.50	318.10	<b>6,415.60</b>	8,128.50	75%	5,419.00	6%
<b>TOTAL</b>	<b>120,317.69</b>	<b>47,440.46</b>	<b>167,758.15</b>	<b>225,727.50</b>	53%	<b>150,485.00</b>	32%

## **ARC Committee Report for Synod Meeting November, 2024**

The ARC Committee has reviewed and recommends to the Synod of the South Atlantic that the attached proposed covenant agreement with Eckerd College be approved. This covenant represents a simplified format that we hope to use for other covenants as well.

Submitted, Jeanne Simpson

Attach. Proposed Eckerd College Covenant

## **The Covenant between the Synod of the South Atlantic and Eckerd College**

Eckerd College, in covenant with the Synod of the South Atlantic, affirms its historic affiliation to the Presbyterian Church (USA) and the vibrant embodiment of an academically rich and pluralistic liberal arts education that has been one of the hallmarks of the Presbyterian Church (USA). The history of the Presbyterian Church has been characterized from its beginning by a commitment to education. Both John Calvin and John Knox were passionate advocates of learning and education, and the history of American higher education reflects the imagination and emphatic involvement of the Presbyterian church in establishing and nurturing colleges and universities.

Therefore, while Eckerd College embraces its institutional culture of enhancing the full variety of religious experience, and is governed by an independent board of trustees, it proudly affirms its natal connection and covenant with the Presbyterian Church (USA).

Eckerd College educates and empowers students to develop the knowledge and skills critical to personal and intellectual growth, global citizenship, environmental stewardship, transformational leadership, and lifelong learning through innovative, high-impact programs centered in the liberal arts and sciences.

The College offers students a uniquely personal educational experience within a welcoming, inclusive, and intergenerational campus culture that encourages free inquiry and open expression; values close relationships of trust, civility, and respect; and depends on the extraordinary leadership of a committed and caring faculty and staff. Eckerd College changes lives, and Eckerd graduates change the world.

Synod of South Atlantic in covenant with Eckerd College, will pray regularly that the students, faculty and staff of the College might find intellectual, physical and spiritual wholeness; support Eckerd College and its mission throughout the Presbyterian Church (USA); promote the College through Synod newsletters, website, and social media; maintain regular communication with the College Chaplain; embrace Eckerd College as a locus not only of the church's teaching, but also for the church's learning, especially as a source of information about the culture of contemporary young adults; and celebrate the relationship between church and college that God may be glorified.

This covenant can be reviewed at the request of either party in a process agreed upon by both.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

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James J. Annarelli, PhD.  
President  
Eckerd College

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Valerie Young  
Synod Executive & Stated Clerk  
Synod of South Atlantic, PC(U.S.A.)

## **BUDGET AND FINANCE COMMITTEE**

### **Report to the Synod of the South Atlantic**

**November 16, 2024**

#### **Committee Members:**

Rev. Christina Greenawalt, Chair - Central Florida; Timothy Cureton - Providence; Don Mowat – Florida; Sonya Dawson – Foothills; Lois McGill – Peace River; Karen Wismer – Peace River

**Corresponding Member:** Jodi Dodge, Synod Treasurer – St. Augustine

**Synod Staff:** Valerie Young, Synod Executive/Stated Clerk

#### **The purpose of the Budget and Finance Committee (BFC):**

To ensure that proper oversight is given to the finances of the Synod in regard to current and future budgets, as well as investments. This includes:

- Propose the budget to the Synod,
- Monitor expenditures during each fiscal year and recommend changes necessary during the year to EAC,
- Provide for the review of an annual audit,
- Serve as the investment committee of the Synod,
- Review annually the Synod's investment policy,
- Oversee the reserve funds of the Synod and the allocation of these funds,
- Oversee the volunteer Treasurer of the Synod.

#### **Work of the BFC since the February Synod Meeting:**

1. *Synod Funds Overview report* – Please take note of this for the MSC report recommendation for the Grants & Scholarship Program
2. *2025 Budget*- will be part of the full report from the Visioning Task Force
3. *COLA* – Suggested a COLA to the Visioning Task Force for 2024 as part of the budget preparations.
4. *Jodi Dodge* – Will be stepping down as the Synod Treasurer after 8 faithful years of service. She has volunteered her time with grace, intelligence, passion and integrity. The PFC would like to give thanks to Jodi for all the ways she has supported the work of the Synod.
5. *Job Description for Synod Treasurer* – the BFC reviewed and recommended a job description to the EAC as they search for a new Treasurer.
6. *Request for Proposal* -The BFC decided to wait until 2025 to make a request for proposal since the committee looked closely and changed the type of overview structure our investments have in 2023.
7. *Hear of Gratitude and Generosity*- Synod Exec and Committee Chair, sent hand written notes to each of the presbyteries thanking them for their continued support of the synod.

## Synod of South Atlantic - Overview of Funds

8/31/2024

Fund Name	Location	Objectives	Balance as of 8-23-2024	Distribution Policy
Peacemaking		Available for Synod-based representatives to participate in peacemaking activities.	\$775.44	<sup>1</sup> Ministry Support Committee (MSC) awards funds.
Capital Fund		Unused budgeted money for Synod Executive Auto Expense is accumulated and to be used to fund a new auto when needed to replace fully depreciated old automobile	???	<sup>2</sup> Executive Administrative Commission (EAC) disburses.
Westcott, Nat'l Mission Partnership, Other		Established by George Lamar Westcott. Uses for this money shall include, but are not limited to, scholarships for conference attendees and other special projects related to Synod's mission.	\$2,139.23	<sup>3</sup> Funds can be administered at the discretion of the Synod Executive.
Urie Scholarship		Established by Robert M. Urie on November 21, 1995 with no record for use of this fund other than some type of scholarship. The Synod determined use for the education of ruling elders.	\$3,207.51	Current policy indicates that the corpus can be spent <sup>4</sup> .
Synod Executive Scholarship		Given in honor of "Reg" Parsons upon his retirement as Synod Executive, this fund is to support continuing education (workshops, seminars) for pastors, Christian educators and church staff. Priority is for those who have no continuing education funds available.	\$24,480.82	The original motion from the 2012 stated meeting indicates that this is temporarily restricted, with only interest used to provide scholarships. <u>EAC action 10.4.19</u> : all funds be put into cash to spend down balance over next three (3) years. <u>EAC action 03.12.20</u> : Use over the next three (3) years, as it meets the intended purpose, to help fulfill the adopted Synod mission and ministry purpose.

<sup>1</sup> Synod of South Atlantic Designated Accounts Revised 9.13.01

<sup>2</sup> Finance & Investment Policy Revised 3.2008

<sup>3</sup> Finance and Audit Committee Minutes 3.17.2005

<sup>4</sup> EAC Minutes 10.4.2019/Overview of Synod Funds Workpaper 3.9.2021



## Synod of South Atlantic - Overview of Funds

8/31/2024

Fund Name	Location	Objectives	Balance as of 8-23-2024	Distribution Policy
Gainesville Campus		Supports campus ministry at First Presbyterian Church, Gainesville, Florida; primarily for students at University of Florida and Santa Fe College. The ministry is evaluated every year by the Presbytery of St. Augustine. Synod evaluates every five (5) years, with next scheduled review in 2027.	\$2,439,331.09	<sup>5</sup> EAC action 03.16.18: Distribution to be the greater of \$81,000 or 4% of the fund balance as of June 30 of the prior year, paid semi-annually. The policy allows corpus of \$1,800,000 to be used if earnings do not support the payment of \$81,000. <u>EAC action 01.31.22</u> : Distribution to be calculated as the greater of \$81,000 or 4% of the fund balance [account market value as reported on the Synod monthly balance sheets] averaged over the past 36 months.
Ogden Scholarship	Presbyterian Foundation 9/30/1984	Established by John and Phyllis Ogden "for the furtherance of the Synod's educational program with priority to be given, if possible to Florida Presbyterian College, St. Petersburg, Florida as long as the College is part of the program of the Synod." The balance is endowment income received annually.	\$2,946.23	<sup>6</sup> Entire balance is available for distribution. Preference is given to Eckerd College, but MSC can award if Eckerd does not avail.
Uderitz Memorial Scholarship	Presbyterian Foundation/New Covenant Trust, Trustee Agent	Established by Edward Uderitz for the purpose of scholarship for deserving students or adults to further Christian and higher education. Synod is Trustee of this fund; Income from trust account is paid out quarterly.	\$13,785.76	<sup>7</sup> Entire balance is available for distribution. MSC awards funds. Annual distribution from Presbyterian Foundation.

<sup>5</sup> EAC Minutes 2018/Overview of Synod Funds Workpaper, 3.9.2021

<sup>6</sup> United Presbyterian Foundation Agreement, 11.11.1971

<sup>7</sup> Irrevocable Declaration of Trust, 8.15.1960

## Synod of South Atlantic - Overview of Funds

8/31/2024

Fund Name	Location	Objectives	Balance as of 8-23-2024	Distribution Policy
<b>Uderitz Memorial For FL Churches</b>	Presbyterian Foundation/New Covenant Trust, Trustee Agent	Established by Edward Uderitz to be used to develop physical structure and equipment in churches in Florida. Synod is Trustee of this fund; Income from trust account is paid out quarterly.	<b>\$2,438.53</b>	
<b>Hemphill Grants</b>	Vanco	Established by Mary E. Hemphill through the Synod of South Carolina to provide loans (maximum \$20,000) at favorable interest rates for church construction/renovation or purchasing new properties. In 2014, the Synod amended this to provide grants to small churches with a membership of 100 or less in <b>South Carolina</b> , for church building improvement/relief.	<b>\$273,344.35</b>	<sup>8</sup> The Association of Smaller Congregations (ASC) determines grant winners and Synod distributes funds. Distribution formula recommended (See below).
<b>Hawkins (Long Term)</b>		Established by Howard and Isabella Hawkins to provide for a theological student scholarship fund with a corpus of \$400,000 invested.	<b>\$504,572.61</b>	<sup>9</sup> Funds will be available for distribution beginning 2022 with MSC determining awards. Distribution formula recommended (See below).
<b>Simpson Fund</b>	Presbyterian Foundation 4/26/1990	Established by Thomas Simpson to be used " <i>as its Board shall determine</i> ". The balance is annual endowment income.	<b>\$7,429.72</b>	<sup>10</sup> MSC awards funds.

<sup>8</sup> Documents date back to 11.1998 but was likely established earlier. Originally as a loan program, converted to a grant program by action of the 2014 Stated Meeting of the Synod of South Atlantic.

<sup>9</sup> Overview of Synod Funds Workpaper 3.9.2021/Howard and Isabella Hawkins Funds Guidelines – approved by EAC, 11.9.2018.

<sup>10</sup> Presbyterian Church USA Foundation Agreement, 4.25.19XX (Unreadable date)

Fund Name	Location	Objectives	Balance as of 8-23-2024	Distribution Policy
<b>Spencer Memorial</b>	Truist Wealth	Established by Hazel Spencer, in the name of her son Robert Olan Spencer, providing \$500 scholarships to assist worthy students. The balance is an annual distribution of 5% of the fund from <i>Truist Wealth</i> beginning January 2022.	\$49,041.00	<sup>11</sup> Entire balance is available for distribution. The Synod office distributes two (2) \$500 awards per presbytery per year. Awards may go to either the same person or to two (2) different people as determined by the Presbytery.
<b>General Fund</b>		Unrestricted funds available for use as the Synod sees fit. In recent years, the only use of these investment funds has been to supplement the Synod's operating budget.	\$1,920,500.19	<sup>12</sup> Distribution formula recommended (See below).

**Distribution Formula for Hemphill, Hawkins and the General Fund Recommendation:**

To calculate the distribution formula, the average account market value as reported on Synod's monthly balance sheets for the previous 36 months shall be multiplied by 4%. In the event there is not 36 months of account market value history, the average account market values for as many months as possible should be used.

*This distribution formula applies to Hemphill, Hawkins and the General Fund.*

**Note for clarification:** Only the amount for approved grants shall be moved to a cash account for distribution. Any monies earmarked for distribution not used for the designated purpose will remain in the investment account.

<sup>11</sup> Spencer Last Will and Testament, 6.27.1963

<sup>12</sup> Overview of Synod Funds Workpaper, 3.9.2021

## Committee on Representation

Report to Synod Assembly  
November 16, 2024

The committee met multiple times via zoom and via phone calls as a group and individual communications between members. The committee focused on coming up with nominees for the Permanent Judicial Commission (PJC) and submitting those names to the Synod membership for consideration and selection to the PJC.

The committee would normally address identifying members for consideration to the various committees of the Synod and present those individuals at the fall meeting. The work of the committee was put on hold pending receipt of the recommendations of the Visioning Task Force to the body for its action.

The committee stands ready to proceed with its required duties pending guidance from the Synod Assembly.

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The following are nominated to serve on the Synod Permanent Judicial Commission:

FIRST NAME	LAST NAME	PRESBYTERY	Class	O	E	G
Bill	Teng	PEACE RIVER	2026	TE	A	M
Don	Johnson	ST AUGUSTINE	2030	TE	B	M
Cassandra	Daniels	TRINITY	2030	RE		F
Joanne	Sizoo	PROVIDENCE	2026	TE	W	F
Margaret	Venable	CHEROKEE	2026	RE		F
Roy	Martin	FLORIDA	2028	TE	W	M
Frank	Colclough	New Harmony	2030	TE	B	M
	VACANT	Tampa Bay	2030			
	VACANT	Central Florida	2030			

### Introductions:

#### Teaching Elder, Bill Teng - Peace River Presbytery

Born and raised in Hong Kong, the Rev. William (Bill) Teng is a fourth-generation Presbyterian minister. After concluding 40 years of active ministry, Bill retired from called ministry in 2019 in order to serve in transitional ministry. He has since served as interim pastor at Ardmore Presbyterian Church, in the Philadelphia area, Trinity Presbyterian Church in Venice, FL, and currently at Covenant Presbyterian Church in Fort Myers, FL.

Bill was elected to the A Corp Board in 2018 and served as its co-chair (2020-22) and was re-elected in 2022 to serve another 4-year term. He was also appointed to serve on the Commission to Unify the Office of the General Assembly and the Presbyterian Mission Agency and in 2022, representing the A Corp Board. Bill is also a volunteer chaplain with the Civil Air Patrol, the auxiliary of the United States Air Force, with the rank of Major. He and his wife, Karen, reside in Lake Suzy, Florida.

### **Teaching Elder, Don J. Johnson - St. Augustine Presbytery**

Pastor Johnson earned a Master of Divinity from Johnson C. Smith Theological Seminary at the ITC, and a Masters in Human Resources and Development from Webster University. He is married to Rene Johnson, they have two children, a daughter DaNadia and a son Chandler.

Rev. Johnson pastored the Lochearn Presbyterian Church in Baltimore, Maryland, the St. Luke Presbyterian Church in Orangeburg, South Carolina, Butler Memorial Presbyterian Church in Savannah Georgia, and is currently the pastor of Woodlawn Presbyterian in Jacksonville Florida. Rev. Johnson's mission is to lead people into a relationship with Jesus Christ through the teaching and preaching of God's word.

### **Ruling Elder, Cassandra Daniels - Trinity Presbytery**

Greetings, I am Cassandra Daniels, single mother of one adult son. I am a retired Social Worker with the State of South Carolina. My professional career included working with the Department of Disabilities and Special Needs and the Department of Social Services. Working with children and families in both Foster Care and Adoptions afforded me the opportunity to extend grace as grace was extended to me. I am currently serving as the Clerk of Session within my congregation. I also serve in the Presbyterian Women, Commission on Ministry, and represent my local church in the area "cluster" group. I have always seen my service through the church as my calling and apply the passage of scripture from 1 Peter 4:10, *"...Each of you should use whatever gift you have received to serve others as faithful stewards of God's grace in it's various forms."*

### **Teaching Elder, Joanne Sizoo - Providence Presbytery**

Originally from Los Angeles, God's wonderful sense of humor has had me in the Carolinas since 2003. I've been a parish pastor in all the "O" states, California and both the Carolinas. I've served on Committee on Ministry in 4 presbyteries, Committee on Preparation for Ministry, and PJC in 2 presbyteries, and Synod level Committee on Representation. I served at the national level on the Advocacy Committee for Women's Concerns for 6 years. I've got a spouse, 5 kids spread from California to Ireland, 5 grandsons and 2 dogs.

### **Ruling Elder, Margaret Venable - Cherokee Presbytery**

Dr. Margaret Venable retired from the University System of Georgia in May of 2023. During her 32 years in the USG, she served in many roles including president of Dalton State College. She now works part-time as a higher education executive search consultant. Dr. Venable is active in the Dalton community as a Rotarian, Board member for the Community Foundation of Northwest Georgia and the GreenHouse. She is a lifelong Presbyterian and is currently a member of First Presbyterian Church of Dalton. Her adult son and daughter-in-law live in Charlottesville, Virginia.

### **Teaching Elder, Roy Martin - Presbytery of Florida**

Born and raised in Fredericksburg, VA, BA in Religion from what is now the University of Mary Washington, D. Min from what is now Union Presbyterian Seminary.

Ordained in 1983 in Hanover Presbytery. Associate Pastor, St. Marks Presbyterian Church, Bayonet Point, FL; Pastor, Lower Brandywine Presbyterian Church, Wilmington, DE; Head of Staff, First Presbyterian Church, Lake City, FL; Transitional General Presbyter, Shenandoah Presbytery; General Presbyter, Presbytery of Florida. Now retired.

Submitted by,

Hansler Bealyer  
Chair, Committee On Representation

## Report of the Ministry Support Committee to The Synod of the South Atlantic November 16, 2024

1. **The Ministry Support Committee of the Synod met in July/August 2024 to review applications and award scholarships with available funds.**

Members: Steve Austin, Jan Lewis, Ray Bell, Billie Sutter, Dawn Neff, Margaret Brooks, Sarah Bishop, Sommer Bower, Jackie Rembert, & Ken Whitehurst. Staff: Valerie M. Young.

The following applications were reviewed and approved:

### Hawkins Scholarship Review -

Name	Requested	Awarded
B. Mitchell	3,712.50	3,712.50
Foothills		
C. Banks	500	500
J. Grant	500	500
L. Hoyt	500	500
S. Cornell	500	500
A. Taylor	500	500
J. Lukefahr, (DMin)	17,995	0
M. Ruthven	8,000	2,013.50
M. Scine	3,700	3,700
J. Tammera	4,850	4,850
L. Wolford	12,000	2,013.50
Hodges Blvd PC	PMA Restricted. \$1,000	Endorsed to PMA

2. **The Ministry Support Taskforce and MSC Committee reviewed and recommended updates to the online scholarship and grants application. Priority will be given to students who are:**

- Members of a PC(USA) congregation or presbytery within the bounds of the Synod of South Atlantic
- Are M.Div. student, under care of a presbytery of the synod of South Atlantic
- In an accredited or presbytery-approved course of theological study
- In need of financial scholarship assistance
- *Students not meeting these requisites may be considered on a case-by-case basis at the discretion of the Ministry Support Committee.*
- *Priority for seminary scholarships shall be given to persons pursuing the M.Div. degree, or other presbytery-approved programs, in preparation for meeting the requirements for various ministry vocations, including parish ministry.*
- [Online form will be available for 2025 applicants]

3. **The Ministry Support Committee received the Grants/Scholarships/Guidelines recommendations of the Grants Scholarships Taskforce which align with the work of the Synod Visioning Taskforce and recommends this work to the Synod of South Atlantic for approval:**
  - A. Guidelines
  - B. Scholarships
  - C. Grants

Submitted by Ken Whitehurst  
Chairperson

Fund Name	Held by	Objectives/Directives	Available as of 6-30-2024	Distribution Policy	Application Deadline
<b>Scholarships for Theological Education</b>					
<b>Hawkins (Long Term)</b>	Vanco Corpus: \$400,000	Established by Howard and Isabella Hawkins to provide for a <b>theological student scholarship</b> fund with a corpus of \$400,000 invested.	<b>Spend Rate</b>	<sup>1</sup> Funds will be available for distribution beginning 2022 with MSC determining awards. Distribution formula recommended (See below).	<b>May 15</b>
<b>Spencer Memorial</b>	Truist Wealth	Established by Hazel Spencer, in the name of her son Robert Olan Spella, providing \$500 scholarships to assist worthy students. The balance is an annual distribution of 5% of the fund from <i>Truist Wealth</i> beginning January 2022.	<b>\$49,041.00</b>	<sup>2</sup> Entire balance is available for distribution. <b>PC(USA) students attending seminary (internal decision for award funding based on combined application). Process to be combined with Hawkins</b>	<b>May 15</b> (Truist sends funds figured from previous year in May to Sept- we use in following year)

<sup>1</sup> Overview of Synod Funds Workpaper 3.9.2021/Howard and Isabella Hawkins Funds Guidelines – approved by EAC, 11.9.2018.

<sup>2</sup> Spencer Last Will and Testament, 6.27.1963



Fund Name	Held by	Objectives/Directives		Distribution Policy	Application Deadline
<b>Uderitz Memorial Scholarship</b>	Presbyterian Foundation/New Covenant Trust, Trustee Agent	Established by Edward Uderitz for the purpose of scholarship for deserving students or adults to further Christian and higher education. <b>Synod is Trustee of this fund; Income from trust account is paid out quarterly.</b>	<b>\$13,057.57</b>	<sup>3</sup> Entire balance is available for distribution. Annual distribution from Presbyterian Foundation.	<b>May 15</b>
<b>Urie Scholarship</b>	TIAA Corpus \$2,500	Established by Robert M. Urie on November 21, 1995 with no record for use of this fund other than some type of scholarship. The Synod determined use for the education of ruling elders.	<b>\$3,207.51</b>	Current policy indicates that the corpus can be spent <sup>4</sup> . <b>Recommend combining application process with Uderitz Memorial Scholarship</b>	
<b>Synod Executive Scholarship</b>	TIAA Corpus \$25,000	Given in honor of “Reg” Parsons upon his retirement as Synod Executive, this fund is to support continuing education (workshops, seminars) for pastors, Christian educators and church staff. Priority is for those who have no continuing education funds available.	<b>\$24,630.82</b>	<b>Recommend investment; Funds administered at the discretion of the Synod Executive.</b>	

**Distribution Formula for Hemphill, Hawkins and the General Fund Recommendation:**

To calculate the distribution formula, the average account market value as reported on Synod’s monthly balance sheets for the previous 36 months shall be multiplied by 4%. In the event there is not 36 months of account market value history, the average account market values for as many months as possible should be used.

*This distribution formula applies to Hemphill, Hawkins and the General Fund.*

**Note for clarification:** Only the amount for approved grants shall be moved to a cash account for distribution. Any monies earmarked for distribution not used for the designated purpose will remain in the investment account.

<sup>3</sup> Irrevocable Declaration of Trust, 8.15.1960

<sup>4</sup> EAC Minutes 10.4.2019/Overview of Synod Funds Workpaper 3.9.2021

Fund Name	Location	Objectives/Directives	Available as of 6-30-2024	Distribution Policy	Application Deadline
<b>Cultivating Community</b>	TIAA <i>(Funds come from Peacemaking offering; Simpson Fund; and budget)</i>	Synod of South Atlantic Presbyteries, Churches, and PC(USA) affiliated entities within the synod for projects/programs focused on cultivating community partnerships and peacemaking efforts.	<b>\$758.15</b> <b>Add a minimum \$5,000 per year from budget</b>	<sup>1</sup> Ministry Support Committee (MSC) awards funds.	<b>October 1</b>
<b>Uderitz Memorial For FL Churches</b>	Presbyterian Foundation/New Covenant Trust, Trustee Agent <i>Synod is Trustee of this fund; Income from trust account is paid out quarterly.</i>	Established by Edward Uderitz to be used to develop physical structure and equipment in churches in Florida.	<b>\$1,733.88</b>	<sup>2</sup> Entire balance is available for distribution. Annual distribution from Presbyterian Foundation.	<b>October 1</b>
<b>Hemphill Grants</b>	Vanco Corpus: \$200,000	Established by <sup>3</sup> Mary E. Hemphill through the Synod of South Carolina.  Grants to small churches with a membership of 100 or less in <b>South Carolina</b> , for church building improvement/relief.	<b>Spend Rate \$10,000 paid in 2024</b>	<b>MSC awards funds in accordance with the distribution formula.</b>	<b>October 1</b>

<sup>1</sup> Synod of South Atlantic Designated Accounts Revised 9.13.01

<sup>2</sup> Irrevocable Declaration of Trust, 8.15.1960

<sup>3</sup> Documents date back to 11.1998 but was likely established earlier. Originally as a loan program, converted to a grant program by action of the 2014 Stated Meeting of the Synod of South Atlantic.

Fund Name	Location	Objectives/Directives	Available as of 6-30-2024	Distribution Policy	Application Deadline
Simpson Fund	Presbyterian Foundation 4/26/1990	Established by Thomas Simpson to be used "as its Board shall determine". The balance is annual endowment income.	\$7,201.92	Recommend combining with Cultivating Community Grant	
GAINESVILLE	Vanco		Spend Rate \$90,860 paid in 2024		GAINESVILLE
Inspiring Ministry	From annual budget	For Presbyteries & congregations within the synod for new mission/ministry programs or projects. Follow up impact assessment required.	\$15,000 (2024)		October 1

**Distribution Formula for Hemphill, Hawkins and the General Fund Recommendation:**

To calculate the distribution formula, the average account market value as reported on Synod's monthly balance sheets for the previous 36 months shall be multiplied by 4%. In the event there is not 36 months of account market value history, the average account market values for as many months as possible should be used.

*This distribution formula applies to Hemphill, Hawkins and the General Fund.*

**Note for clarification:** Only the amount for approved grants shall be moved to a cash account for distribution. Any monies earmarked for distribution not used for the designated purpose will remain in the investment account.

***Any PC(U.S.A.) affiliated organization within the Synod of South Atlantic may apply for grants.***

*Recipient organizations become partners with the synod upon approval. As such, the synod requires that a follow up impact assessment be submitted within 6 months of the project/program completion or implementation of an ongoing ministry.*

Grants/Scholarships will not be remitted directly to an individual person/applicant. Instead, funds will be remitted to the church, presbytery, college, seminary, event, or sponsoring 501(c)3 organization.

Applications may require endorsement by a session, presbytery, or institution. Some may require a letter of recommendation from the presbytery of membership. Every grant or scholarship application is forwarded to presbytery leadership for comment prior to consideration by the committee.

Recipient organizations will, wherever project/program funding is mentioned, acknowledge the Synod of South Atlantic as a partner.

**Grants Decision Making Process:**

Each application is considered in light of the synod's demographic region. This distribution of funds, in so much as possible, will reflect this diversity of needs and geography.

- 3 states
- 16 presbyteries
- 9 covenant partnerships
- Large diversity of membership

Where applicable, priority will be given to applicants that represent partnerships with two or more congregations, presbyteries, institutions related to synod by covenant, and multicultural missions/ministries.

Many grants originate from funding sources that carry donor restrictions. Those restrictions will be strictly followed by the committee.

Applications submitted no later than midnight of the deadline will generally be considered within 3 weeks. Late applications will not be considered but *may* be held for the next grant period.

*Generally*, grants will not be disbursed in arrears of the project/program.

Comments by presbytery leadership will be considered with each application.

**Scholarship Decision Making Process:**

Scholarships are open to those PC(USA) members and students from within the Synod of South Atlantic.

Priority for seminary scholarships shall be given to persons pursuing the M.Div. degree or its equivalent, or other presbytery-approved programs, in preparation for meeting the requirements for various ministry vocations, including parish ministry.

Attachment FF: Ministry Support  
**Racial Ethnic Ministries**

***Report by Rev. Joo Hoon Kim, Consultant Korean Ministries, October 2024***

**1. Crossroads Synod Youth Retreat: July 1-4, 2024**

The Crossroads Synod Youth Retreat was held at the same venue as the family retreat, from July 1 to 4, 2024, at the Ridgecrest Conference Center, under the leadership of the Korean Presbyterian Council of the South Atlantic Synod. A total of 334 people attended, including 243 students, 53 counselors, volunteers, praise team members, and pastors from 18 churches.

The theme of this year's retreat was "Dare to Dream," encouraging students to pursue God's vision for their lives. The keynote speaker, Pastor Isaac Seong from All Nations Church in California, delivered powerful messages that focused on the boldness of faith and the boundless potential found in Christ. Praise and worship were led by the Harvest Church Worship Team, based in Orlando.

Throughout the retreat, students participated in workshops, small group discussions, personal counseling, and times of worship and prayer. The retreat provided a transformative experience, helping the youth encounter Christ and foster a sense of community and unity in the Lord Jesus Christ, our Savior.



**2. Family Retreat: July 1-4, 2024**

From July 1 to 4, 2024, a family retreat was held at the Ridgecrest Retreat Center in North Carolina, hosted by the Korean Presbyterian Council of the South Atlantic Synod. This year, 264 people from 21 churches participated.

The theme of the retreat was "Solus Christus," based on John 18:33-38a, with Rev. Roh Jin Joon from Preaching Coaching Ministry as the keynote speaker. Rev. Roh is a well-known itinerant preacher, recognized for his deep insight into the Word of God and his practical applications, which challenge and inspire believers.

Rev. Roh delivered five powerful sermons on various Bible passages: "The Power of Service" from John 18:15-18, 25-27, "A Servant of Christ" from Ephesians 3:1-9, "The Value of Christ's Life" from Luke 16:19-24, "Suffering for Christ" from Ephesians 3:10-13, and "Christ the King" from John 18:33-38a.

After each sermon, all attendees united in corporate prayer during the five worship sessions to God our Father, lifting up the churches in the United States, South Korea, and around the world, as well as the unreached.

We also prayed for our nation, the United States of America, that it may be governed by Biblical principles, allowing it to recognize and submit to the sovereignty of the living God, the Creator.

Furthermore, we prayed for our second generation to be nurtured in the teachings of Scripture and the true Gospel of Jesus Christ. We asked God that our second generation learn the importance of valuing the spoken Word of God within

## Attachment FF: Ministry Support

the church, and we sought the guidance of the Holy Spirit to empower them to live faithfully as true Christians, reflecting the grace and truth of our Lord Jesus.

On the second day of the retreat, Rev. Yang Hyung-Joo from Daejeon Doan Church, South Korea, and Director of the Bible Vaccine Center, delivered a special lecture titled “The Rapid Rise of K-Cult in America: Recognizing the Deceptions,” based on 2 Corinthians 11:4. The lecture provided invaluable guidance on discerning subtle deceptions in today’s cultural context.

On Wednesday morning, after worship, all attendees participated in the Praise Festival, where 13 churches presented spiritual songs, hymns, and worship dances, with full hearts giving all the glory to God our Father, who saves us from sin and grants us new life in Christ Jesus.

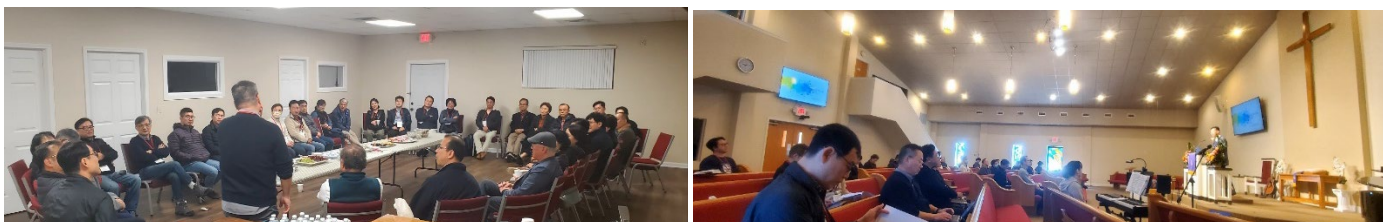


### 3. Pastors and Spouses’ Continuing Education: February 12-14, 2024

This event took place from February 12 to 14, 2024, at Korean First Presbyterian Church in Fort Walton Beach, FL. A total of fifty pastors and their wives attended the event together.

The keynote speaker, Pastor Yang Hyung-Joo (Senior Pastor of Daejeon Doan Church and Director of the Bible Vaccine Center), led the sessions under the theme “Meeting John on Patmos” (Revelation 14:12). The study focused on an in-depth exploration of the Book of Revelation, equipping pastors to prepare themselves and their congregations for the return of Christ during times when false teachers and prophets seek to deceive believers.

Pastors and their wives reflected on the importance of being watchful shepherds in the end times, using the Word of God to guide their congregations with wisdom and faith.



This report highlights the spiritual impact these events have had on the attendees and their ongoing role in advancing the Gospel of Jesus Christ throughout the region where they are living.

We are profoundly grateful for the continued support and prayers from those within the Synod of South Atlantic and beyond, which enable us to fulfill this vital ministry in accordance with the faith given by our Christ.

May we, as children of God, continue to seek first the kingdom of God and His righteousness, living as the salt and light of the world, committed to the truth of Scripture and the grace of the Gospel for the glory of God.

May the grace and peace of our Lord Jesus Christ abundantly fill your homes and churches!

African American Racial Ethnic Synod Report  
October 12, 2024

Two events happened this year in the life of African American Presbyterians in the Synod of South Atlantic. I get the honor to serve in this capacity and look forward to serving.

The first event was the Southeast Region of the National Black Presbyterian Caucus Conference. This event is bi-annual, and our Synod supports the efforts with funds that provide scholarships for youth to attend.



The conference began on July 19<sup>th</sup>. The theme was: "One Body, Many Parts: Connecting for the Greater Cause" based on 1 Corinthians 12:12-27. There was an intergenerational program that was spiritual, joyful, educational and promoted the spiritual growth of those who attended. There were interesting and informative workshops planned for adults that focused on Social Justice, Congregational Development with a focus on Matthew 25 Initiative, and Spiritual Gifts. Exciting workshops were held for the youth and were led by a representative from the General Assembly YAV office, Ms. Destini Hodges.

The second event was the African American Clergy and Educators Retreat. This event is annual, and our Synod supports the efforts with subsidizing a portion of the costs.

**A LITTLE**

**PRAYER**



The retreat began on September 9<sup>th</sup>. The theme was: "A Little Prayer" based on 1 Thessalonians 1:2-3. There were greetings given from ecclesiastical leaders, workshop on prayer, a healing workshop, updates from the National Black Presbyterian Caucus, Presbyterian Foundation, and the Board of Pensions. There was a moment for remember those who transitioned from this life completing their baptism in the Lord. The most rewarding time was had in the intentional moments for actual rest and renewal.

Upcoming events include the 48<sup>th</sup> Biennial Conference of the National Black Presbyterian Caucus in Charlotte, NC and the African American Clergy and Educator Retreat. Details of those events will come later in the year.

Lovingly submitted with joy,  
Rev. Cecelia D. Armstrong  
Racial Ethnic Consultant

## Synod Executive & Stated Clerk Report to November 2024 Synod of South Atlantic

- In accordance with the synod's Manual of Operations, the minutes of the April 6, 2024 meeting were sent out to all who were present. Having received no corrections, the minutes stand as approved.
- The 226<sup>th</sup> General Assembly Committee on Mid Councils reviewed the 2022 & 2023 Synod Minutes and found them to be without exception.
- The 226<sup>th</sup> General Assembly approved the establishment of a permanent GA Commission on Mid Councils for the purpose of approving the acts of synods to organize, divide, unite, or combine presbyteries or portions of presbyteries and approving the exceptions to the minimum composition of a presbytery. This overture came from the Synod of the Northeast and the Synod of South Atlantic was one of seven other councils to concur.
- The EAC appointed a committee working to put a 'Policy Task Force' in place to develop the policies now required by the most recent changes to the Book of Order. That task force has been unable to meet, and the synod is still in need of required policies. Those include anti-racism, harassment, family leave, and boundaries training policies. Additionally, there are some necessary updates to the synod's sexual misconduct, harassment, and child and youth protection policies.
- The November 2023 vote to adopt a new plan for election, with staggered commissioner terms and At-Large Commissioners has been approved by an overwhelming majority of presbyteries as recorded below:

Presbytery	Date of Vote:	Vote: Plan for election
Central Florida	3/2/2024	Disapproved
Charleston-Atlantic	5/14/2024	Approved
Cherokee	Info not provided	
Flint River	2/3/2024	Approved
Florida	8/24/2024	Approved
Foothills	3/18/2024	Approved
Greater Atlanta	2/3/2024	Approved
New Harmony	5/21/2024	Approved
Northeast Georgia	2/24/2024	Approved
Peace River	2/22/2024	Approved
Providence	Info not provided	
Savannah	2/23/2024	Approved
St. Augustine	Info not provided	
Tampa Bay	3/7/2024	Approved
Trinity	8/24/2024	Approved
Tropical Florida	Info not provided	



- There have been no complaints, charges, or other official business of the synod's Permanent Judicial Commission. The new Church Discipline Training, facilitated by the Rev. Greg Goodwiller, PRP, continues to be available on the synod website <https://www.synodofsouthatlantic.org/pjc> for both synod and presbytery PJC members.
- Preparations for the Synod's 2025 In-person gathering has begun with the following serving as a *Planning Team*: Rev. David Rollins, Exec (St. Augustine Presbytery); Rev. Rick Douylliez, Exec (Savannah Presbytery); Rev. Becky Albright, Exec (Charleston-Atlantic Presbytery); Hansler Bealyer, Synod COR Chair; and Valerie Young, Synod Exec/Stated Clerk. The theme is *JOURNEY: Setting Out Together, Luke 24:13-35* to be held at Epworth By the Sea, St. Simon's Island February 27- March 1, 2025.



**Search Committee Resourcing (varying degrees)**

- Providence
- Cherokee
- Florida

**Presbytery Leaders**

- 1 In-Person Gathering
- Monthly Zoom meeting

**Presbytery Stated Clerks**

- 1 In-Person Gathering/Minutes Reading
- Monthly Zoom meeting

**Presbytery Visits (Leader/Meetings/Other)**

- St. Augustine Presbytery (M)
- Peace River Presbytery (M)
- Northeast Georgia Presbytery (M/O) 2x
- St. Augustine Presbytery Council (O)
- Florida Presbytery (M)

**Synod Committee Leaders**

- Resourcing Visioning Task Force
- Resource committees and Task Forces as scheduled
- Providing individual orientation for each new synod commissioner

**Conferences/Other**

- Synod Stated Clerks Minutes Reading
- Board of Pensions Update
- General Assembly
- Continuing Education, Ghost Ranch
- GA Presbyteries Shared Resourcing conversations
- Hosted Sabbath By the Pool

- National Presbyterian Women's Gathering
- Synod Visioning Team Retreat 2x
- Post Helene & Milton Solidarity visits with Presbyterian Disaster Assistant Leaders
- Synod Exec Forum, Frontera de Cristo
- Funding Model Development Team, Louisville

**Administrative/Other**

- Accounting Transition completed
- Weekly staff meetings w/ Admin
- General Assembly Commissioners Training

**National Church**

- Serve on GA Funding Model Development Team
- Disaster Assistance Updates w/ FLAPDAN & SC PDAT

**Preaching**

- Merritt Island PC (Central Florida)
- First PC St. Mary's (Savannah)
- Seven Oaks PC (Trinity)
- First PC Ocala (St. Augustine)
- Arlington PC (St. Augustine) 2x
- First PC Savannah (Savannah)
- Skidaway Community Church (Savannah)
- Flemington PC (Savannah)

**UPCOMING Meetings:**

- Mid Council Finance Network, Atlanta

**UPCOMING Synod Events:**

**1<sup>st</sup> Wednesday SACK Lunch (South Atlantic Community Knowledge)**

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Visit [www.synodofsouthatlantic.org](http://www.synodofsouthatlantic.org)



September 6, 2024

*David Yandle, Stated Clerk*  
Charleston Atlantic Presbytery  
4701 Park Place West  
North Charleston, SC 29405

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Charleston Atlantic Presbytery were peer reviewed on July 23, 2024, and found to have no exceptions

Comment(s):

- *Thank you for complete, well-constructed minutes.*

I am exceedingly grateful for your work in the peer review process.

We are grateful to God for the life and strong relational ministry and mission shared in and with Charleston Atlantic Presbytery!

Sincerely,

Valerie Young  
*Synod Executive & Stated Clerk*



September 6, 2024

*Rev. Christina Greenawalt, Stated Clerk*

Central Florida Presbytery  
3101 Maguire Blvd., Suite 244  
Orlando, FL 32803

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Central Florida Presbytery were peer reviewed on July 23, 2024, and found to have the following exception(s):

- There is no evidence that a financial review was conducted.

Comment(s):

- *The Stated Clerk's report for June 1, 2023 includes recommendations for the formation of two administrative commissions, but the minutes do not reflect action taken by CFP. Minutes for the September 12, 2023 meeting reflect the adoption of those recommendations on June 1.*
- *The Presbytery has acknowledged the Committee on Representation's responsibility to lead the efforts toward diversity in the Anti-Racism policy. However, documentation regarding diversity in its nominating reports would add to this commitment.*
- *There is no evidence of a harassment policy (G-3.0106). Absence in 2024 will result in an exception.*
- *There is no indication that a review of session records was conducted. Though, there is a plan in place for a review in 2024.*
- *The Stated Clerk is making good progress toward addressing previous exceptions.*

I am exceedingly grateful for your work in the peer review process.

We are grateful to God for the life and strong relational ministry and mission shared in and with Central Florida Presbytery!

Sincerely,

Valerie Young  
*Synod Executive & Stated Clerk*



September 6, 2024

*Therese Howell, Stated Clerk*  
Cherokee Presbytery  
P.O. Box 1839  
Cartersville, GA 30120

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Cherokee Presbytery were peer reviewed on July 23, 2024, and found to have the following exception(s):

- Ruling Elder names are not listed along with congregation for Feb. 4 meeting. (G-3.0104)
- Policies required by G-3.0106 are to be included in the minutes book as appendix, if not within the minutes.
- Plan for parity (G-3.0301) not in place for 2023. Recognize it is addressed for 2024.

Comment(s):

- *No reference for minimum compensation standards for Certified Christian Educators and Certified Associate Christian Educators. (G-3.0303c)*
- *Organizing documents, Insurance, and other required pieces are to be bound with the minutes and electronic document.*
- *Good minutes. Suggest the role be placed at the beginning of the minutes and with consistency.*

I am exceedingly grateful for your work in the peer review process.

We are grateful to God for the life and strong relational ministry and mission shared in and with Cherokee Presbytery!

Sincerely,

Valerie Young  
*Synod Executive & Stated Clerk*



September 6, 2024

*Rev. Becky Willis, Stated Clerk*  
Flint River Presbytery  
2800 Old Dawson Rd, Suite 2  
Albany, GA 31707

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Flint River Presbytery were peer reviewed on July 23, 2024, and found to have the following exception(s):

- Did not find a representation report (G-3.0103)
- No legal description provided for property related to closure of Trinity or dismissal of First, Donaldson. (G-4.0206)
- While the minutes indicate a financial review, a copy is to be provided in the minutes.

#### Comment(s):

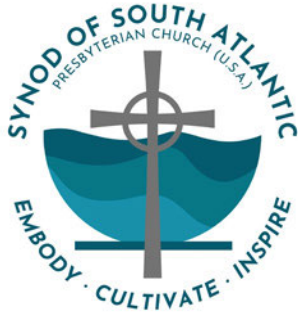
- *No reference for minimum compensation standards for Associate Pastors, Certified Christian Educators and Certified Associate Christian Educators. (G-3.0303c)*
- *Did not find mention of the Lord's Supper*
- *No mention of exceptions in session records review*

I am exceedingly grateful for your work in the peer review process.

We are grateful to God for the life and strong relational ministry and mission shared in and with Flint River Presbytery!

Sincerely,

Valerie Young  
*Synod Executive & Stated Clerk*



September 6, 2024

*Rev. Mark Broadhead, Stated Clerk*

Presbytery of Florida

P.O. Box 7

Chipley, FL 32428

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Presbytery of Florida were peer reviewed on July 23, 2024, and found to have the following exception(s):

- No evidence of established minimum compensation standards (G-3.0303c)
- No evidence of a full financial review. (G-3.0113)
- Roster of Permanent Judicial Commission and the terms are unclear. (D-5.0206b)
- Minutes attestation from previous year missing

#### Comment(s):

- *Most page numbers appear to be off by 2-3 pages throughout the submitted package of minutes. Sometimes pdf pages, sometimes the marked page numbers, the but required items appear to be present.*
- *There is no evidence of a harassment policy (G-3.0106). Absence in 2024 will result in an exception.*
- *Detailed demographics from "Congregations Census" but not reflected in details on nominees.*

I am exceedingly grateful for your work in the peer review process.

We are grateful to God for the life and strong relational ministry and mission shared in and with Presbytery of Florida!

Sincerely,

Valerie Young

*Synod Executive & Stated Clerk*



September 6, 2024

*Rev. Deborah Foster, Stated Clerk*

Foothills Presbytery

PO Box 1118

Simpsonville, SC 29681

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Foothills Presbytery were peer reviewed on July 23, 2024, and found to have the following exception(s):

- No evidence of a full financial review (G-3.0113)

Comment(s):

- *There is no evidence of an antiracism policy (G-3.0106). Absence in 2024 will result in an exception.*
- *Audit process is being updated and acknowledges exceptions from previous years.*
- *We appreciate the addition of graphs which are helpful to show representation.*
- *The minutes were easy to read and were thoughtfully and thoroughly completed. Thank you.*

I am exceedingly grateful for your work in the peer review process.

We are grateful to God for the life and strong relational ministry and mission shared in and with Foothills Presbytery!

Sincerely,

Valerie Young

*Synod Executive & Stated Clerk*





September 6, 2024

*Rev. Andy James, Stated Clerk*  
Presbytery of Greater Atlanta  
1024 Ponce de Leon Avenue NE  
Atlanta, GA 30306

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Presbytery of Greater Atlanta were peer reviewed on July 23, 2024, and found to have the following exception(s):

- The Minutes book does not include a copy of the Presbytery Manual of Administrative Operation, only the table of contents.

Comment(s):

- *Listing retired members as “retired” in the list of attendees is not immediately clear regarding whether they were present.*
- *There is no evidence of a harassment or antiracism policy (G-3.0106). Absence in 2024 will result in an exception.*

I am exceedingly grateful for your work in the peer review process.

We are grateful to God for the life and strong relational ministry and mission shared in and with Presbytery of Greater Atlanta!

Sincerely,

Valerie Young  
*Synod Executive & Stated Clerk*



September 6, 2024

*Rev. Gavin Meek, Stated Clerk*  
Presbytery of New Harmony  
2352 Presbyterian Road  
Florence, SC 29501

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Presbytery of New Harmony were peer reviewed on July 23, 2024, and found to have the following exception(s):

- The statement of quorum does not include the presbytery's own requirement (G-3.0304)
- These minutes should record the description of properties previously sold that we not included in past minutes.

Comment(s):

- *Good chart of membership statistics.*
- *Take care that any other page numbers in the document do not confuse the consecutive numbering.*
- *Standing rules on email votes should be revised to require report of votes and the presbytery's process.*
- *Exceptions from previous year were not duplicated.*
- *The physical map with geographic locations was a nice aid.*

I am exceedingly grateful for your work in the peer review process.

We are grateful to God for the life and strong relational ministry and mission shared in and with Presbytery of New Harmony!

Sincerely,

Valerie Young  
*Synod Executive & Stated Clerk*



September 6, 2024

*Rev. Ed Rees, Stated Clerk*  
Presbytery of Northeast Georgia  
PO Box 365  
Bogart, GA 30622

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Presbytery of Northeast Georgia were peer reviewed on July 23, 2024, and found to have the following exception(s):

- Declarations of quorum do not include a reference to the presbytery's rule (G-3.0304)
- No review of session records (G-3.0113) in 2023, though there is a plan in place for 2024.
- 

Comment(s):

- *There is no evidence of an antiracism policy (G-3.0106). Absence in 2024 will result in an exception.*
- *Demographic data could be added to the nominating process to enhance the record of diversity.*
- *Minutes are prepared and presented very well.*

I am exceedingly grateful for your work in the peer review process.

We are grateful to God for the life and strong relational ministry and mission shared in and with Presbytery of Northeast Georgia!

Sincerely,

Valerie Young  
*Synod Executive & Stated Clerk*



September 6, 2024

*Rev. Randy Moody, Stated Clerk*

Peace River Presbytery

PO Box 495249

Port Charlotte, FL 33949

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

In accordance with G-3.0108a Administrative Review, the 2023 Minutes of Peace River Presbytery were peer reviewed on July 23, 2024, and found to have the following exception(s):


- Declarations of quorum do not include a reference to the presbytery's rule (G-3.0304).  
***See Synod review of 2022 minutes***
- The council's Manual of Administrative Operations (G-3.0106), while referenced to a website, is to be included in the minutes book for future and historical reference.
- Evidence of having written criteria for validating ministries within its bounds (G-3.0306) while referenced to a website, is to be included in the minutes book for future and historical reference.
- Record of compliance in submitting Annual Statistical Report to the General Assembly is to be included in the minutes book for future and historical reference.
- No evidence of a full financial review or audit being conducted from 2021 to 2023 (G-3.0113).  
***See Synod review of 2022 minutes***
- No evidence or copy of property and liability insurance coverage provided (G-3,0112).  
***See Synod review of 2022 minutes***
- No report indicating a function of a committee on representation (G-3.0103).
- Records indicate approval of a process for review of the records of sessions (G-3.0108a). However, there is no indication that the appropriate review was completed, nor any exceptions taken.
- No report of exceptions to the presbytery minutes from the preceding assemblies.

#### Comment(s):

- Purpose of redline is not always clear. Minutes reflect the final action and do not need to show what differs from the original presentation.
- *There is no evidence of an antiracism policy (G-3.0106). Absence in 2024 will result in an exception.*

We are grateful to God for the life and strong relational ministry and mission shared in and with Peace River Presbytery!

Sincerely,

A handwritten signature in black ink, appearing to read "Valerie Young". The signature is fluid and cursive, with the first name "Valerie" written in a larger, more prominent script than the last name "Young".

Valerie Young  
*Synod Executive & Stated Clerk*



October 1, 2024

*Rev. David Bender, Stated Clerk*  
Providence Presbytery  
P.O. Box 2601  
Rock Hill, SC 29732

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Providence Presbytery were peer reviewed on July 23, 2024, and found to have the following exception(s):

- There is no evidence that a financial review was conducted.

Comment(s):

- *The January 29<sup>th</sup> meeting is recorded as "Called". This is believed to be a typographical error.*
- *The page numbers are off. Took some searching but everything was found.*
- *Excellent formatting of minimum compensation standards.*
- *Table of Contents is missing though, appendices are appreciated.*
- *Signatures of any kind were not included. Electronic signatures are acceptable for the future.*

We are grateful to God for the life and strong relational ministry and mission shared in and with Providence Presbytery!

Sincerely,

Valerie Young  
*Synod Executive & Stated Clerk*



September 6, 2024

*Rev. Deanie Strength, Stated Clerk*

Savannah Presbytery  
450 North Cromwell Rd  
Savannah, GA 31410

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Savannah Presbytery were peer reviewed on July 23, 2024, and found to have the following exception(s):

- There is no evidence of established minimum compensation standards for pastoral calls and Certified Christian Educators and Certified Associate Christian Educators (G-3.0303c).
- No evidence of having written criteria for validated ministries within its bounds (G-3.0306)

Comments:

- *There is no antiracism policy (G-3.0106). Absence in 2024 will result in an exception.*

I am exceedingly grateful for your ministry and support in the minutes review process.

We are grateful to God for the life and strong relational ministry and mission shared in and with Savannah Presbytery!

Sincerely,

Valerie Young  
*Synod Executive & Stated Clerk*



September 6, 2024

*Rev. Charlie Evans, Stated Clerk*  
Presbytery of St. Augustine  
1937 University Blvd W  
Jacksonville, FL 32217

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Presbytery of St. Augustine were peer reviewed on July 23, 2024, and found to have the following exception(s):

- *There is no child protection policy (G-3.0106).*

Comments:

- *There is no antiracism policy (G-3.0106). Absence in 2024 will result in an exception.*

I am exceedingly grateful for your ministry and support in the minutes review process.

We are grateful to God for the life and strong relational ministry and mission shared in and with Presbytery of St. Augustine!

Sincerely,

Valerie Young  
*Synod Executive & Stated Clerk*





September 6, 2024

*Rev. William Wildhack, Stated Clerk*

Presbytery of Tampa Bay

455 Scotland Street, Suite 1

Dunedin, FL 34698

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Presbytery of Tampa Bay were peer reviewed on July 23, 2024, and found to have the following exception(s):

- Review of session records, including any exceptions, not completed. (G-3.0108a).

Comments:

- *There is no harassment or antiracism policy (G-3.0106). Absence in 2024 will result in an exception.*

I am exceedingly grateful for your ministry and support of the synod.

We are grateful to God for the life and strong relational ministry and mission shared in and with Presbytery of Tampa Bay!

Sincerely,

Valerie Young

*Synod Executive & Stated Clerk*



September 6, 2024

*Rev. Danny Murphy, Stated Clerk*

Trinity Presbytery

554 Davega Dr.

Lexington, SC 29073

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Trinity Presbytery were peer reviewed on July 23, 2024, and found to have no exceptions.

Comments:

- *There is no antiracism policy (G-3.0106). Absence in 2024 will result in an exception.*
- *Really appreciate all of the formatting.*

I am exceedingly grateful for your ministry and support of the synod.

We are grateful to God for the life and strong relational ministry and mission shared in and with Trinity Presbytery!

Sincerely,

Valerie Young

*Synod Executive & Stated Clerk*



September 6, 2024

*Rev. Daris Bultena, Stated Clerk*  
Presbytery of Tropical Florida  
405 S.E. 15<sup>th</sup> Ave  
Fort Lauderdale, F 33301

Re: 2023 Presbytery Minutes & Records Review

### **Attestation of Minutes & Records**

The 2023 Minutes of Presbytery of Tropical Florida were peer reviewed on July 23, 2024, and found to have no exception(s).

I am exceedingly grateful for your ministry and support of the synod.

We are grateful to God for the life and strong relational ministry and mission shared in and with Presbytery of Tropical Florida!

Sincerely,

Valerie Young  
*Synod Executive & Stated Clerk*

## Report of the Synod Visioning Task Force

Synod of South Atlantic

November 2024

### Recommendations

The Synod Visioning Task Force, with the concurrence of the Executive Administrative Commission, recommends that the Synod implement the Journey Statement and Values approved in April 2024 by approving the following actions:

1. Adopt a threefold emphasis for the next five years of the Synod's journey:
  - *Synod Networks*: open, collaborative groups, centered around a shared interest, purpose, mission, or ministry, building relationships and connections across the Synod
  - *Embody Leaders Program*: an educational cohort for new Synod commissioners to encourage self-awareness and empathy and build capacity for deeper service
  - *Grants and Scholarships*: provide funds to Synod Networks and others to support the continuing journey of the Synod
2. Approve the attached new Synod Manual of Operations and Synod structure, effective January 1, 2025.
3. Welcome the Synod's current Racial Ethnic Ministries as the first Synod Networks under the definition in the Synod Manual of Operations, recognizing the current Racial Ethnic Ministry Consultants as leaders of the new networks until the new networks can identify their own structure and leadership through the process established by the Cultivate Committee.
4. Direct the current Committee on Representation to identify persons needing election to leadership positions in the new Synod structure and bring their names for election to a special meeting of the Synod on November 16, 2024.
5. Give thanks for the faithfulness of those who have served in the Synod's current structure as the work of those committees comes to an end on December 31, 2024.
6. Create a Youth and Young Adult Grant Program beginning in 2026 to support networking and leadership development efforts, with criteria defined by the new Inspire Committee.
7. Approve the attached budget (**Budget A**) for 2025 and budget illustration for 2026 and 2027 to support the Synod's journey, including moving to a cash budget and implementing the various withdrawals from reserves required.

### Rationale

The Synod Visioning Task Force was elected by the Synod in November 2023, with additional members appointed by the Moderator in May 2024. Our members include:

- Elder Catherine Byrd, Charleston-Atlantic Presbytery
- Rev. Holly Dillon, General Presbyter of Tampa Bay Presbytery
- Rev. Jamil el-Shair, Synod Commissioner and Pastor of Altama Presbyterian Church, Savannah Presbytery
- Rev. Andy James, Stated Clerk of Greater Atlanta Presbytery (co-chair)
- Rev. Danny Murphy, General Presbyter of Trinity Presbytery
- Rev. Christina Greenwalt, Synod Commissioner and Stated Clerk of Central Florida Presbytery
- Elder Jacquelyn Rembert, Synod Commissioner from New Harmony Presbytery (co-chair)
- Elder Billie Sutter, Synod Commissioner from Cherokee Presbytery

Synod Executive Valerie Young has very ably served as staff to the task force.

After the Synod's approval of the Journey Statement and Values in April 2024, the Visioning Task Force began exploring how best to implement these guiding statements as the Synod moves into the future. The task force scheduled seventeen listening sessions with Synod committees and leaders, the Synod's Racial Ethnic Ministries Consultants, a number of the Synod's historic covenant partners, and other entities. It also conducted two open town halls and met with leadership staff from the Synod's presbyteries.

In the course of these conversations, the task force invited its conversation partners to consider how the Journey Statement and Values might best be implemented in the Synod's work. With the help of our conversation partners, the task force realized that the current structures of the Synod have served us well under the Synod's previous mission statement and that the work envisioned by the Journey Statement would be best supported by a new structure and a clear focus for the days ahead.

Toward this end, the Visioning Task Force brings the six recommendations listed above, with specific rationale for each.

1. *Adopt a threefold emphasis for the next five years of the Synod's journey: Synod Networks, Embody Leaders Program, and Grants and Scholarships.*

The threefold focus of the Journey Statement is lifted up in these three emphasis areas for the next five years.

**Synod Networks** are open, collaborative groups, centered around a shared interest, purpose, mission, or ministry, building relationships and connections across the Synod. Networks are organized by people and/or ministries that come from multiple presbyteries. They may form for various lengths of time to accomplish their purposes. They build on the example of our existing Racial Ethnic Ministries to

provide a space for people to gather to support one another, deepen their work, and broaden their connections with interested persons around the Synod.

Beyond these connections, Synod Networks provide openings for people to step into the work of the Synod. A representative of each approved Synod Network has voice in the deliberations of the Synod and its committees. Funding is included in the Synod budget for 2025 and beyond to provide seed money for Synod Networks, and these networks will be eligible to apply for grants through an expanding grant program (see below) to support their work.

The **Embody Leaders Program** is a new initiative focused on providing opportunities for leadership development across the synod. Each new Synod Commissioner will be a part of a cohort to take part in formative education that encourages self-awareness and empathy and builds capacity for deeper service. Example topics include:

- Human Systems & Organizational Culture
- Communicating for Change
- Transforming Conflict
- Building Agreement
- Emotional Intelligence

Presbyteries that do not have a new Synod Commissioner in a particular year will be invited to send someone else to participate in the training. Proposals for external leadership of this program are currently being received. Each presbytery will be asked to contribute \$1,000 per year to support the cost.

The **Grants and Scholarships** program of the Synod will be deepened and broadened under this proposal. The current Ministry Support Committee has outlined several new grant programs to focus on supporting the Synod's journey, and these and others will be implemented under the new structure to support Synod Networks and other collaborative efforts across the synod.

2. *Approve the attached new Synod Manual of Operations and Synod structure, effective January 1, 2025.*

Stepping out onto a journey sometimes requires leaving something known behind. The Visioning Task Force feels that a new Synod structure will better serve the journey ahead so that the Synod can be specifically focused on its tasks of embodying, cultivating, and inspiring. This new structure assigns leaders to guide the Synod's work in each of these areas: Embodiers, Cultivators, and Inspirers. It also includes a Coordinating Committee made up of persons from each committee to provide a space for connecting around the work of the Synod outside of Synod assembly meetings.

The full responsibilities of each committee are set out in the Manual of Operations. Rather than reviewing them in this report, we want to lift up a few important considerations in the new structure.

- *These are committees, not commissions.* While each group has a few responsibilities assigned to it to complete on behalf of the Synod, their primary work is coordinating work in the areas assigned to it. Most items requiring formal action will come to the full Synod assembly for action, not be completed by the smaller group.
- *Each committee includes opportunities for participation by persons beyond Synod Commissioners.* The work of the Synod belongs to all Presbyterians across Florida, Georgia, and South Carolina, so the new structure leaves space for committees to welcome others into their work. One co-chair of each committee may be a person who is not a Synod Commissioner, and two leadership staff members from presbyteries are elected to service on the Coordinating Committee. In addition, a representative of each Synod Network may participate in any committee meeting.
- *The structure implements the at-large commissioner provisions previously approved by the Synod.* Each person elected as Moderator or Vice-Moderator of the Synod, as co-chair of one of the Synod's committees, or as a leadership staff member of a presbytery will have voice and vote in the deliberations of the Synod assembly. We hope that these additional positions will provide opportunities to introduce greater diversity into our deliberations and broaden the leadership of the Synod.

The new Manual of Operations also reflects a change in the term of the Synod Moderator. Currently the Moderator serves in a four-year cycle, two years as Moderator-Elect and two years as Moderator, limiting a person's ability to serve in other ministry areas of the Synod. The new structure shifts this to a two-year cycle, with one year as Vice-Moderator and one year as Moderator. This will enable these leaders to engage in other areas of work in the Synod before stepping into these particular roles.

3. *Welcome the Synod's current Racial Ethnic Ministries as the first Synod Networks under the definition in the Synod Manual of Operations, recognizing the current Racial Ethnic Ministry Consultants as leaders of the new networks until the new networks can identify their own structure and leadership through the process established by the Cultivate Committee.*

The Visioning Task Force has been inspired by the work of the Synod's Racial Ethnic Ministries. These important areas of engagement have been the primary way that the Synod has embodied its historic commitment to providing space for historically marginalized communities of Presbyterians to come together and bear witness to

their place in our past, present, and future. These ministries have given us a clear example of what it means for people to gather around a shared interest, purpose, mission, or ministry and build relationships and connections across the Synod, just as we propose be done more broadly through Synod Networks.

In our conversations and deliberations, we have longed for this work to be even more transformative for the Synod's life together. We believe that the Synod can broaden its understanding of the breadth of diversity of the Presbyterian experience within our bounds. Therefore, we have proposed Synod Networks to open up the possibility for more such gatherings going forward.

We feel that it is incredibly important to blend our excitement about the possibilities for Synod Networks in the future with this longtime engagement with historically marginalized communities of Presbyterians across our Synod. As such, we propose that the existing Racial Ethnic Ministries be recognized as the first three Synod Networks. The proposed budget also provides for three years of transitional funding for these networks, with the current amount of \$15,000 per network continuing into 2025 and gradually decreasing over the following two years. At the same time, the budget also provides for grant funding for all networks, including targeted funds to support networks' work with youth and young adults, to help offset the shifts proposed beyond 2025.

4. *Direct the current Committee on Representation to identify persons needing election to leadership positions in the new Synod structure and bring their names for election to a called meeting of the Synod before the end of 2024.*

The new Synod structure requires several leadership positions to be elected by the full Synod, and these are ideally in place at the time the new structure takes effect. We hope that this recommendation will provide a helpful transition from the current structure to the new structure so that the new committees can begin their work no later than the in-person Synod meeting at the end of February 2025.

5. *Give thanks for the faithfulness of those who have served in the Synod's current structure as the work of those committees comes to an end on December 31, 2024.*

The work of our current leaders and structures has been a deep gift to the Synod. We suggest that a time of thanksgiving for this work be included in the special meeting of the synod.

6. *Create a Youth and Young Adult Grant Program beginning in 2026 to support networking and leadership development efforts, with criteria defined by the new Inspire Committee.*



In our conversations with our current Racial Ethnic Ministries Consultants, we were repeatedly struck by the ways in which they are working with youth and young adult leaders to prepare the next generation of presbyters for our synod and beyond. The proposed financial guidance for 2026 and beyond includes space for a grant program to continue funding these efforts and encourage others around our synod to identify similar possibilities.

7. *Approve the attached budget for 2025 and budget illustration for 2026 and 2027 to support the Synod's journey, including moving to a cash budget and implementing the various withdrawals from reserves required.*

The proposed budget is designed to support the threefold emphasis that is emerging on the Synod's journey and provide a transition to a more sustainable approach to Synod finances in the future. It includes targeted funding to support new initiatives related to Synod Networks, the Embody Leaders Program, and grants and scholarships, which we hope will inspire deeper connections and more impactful ministry across the Synod.

The Synod's finances are dependent upon its relationships with its constituent presbyteries and the associated receipts of per capita and mission giving. There are limited unrestricted reserves available to support the ministry of the Synod, so it is increasingly important to establish a process that encourages planning and acknowledges the rapidly changing realities of finance in the church and the world.

By moving to a cash budget, we have a clearer view of the Synod's financial situation as we go on the journey together. Under this approach, the Synod receives and records contributions from presbyteries in one year and uses them in the following year, allowing us to see what funds are actually available to support the Synod's ministry when doing budgeting and planning.

The transition to this cash budgeting process in 2025 will mean that income from presbyteries received in 2025 will not be used until 2026, requiring the Synod to draw on its reserves to fund the 2025 budget. While this expected draw of \$340,515 is substantial, we believe that it is a necessary and timely moment to make this withdrawal so that we can have a better financial pathway in the future.

## SYNOD OF SOUTH ATLANTIC PROPOSED MANUAL OF OPERATIONS

### 1. NAME

This part of the Body of Christ shall be called the *Synod of South Atlantic of the Presbyterian Church (U.S.A.)* (hereafter referred to as the Synod). It shall consist of the Presbyteries in the states of Florida, Georgia, and South Carolina, as established by the General Assembly of the Presbyterian Church (U.S.A.). Its duties and powers are outlined in the *Book of Order* and defined in this Manual.

### 2. JOURNEY AND VALUES OF THE SYNOD OF SOUTH ATLANTIC

2.1. **Journey Statement:** The Synod of South Atlantic, PC(U.S.A.) **embodies** the grace and love of Jesus Christ, **cultivates** authentic community within and across presbyteries, and **inspires** impactful ministry, developing leaders so that the Church becomes united in faith, hope, love, witness, and service.

#### 2.2. **Guiding Values:**

**Grace:** We embody Jesus Christ's teachings by making grace the foundation of the Synod's work and interactions with others.

*"For it is by grace you have been saved, through faith—and this is not from yourselves, it is the gift of God" - Ephesians 2:8-9*

**Love:** We reflect Christ's love in our lives and work by listening deeply to one another and acting to build up the whole family of God.

*"Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs" - 1 Corinthians 13:4-7*

**Authenticity:** We welcome the full selves of all who gather at our table, respecting one another and seeking to be open with each other, so that our relationships and interactions are sincere and true to the Christian faith.

*"Love must be sincere. Hate what is evil; cling to what is good" - Romans 12:9*

**Transparency:** We seek to practice openness in the systems and structures of the Synod so that nothing need be hidden from one another.

*"O God, you know my folly; the wrongs I have done are not hidden from you." - Psalm 69:5*

**Unity:** We work to unite the presbyteries and their congregations in faith, hope, love, witness, and service, emphasizing the importance of togetherness and collective purpose within the Synod.

*"Make every effort to keep the unity of the Spirit through the bond of peace" - Ephesians 4:3*

**Hope:** We welcome the Spirit's presence that keeps us moving forward in hope, becoming the community God intends.

*“Be joyful in hope, patient in affliction, faithful in prayer” - Romans 12:12*

**Faithfulness:** In our faithfulness, we reflect a commitment and devotion to seeing tomorrow today and seek to make that desired future real throughout the Synod.

*“Now faith is confidence in what we hope for and assurance about what we do not see” - Hebrews 11:1*

**Reforming:** As we are open to God’s reforming work, we develop presbytery and congregational leaders who share their faith and disciple others, using the patterns of the past to help us discern where God is guiding the church for the future.

*“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age” - Matthew 28:19-20*

### **3. SYNOD MEETINGS**

Synod meetings shall be governed by the *Constitution of the Presbyterian Church (U.S.A.)* and this Manual, with meetings conducted in accordance with the most recent edition of *Robert’s Rules of Order Newly Revised*.

- 3.1. **Stated Meetings.** The Synod shall meet in Stated Meeting twice each year, ordinarily via electronic meeting. The Coordinating Committee will establish a schedule of meetings and publicize it to the Synod, ordinarily one year in advance. The Synod will meet in-person at least once every two years, at a location to be determined by the Coordinating Committee.
- 3.2. **Special Meetings.** The Coordinating Committee shall call a special meeting of the Synod when it deems it necessary or when requested in writing by three Minister of Word and Sacrament commissioners and three Ruling Elder commissioners, representing three presbyteries, all of whom must have been commissioners to the most recent stated meeting of the Synod.
- 3.3. **Notice.** Notice of Synod meetings shall be sent to all commissioners, alternates, corresponding members, and presbytery staff no fewer than fourteen (14) days prior to each meeting. Materials for meetings will be available electronically no less than one week (7 days) prior to each meeting.
- 3.4. **Quorum.** The quorum for a meeting of the Synod shall be six (6) Ruling Elders and six (6) Ministers of the Word and Sacrament, representing six (6) Presbyteries of the Synod of South Atlantic.
- 3.5. **Use of Electronic Means for Meetings.** Meetings of the Synod and its entities will ordinarily be conducted by electronic means that permits all those present to hear one another and vote. Instructions for participation in the meeting shall be included with the notice of the meeting. Any necessary procedures or special rules for the electronic meeting may be defined by the Stated Clerk and included in the notice of the meeting. No action of the Synod shall be invalidated on the grounds that the loss of or poor quality of a commissioner’s individual connection prevented participation in the meeting.

- 3.6. **Minutes.** Commissioners, members, and persons who are entitled to have a voice at any meeting of the Synod or its entities will have fourteen (14) days to respond to the minutes prepared by the Stated Clerk from the date the minutes are sent. The minutes will be sent out as an email attachment. After fourteen days have expired, the minutes will stand approved with any corrections brought to the attention of the Stated Clerk.
- 3.7. **Expenses.** Expenses for commissioners shall be defrayed by the annual budget of Synod and shall be in accordance with a Synod-approved Travel Policy.

4. **SYNOD ASSEMBLY**

- 4.1. **Working Together.** When the Synod of South Atlantic meets, it shall consist of the commissioners elected from its constituent presbyteries and any at-large commissioners elected in accordance with this Manual. Commissioners serve as leaders of the synod. They seek and discern the will of Christ, interpret the mission and actions of the synod, and serve the needs of the denomination in the region and member presbyteries. Commissioners, in taking action as the full Synod, speak with one voice. It is expected that while not all actions will be unanimous, the decisions of the body will be respected and supported by all. One voice ensures clarity of purpose and direction.
- 4.2. **Embody Leaders.** Every commissioner, in their first year of service to the synod, is expected to take part in the “Embody Leaders” program. Every commissioner also serves on one of the three committees described below based upon the commissioner’s input of personal discernment, the discernment of the Embody Committee, and the needs of the Synod.
- 4.3. **Conflicts of Interest.** Commissioners, while offering their gifts, skills, and abilities to the work of the Synod, will avoid conflicts of interest in exercising their responsibilities, including but not limited to fiduciary responsibilities.

5. **COMMISSIONERS AND CORRESPONDING MEMBERS**

- 5.1. **Commissioners from Presbyteries.** Each presbytery shall elect two commissioners: one Minister of the Word and Sacrament and one Ruling Elder. Upon election, the stated clerk of each presbytery shall report to the Stated Clerk of the Synod the names and contact information of Synod commissioners from presbyteries by November 1 of the year prior to the year in which their term of service will begin or within seven days of election, whichever is later.

Commissioners to Synod from presbyteries shall serve terms of two (2) years, with each presbytery electing a commissioner each year, rotating between a Minister of the Word and Sacrament and a Ruling Elder. Commissioners from presbyteries may be re-elected to full or partial terms, not exceeding three consecutive terms.

Commissioner’s terms will begin on January 1st after election by their respective Presbyteries unless elected by a presbytery to fill a vacancy, when service begins upon election and is for the remainder of the unexpired term.

In the event that a commissioner from a presbytery is unable to fulfill his or her term as a Synod Commissioner, the Stated Clerk of the Synod shall notify the stated clerk of

the commissioner's presbytery of the vacancy so that the presbytery may elect another commissioner to fill the unexpired term.

- 5.2. **At-Large Commissioners.** The following persons shall be at-large Synod Commissioners with voice and vote during their terms of elected service to the Synod:
- a. persons elected as co-chairs of Synod committees who are not commissioners from presbyteries;
  - b. two (2) leadership staff members of presbyteries (i.e. executive/general presbyters or stated clerks) elected to the Coordinating Committee; and,
  - c. the Moderator and Vice-Moderator of the Synod (see below), if not continuing in service as a commissioner from a presbytery.
- 5.3. **Corresponding Members.** The following persons shall be seated as corresponding members of the Synod with voice but not vote:
- a. the Synod Executive/Stated Clerk;
  - b. any Assistant Stated Clerk elected by the Synod;
  - c. the Treasurer of the Synod;
  - d. up to two (2) leadership staff members designated by each of the presbyteries (ordinarily the executive/general presbyter and the stated clerk);
  - e. one member designated by each Synod Network;
  - f. advisory members of Synod committees;
  - g. the Moderator of the Synod's Presbyterian Women; and
  - h. other corresponding members designated by the Coordinating Committee.

## 6. **OFFICERS**

- 6.1. **Moderator and Vice-Moderator.** The Moderator of the Synod shall lead the meetings of the Synod and serve as a symbol of the unity of the Church across the Synod in representing the Synod to the broader church and world, in coordination with the Synod Executive. The Vice-Moderator shall serve in the absence of the Moderator.

Each year, the Synod shall elect one of its commissioners from presbyteries to a two-year term of service, with the first year as Vice-Moderator and the second year as Moderator. Such election shall rotate between a Minister of the Word and Sacrament and a Ruling Elder.

The installation of the Moderator and Vice-Moderator shall occur at the conclusion of the final Stated Meeting scheduled for each calendar year. Their terms of service shall begin on January 1 following the Stated Meeting.

Synod shall budget an amount to pay the expenses of the Moderator and Vice-Moderator incurred in the discharge of official duties.

- 6.2. **Stated Clerk.** The Synod shall elect a Stated Clerk to serve for a designated term upon the appropriate committee's recommendation and may be elected to successive terms. The duty of the Stated Clerk shall be to discharge those responsibilities described in the *Book of Order* and in the position description approved by the Synod.
- 6.3. **Assistant Stated Clerks.** The Synod may elect one or more assistant clerks for a designated term to assist the Stated Clerk. Any such clerk shall be nominated by the Stated Clerk for purposes approved by the Coordinating Committee.

## 7. **STAFF**

The Synod's staff shall consist of the Synod Executive and such other staff as Synod may authorize. The Synod's staff are responsible for resourcing the work of the Synod, particularly through its committees, and providing specialized services as may be required by the Synod.

The Coordinating Committee is responsible for providing for the assessment and supervision of the staff of the Synod on behalf of the Synod, including maintaining position descriptions, a Personnel Manual, and any other appropriate policies to govern Synod staff.

- 7.1. **Synod Executive.** The Synod Executive shall be the chief administrative officer of the Synod and is responsible for administration and coordination of the Synod and the supervision of staff. The Executive shall be elected and installed to a definite term by the Synod upon nomination by the appropriate committee and may be elected to successive terms. The Executive shall be accountable to the Synod through and evaluated by the Coordinating Committee.
- 7.2. **Treasurer.** The Synod shall elect a Treasurer to a designated term and may be elected to successive terms, all upon the nomination of the appropriate committee. The Treasurer shall be accountable to the Synod through the Synod Executive and the Inspire Committee.
- 7.3. **Other Staff.** Other staff authorized by the Synod may be employed by the Coordinating Committee upon recommendation of the Synod Executive. All staff shall be under the supervision of the Synod Executive or their designee. The work of the staff shall be reviewed and evaluated at least annually by the Synod Executive.

## **8. COMMITTEES**

- 8.1. **General Provisions.** The Synod's committees are established to support the mission and administration of the Synod. Each committee is assigned the responsibilities outlined in its description below, including the appropriate areas where it is specifically empowered to act on behalf of the Synod.
  - 8.1.1. **Membership.** Each committee consists of Synod commissioners from presbyteries and other persons elected to service in accordance with this Manual. Minimum numbers of commissioners are defined for each committee so that they may have the resources necessary to complete their work while allowing commissioners to serve where their gifts best fit and they feel most called. The Synod Executive shall be an ex officio member without vote of each committee and may designate other Synod staff members to support the work of each committee.
  - 8.1.2. **Leadership.** Each committee shall have co-chairs elected by the Synod for a one-year term, renewable for up to three terms. Co-chairs will begin their term on January 1 of each year, unless filling a vacancy. At least one co-chair shall be a Synod commissioner from a presbytery.
  - 8.1.3. **Meetings.** Each committee establishes its own schedule of standing meetings and may call special meetings with three (3) days notice. The schedule of all meetings is posted on the Synod website. Committee meetings are open to any person with voice in a meeting of the Synod, as described in this Manual. A committee may move into executive session, with only voting members present,

for a particular purpose of addressing personnel, legal, security, and/or property matters, upon majority vote of those voting members present, with any decisions reached recorded in the minutes and made public as soon as possible following the end of the closed meeting.

8.1.4. *Quorum*. The quorum for any committee of the Synod is a majority of the voting membership of the committee.

8.1.5. *Subcommittees*. Each committee may establish subcommittees to support its work. Such subcommittees may include persons who are not elected members of the committee.

8.1.6. *Advisory Members*. Each committee may select advisory members to participate in the committee's discernment and work for up to one year renewable and report them to the Synod. Advisory members are members of the PCUSA within the bounds of the Synod and have voice only on committees and at Synod meetings.

8.1.7. *Minutes and Records*. Minutes and other records of committees are maintained by the Stated Clerk or their designee.

## **8.2. Embody Committee**

As they embody the grace and love of Jesus Christ, the Embodiers on the Embody Committee help people find their place in the Synod, focusing on the practical and relational work of leadership, representation, and service in the Synod. It shall consist of at least six (6) synod commissioners from presbyteries and up to three (3) advisory members.

The Embody Committee shall:

- a. Work with staff to orient commissioners to the Synod.
- b. On behalf of the Synod, appoint commissioners to standing Synod committees and commissions based on their interest in particular service and attention to unity in diversity.
- c. Prepare nominations for persons to be elected to other service in the Synod.
- d. Serve as the Committee on Representation for the Synod, in accordance with G-3.0103, reviewing the composition of all Synod entities and making recommendations for the Synod to more deeply embody its unity in diversity.
- e. On behalf of the Synod, administer the Embody Leaders program to provide leadership training for Synod Commissioners and others.
- f. Encourage presbyteries to work together to develop leaders to serve in specialized roles (i.e. CREs, presbytery leaders).
- g. Provide space for ecumenical relationships with appropriate partners.
- h. On behalf of the Synod, maintain policies required by the Book of Order.

## **8.3. Cultivate Committee**

The Cultivators on the Cultivate Committee prepare, develop, and support space for authentic communities to prosper and grow within and across presbyteries. It shall consist of at least ten (10) synod commissioners from presbyteries and up to five (5) advisory members.

The Cultivate Committee shall:

- a. Cultivate the formation and growth of Synod Networks, which are open, collaborative groups, centered on a shared interest, purpose, mission, or ministry, that build relationships and connections across the Synod, in accordance with the definitions outlined in this Manual.
- b. On behalf of the Synod, administer a process to give appropriate standing and provide seed money to Synod Networks.
- c. Identify resources in presbyteries and around the Synod to assist in cultivating Synod Networks.
- d. Provide space for having authentic, open, honest, candid, and courageous conversations.
- e. Receive and evaluate Synod Ministry Partner proposals and submit them to the Synod for approval.
- f. Ensure Synod Ministry Partners agree to and affirm the Synod Ministry Partner Covenant.
- g. Connect Synod Ministry Partners and Synod Networks to other ministries of the Synod.

#### **8.4. Inspire Committee**

The Inspirers on the Inspire Committee seek to discern the unfolding will of God. They use the resources God provides to develop and support impactful ministry within the Synod. It shall consist of at least six (6) synod commissioners from presbyteries and up to three (3) advisory members.

The Inspire Committee shall:

- a. Encourage, support, and develop good fiscal grantsmanship and scholarship practices.
- b. Align the budget and stewardship efforts with the Synod's journey statement and values.
- c. Promote awareness of opportunities and resources to support the work of inspiring and leading others in faith, hope, love, service, and witness.
- d. On behalf of the Synod, administer a process for awarding grants and scholarships.

#### **8.5. Coordinating Committee**

The Coordinators on the Coordinating Committee provide a place for the entities of the Synod to share and align their work so that all may be empowered for their purposes and further the journey of the Synod.

The Coordinating Committee is composed of the following persons:

- the Moderator and Vice-Moderator of the Synod;
- the two (2) co-chairs of the Embody, Cultivate, and Inspire Committees; and
- two (2) leadership staff members of presbyteries (i.e. executive/general presbyters or stated clerks).

The Coordinating Committee shall:



- a. Share information about the work of committees of the Synod to encourage coordination across entities.
- b. Make recommendations to the Synod to support missional alignment across its entities.
- c. Annually assess the Synod's work towards its common journey, making recommendations to the Synod as necessary to encourage continued development of common language and deepened purpose.
- d. Plan meetings of the Synod, including calling special meetings as appropriate.
- e. On behalf of the Synod, provide for the assessment and supervision of Synod staff and other related responsibilities specified in this Manual.

#### **8.6. SYNOD PERMANENT JUDICIAL COMMISSION**

The purpose of the Synod Permanent Judicial Commission is to consider and decide Synod judicial matters in accordance with the *Constitution of the Presbyterian Church (U.S.A.)*.

The Synod Permanent Judicial Commission shall:

- a. Have a membership nominated by presbyteries and elected by Synod.
- b. Have up to sixteen (16) members, one from each presbytery, balanced between Ministers of the Word and Sacrament and ruling elders in accordance with the Book of Order, each elected to a six-year term.
- c. Elect from its members such officers as it may determine.

#### **9. SYNOD NETWORKS**

Synod Networks are open, collaborative groups, centered around a shared interest, purpose, mission, or ministry, building relationships and connections across the Synod. Networks are organized by people and/or ministries that come from multiple presbyteries. They may form for various lengths of time to accomplish their purposes.

Synod Networks are approved by the Cultivate Committee. A designated person from each approved Synod Network may have voice in the deliberations of the Synod. Participants in Synod Networks are invited to offer themselves for service in the Synod.

#### **10. SYNOD MINISTRY PARTNERS**

Synod Ministry Partners are independent organizations that have entered into a relationship with the Synod of South Atlantic by adopting a standardized covenant. (PCUSA entities directly above and below the Synod are already in relationship with the Synod and are not considered ministry partners.)

Synod Ministry Partners are approved by the Synod upon recommendation of the Cultivate Committee.

#### **11. BUDGET AND FINANCE**

- 11.1. *Processing of Contributions.* Per Capita and Mission Contributions from Presbyteries are ordinarily retained in a board designated fund to be applied to the budget for the following year. Unless otherwise specified, all gifts received (undesignated, designated as general mission or other), other than Presbytery per

capita and/or mission support, will be applied to income during the year in which they were received.

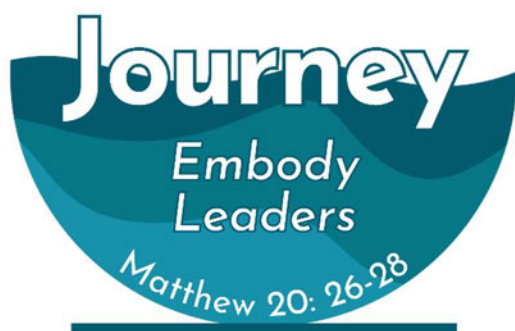
- 11.2. *Budget.* The Inspire Committee will ordinarily present a budget based on projected income to the full assembly at the fall meeting. At the winter/spring meeting any necessary adjustments, based on the total received the previous year, will be proposed for approval by the assembly.
- 11.3. *Financial Review.* The synod will conduct an annual, professional, external financial review, in accordance with the provisions of G-3.0113.
- 11.4. *Grant Requirements.* Synod grants shall be disbursed only to organizations that conduct annual financial reviews or formal audits. The synod may require copies of these financial reviews or audits.
- 11.5. *Scholarship Requirements.* All scholarships are ordinarily paid directly to the event or institution.
- 11.6. *Financial Reports.* The synod will provide complete and accurate reporting to include budget and financial statements for the synod, as well as those ministries for which the synod provides legal/financial oversight, reflecting all restricted and unrestricted funds, at each Stated Meeting and to the Inspire Committee at least quarterly. Other persons and entities may request such information through the Synod Executive and/or Inspire Committee.

## **12. INVESTIGATION AND ADMINISTRATIVE REVIEW**

Upon proper notification and/or request, the Stated Clerk, in consultation with the Moderator, shall appoint a committee for the purposes of special administrative review (G-3.0108b) or investigation under reference (D-7.0401). The creation of such committee shall be reported to the next regular meeting of the Synod or a special meeting called for that purpose, with all directed response (G-3.0108c) to be approved by the Synod.

## **13. EXCEPTIONS AND AMENDMENTS**

- 13.1. *Suspension of the Manual.* Any provision of this Manual, except those related to amendments of the Manual, may be temporarily suspended by a two-thirds majority vote of the Synod.
- 13.2. *Amendments to the Manual.* Recommendations for proposed amendments to this Manual or the Bylaws of the Synod shall be submitted to the Stated Clerk and transmitted to the Coordinating Committee for their review and recommendation. Following review by the Coordinating Committee, the proposed amendment shall be included in the materials for the Synod meeting where the changes will be considered. A three-fourths majority vote of the Synod is required for adoption.



### Investing in Commissioners:

What if a person's journey as a Synod Commissioner wasn't just about serving the ministry of the synod, but also becoming better equipped as a leader for the sake of the Church, our congregations, and presbyteries?

### Developing Leaders:

Each year, a new cohort of 16 is developed that includes all first-year synod commissioners.

The cohort takes part in formative education not necessarily specific to PCUSA. The type of education and development that encourages self-awareness, empathy, and builds capacity for deeper service. Examples include:

- Human Systems & Organizational Culture
- Communicating for Change
- Transforming Conflict
- Building Agreement
- Emotional Intelligence

Cohort members cultivate authentic community and come away with valuable education, helpful in contexts well beyond the synod, and better equipped for their congregations and presbyteries.

### Additional Benefits:

- One person from each presbytery receives training each year
- Connects and cultivates authentic community across presbyteries
- Could be expanded
- Participants receive training that can be passed on!

### What would it take?

- Commitment of the synod to contract with capable, strong, knowledgeable trainers.
- Input of Presbytery Leaders regarding needed training and leadership possibilities.
- A new understanding of what it means to be a Synod Commissioner.
- A new understanding of nominating Synod Commissioners.
- A commitment of presbyteries to send participants each year.

#### Matthew 20:26-28

*[26] It shall not be so among you. But whoever would be great among you must be your servant, [27] and whoever would be first among you must be your slave, [28] even as the Son of Man came not to be served but to serve, and to give his life as a ransom for many." (ESV)*

*The Synod of South Atlantic, PC(U.S.A.) **embodies** the grace and love of Jesus Christ, **cultivates** authentic community within and across presbyteries, and **inspires** impactful ministry, developing leaders so that the Church becomes united in faith, hope, love, witness, and service.*

Account Number	Account Name	2025 Budget DRAFT	2026 Budget Illustration	2027 Budget Illustration	
	Rollover from Prior Year	100,000.00			
4000	Transfer from Reserves for CY use				
	Empowering Leaders	40,000.00	24,000.00	24,000.00	Presbyteries Participate
	Budget Funding	314,596.70	99,484.49		
<b>Total 4000 - TRANSFER FROM RESERVES</b>		<b>340,514.70</b>	<b>123,484.49</b>		
4020	<b>UNRESTRICTED Giving from Prior Year</b>				
			273,149.27	-	
4060	Other Income				
4100	Worship Offering				
<b>Total 4020 - UNRESTRICTED</b>		<b>-</b>	<b>396,633.76</b>	<b>24,000.00</b>	
4510	Bank Interest				
4620	Miscellaneous Income				
<b>Total Income</b>		<b>440,514.70</b>	<b>396,633.76</b>	<b>24,000.00</b>	
<b>Presbytery Giving Held for Use Next Year</b>					
4030.401	Per Capita	186,091.35			
4035.401	Prior Year Per Capita	17,000.00			
4040.402	Mission Giving	70,057.92			
4045.402	Prior Year Mission Giving				
		<u><u>273,149.27</u></u>			

Account Number	Account Name	2025 Budget DRAFT	2026 Budget Illustration	2027 Budget Illustration	
	EMPOWERING MINISTRIES				
	Embody Leaders Formation	40,000.00	24,000.00	24,000.00	Reserves, contributions
	<b>Total **** - EMPOWERING MINISTRIES</b>	<b>40,000.00</b>	<b>24,000.00</b>	<b>24,000.00</b>	
	CULTIVATING MINISTRIES				
	Korean American NETWORK	15,000.00	10,000.00	5,000.00	
	African American Ministry NETWORK	15,000.00	10,000.00	5,000.00	
	Hispanic American Ministry NETWORK	15,000.00	10,000.00	5,000.00	
	Network seeds	5,000.00	5,000.00	5,000.00	
	<b>Total **** - CULTIVATING MINISTRIES</b>	<b>50,000.00</b>	<b>35,000.00</b>	<b>20,000.00</b>	
6200	INSPIRING				
6220	Grants	20,000.00	30,000.00	40,000.00	
6230	Special Projects				
	<b>Total 6200 - INSPIRING MINISTRIES</b>	<b>20,000.00</b>	<b>30,000.00</b>	<b>40,000.00</b>	
6300	OTHER MINISTRIES				
6310	Pby Leader Formation	6,000.00	6,000.00	6,000.00	
6320	Synod Pby Leaders Forum	10,000.00	10,000.00	10,000.00	
6340	Special Gatherings	25,000.00	5,000.00	15,000.00	Journey Event
	<b>Total 6300 - OTHER MINISTRIES</b>	<b>41,000.00</b>	<b>21,000.00</b>	<b>31,000.00</b>	
5451	Judicial				
5451.100	Trial Expense	-	-	-	
5451.101	PJC Trial Expense	-	-	-	
5451.102	PJC Training	3,000.00	-	3,000.00	
	<b>Total 5451 - Judicial</b>	<b>3,000.00</b>	<b>-</b>	<b>3,000.00</b>	
5525	Phones	2,500.00	3,500.00	3,500.00	
5535	Office Supplies/Postage	6,000.00	6,000.00	6,000.00	
5580	Staff Travel	2,500.00	1,200.00	1,200.00	
5590	Software	2,200.00	2,200.00	2,200.00	
5720	Accounting	13,000.00	13,000.00	13,000.00	
5730	Total Tech	-	300.00	300.00	
5740	Communications	6,000.00	10,000.00	10,000.00	
5610	Insurance	7,000.00	7,500.00	7,500.00	
5611	Audit	7,500.00	8,000.00	8,000.00	
6410	Miscellaneous Expense	500.00	500.00	500.00	
	<b>Total Administration</b>	<b>47,200.00</b>	<b>52,200.00</b>	<b>52,200.00</b>	

Account Number	Account Name	2025 Budget DRAFT	2026 Budget Illustration	2027 Budget Illustration	
	COORDINATING MINISTRIES				
5411	Stated Meeting	15,000.00	500.00	15,000.00	In-person alt. years
5412	Committee Expenses	2,000.00	10,000.00	10,000.00	
5414	Moderator's Training	2,000.00	2,000.00	2,000.00	
5710	Administrative Assistant	25,000.00	25,000.00	25,000.00	Contract
	Treasurer	12,000.00	12,000.00	12,000.00	
	Treasurer Payroll Tax	918.00	918.00	918.00	
	Parliamentarian/Recording Clerk	5,000.00	2,000.00	5,000.00	Contract incl. Travel
5110	SE/SC				
5120	SE/SC Salary	110,745.00	114,621.00	114,621.00	
5121	SE/SC Housing	-	-	-	
5122	SE/SC BOP	25,562.90	25,954.96	25,954.96	
5123	SE/SC Payroll Tax	9,400.00	9,500.00	9,500.00	
5124	SE/SC Retirement Benefit	7,142.00	7,393.00	7,393.00	
5125	FSA Fees	46.80	46.80	46.80	
5200	SE/SC EXPENSE REIMBURSEMENT				
5201	SE/SC Continuing ED	2,500.00	2,500.00	2,500.00	
5202	SE/SC Travel	20,000.00	20,000.00	20,000.00	
5203	SE/SC Professional Expense	2,000.00	2,000.00	2,000.00	
	<b>Total - COORDINATING MINISTRIES</b>	<b>239,314.70</b>	<b>234,433.76</b>	<b>251,933.76</b>	
	<b>Total Expense</b>	<b>440,514.70</b>	<b>396,633.76</b>	<b>422,133.76</b>	
	<b>Net Income (Loss)</b>	<b>0.00</b>	<b>-</b>	<b>(398,133.76)</b>	

Attachment HH: EAC Report Part 2

Account Number	Account Name	2026 Budget		
		2025 Budget DRAFT	Illustration	2027 Budget Illustration
4000	Transfer from Reserves for CY use			
	Empowering Leaders	40,000.00	24,000.00	24,000.00
	Budget Funding	122,865.43		
<b>Total 4000 - TRANSFER FROM RESERVES</b>		<b>162,865.43</b>	<b>24,000.00</b>	<b>24,000.00</b>
4020	UNRESTRICTED Giving			
4030.401	Per Capita	186,091.35		
4035.401	Prior Year Per Capita	17,000.00		
4040.402	Mission Giving	70,057.92		
4045.402	Prior Year Mission Giving			
4060	Other Income			
4100	Worship Offering			
<b>Total 4020 - UNRESTRICTED</b>		<b>273,149.27</b>	<b>-</b>	<b>-</b>
4510	Bank Interest	4,500.00		
4620	Miscellaneous Income			
<b>Total Income</b>		<b>440,514.70</b>	<b>24,000.00</b>	<b>24,000.00</b>

Account Number	Account Name	2026 Budget			
		2025 Budget DRAFT	Illustration	2027 Budget Illustration	
	EMPOWERING MINISTRIES				
	Embody Leaders Formation	40,000.00	24,000.00	24,000.00	Reserves, contributions
<b>Total **** - EMPOWERING MINISTRIES</b>		<b>40,000.00</b>	<b>24,000.00</b>	<b>24,000.00</b>	
	CULTIVATING MINISTRIES				
6110	Korean American Ministry	15,000.00	10,000.00	5,000.00	
6120	African American Ministry	15,000.00	10,000.00	5,000.00	
6130	HispanicAmerican Ministry	15,000.00	10,000.00	5,000.00	
	Network seeds	5,000.00	5,000.00	5,000.00	
<b>Total **** - CULTIVATING MINISTRIES</b>		<b>50,000.00</b>	<b>35,000.00</b>	<b>20,000.00</b>	
6200	INSPIRING				
6220	Grants	20,000.00	30,000.00	40,000.00	
6230	Special Projects				
<b>Total 6200 - INSPIRING MINISTRIES</b>		<b>20,000.00</b>	<b>30,000.00</b>	<b>40,000.00</b>	
6300	OTHER MINISTRIES				
6310	Pby Leader Formation	6,000.00	6,000.00	6,000.00	
6320	Synod Pby Leaders Forum	10,000.00	10,000.00	10,000.00	
6340	Special Gatherings	25,000.00	5,000.00	15,000.00	Journey Event
<b>Total 6300 - OTHER MINISTRIES</b>		<b>41,000.00</b>	<b>21,000.00</b>	<b>31,000.00</b>	
5451	Judicial				
5451.100	Trial Expense	-	-		
5451.101	PJC Trial Expense	-	-		
5451.102	PJC Training	3,000.00	-	3,000.00	
<b>Total 5451 - Judicial</b>		<b>3,000.00</b>	<b>-</b>	<b>3,000.00</b>	
5525	Phones	2,500.00	3,500.00	3,500.00	
5535	Office Supplies/Postage	6,000.00	6,000.00	6,000.00	
5580	Staff Travel	2,500.00	1,200.00	1,200.00	
5590	Software	2,200.00	2,200.00	2,200.00	
5720	Accounting	13,000.00	13,000.00	13,000.00	
5730	Total Tech	-	300.00	300.00	
5740	Communications	6,000.00	10,000.00	10,000.00	
5610	Insurance	7,000.00	7,500.00	7,500.00	
5611	Audit	7,500.00	8,000.00	8,000.00	
6410	Miscellaneous Expense	500.00	500.00	500.00	
<b>Total Administration</b>		<b>47,200.00</b>	<b>52,200.00</b>	<b>52,200.00</b>	



Attachment HH: EAC Report Part 2

Account Number	Account Name	2026 Budget			
		2025 Budget DRAFT	Illustration	2027 Budget Illustration	
	COORDINATING MINISTRIES				
5411	Stated Meeting	15,000.00	500.00	15,000.00	
5412	Committee Expenses	2,000.00	10,000.00	10,000.00	
5414	Moderator's Training	2,000.00	2,000.00	2,000.00	
5710	Administrative Assistant	25,000.00	25,000.00	25,000.00	Contract
	Treasurer	12,000.00	12,000.00	12,000.00	
	Treasurer Payroll Tax	918.00	918.00	918.00	
	Parliamentarian/Recording Clerk	5,000.00	2,000.00	5,000.00	Contract incl. Travel
5110	SE/SC				
5120	SE/SC Salary	110,745.00	114,621.00	114,621.00	
5121	SE/SC Housing	-	-	-	
5122	SE/SC BOP	25,562.90	25,954.96	25,954.96	
5123	SE/SC Payroll Tax	9,400.00	9,500.00	9,500.00	
5124	SE/SC Retirement Benefit	7,142.00	7,393.00	7,393.00	
5125	FSA Fees	46.80	46.80	46.80	
5200	SE/SC EXPENSE REIMBURSEMENT				
5201	SE/SC Continuing ED	2,500.00	2,500.00	2,500.00	
5202	SE/SC Travel	20,000.00	20,000.00	20,000.00	
5203	SE/SC Professional Expense	2,000.00	2,000.00	2,000.00	
	<b>Total - COORDINATING MINISTRIES</b>	<b>239,314.70</b>	<b>234,433.76</b>	<b>251,933.76</b>	
	<b>Total Expense</b>	<b>440,514.70</b>	<b>396,633.76</b>	<b>422,133.76</b>	
	<b>Net Income (Loss)</b>	<b>0.00</b>	<b>(372,633.76)</b>	<b>(398,133.76)</b>	

Attachment HH: EAC Report Part 2

Account Number	Account Name	2024 Annual Budget	2025 'Backup' Budget	
<b>Income</b>				
4000	Transfer from Reserves for CY use	62,819.00	63,455.00	4% Spend Rate
4020	UNRESTRICTED	0.00	0.00	
4030.401	Per Capita	191,868.00	186,091.35	
4035.401	Prior Year Per Capita	20,000.00	17,000.00	
4040.402	Mission Giving	78,000.00	70,057.92	
4045.402	Prior Year Mission Giving	0.00	0.00	
4060	Other Income	0.00	0.00	
4100	Worship Offering	0.00	0.00	
<b>Total 4020 - UNRESTRICTED</b>		<b>289,868.00</b>	<b>336,604.27</b>	
4510	Bank Interest	4,500.00	4,500.00	
4620	Miscellaneous Income	0.00	0.00	
<b>Total Income</b>		<b>357,187.00</b>	<b>341,104.27</b>	

Attachment HH: EAC Report Part 2

Account Number	Account Name	2024 Annual Budget	2025 'Backup' Budget	
<b>Expense</b>				
6100	RACIAL ETHNIC MINISTRIES	0.00	0.00	
6110	Korean American Ministry	15,000.00	15,000.00	
6120	African American Ministry	15,000.00	15,000.00	
6130	HispanicAmerican Ministry	15,000.00	15,000.00	
<b>Total 6100 - RACIAL ETHNIC MINISTRIES</b>		<b>45,000.00</b>	<b>45,000.00</b>	
6200	NETWORKING MINISTRIES	0.00	0.00	
6210	Smaller Cong (ASC)	5,000.00	0.00	
6220	Grants	15,000.00	20,000.00	
6230	Special Projects	20,324.51	0.00	
<b>Total 6200 - NETWORKING MINISTRIES</b>		<b>40,324.51</b>	<b>20,000.00</b>	
6300	OTHER MINISTRIES	0.00	0.00	
6310	Pby Leader Formation	6,000.00	6,000.00	
6320	Synod Pby Leaders Forum	8,000.00	10,000.00	
6340	Special Gatherings	5,000.00	25,000.00	Journey Event
<b>Total 6300 - OTHER MINISTRIES</b>		<b>19,000.00</b>	<b>41,000.00</b>	
5411	Stated Meeting	2,500.00	15,000.00	Stated Meeting
5412	Committee Expenses	10,000.00	10,000.00	
5414	Moderator's Training	1,500.00	1,500.00	
			26,500.00	
5451	Judicial	0.00	0.00	
5451.100	Trial Expense	0.00	0.00	
5451.101	PJC Trial Expense	0.00	0.00	
5451.102	PJC Training	5,000.00	5,000.00	
<b>Total 5451 - Judicial</b>		<b>5,000.00</b>	<b>5,000.00</b>	

Attachment HH: EAC Report Part 2

Account Number	Account Name	2024 Annual Budget	2025 'Backup' Budget	
5525	Phones	2,500.00	2,500.00	
5535	Office Supplies/Postage	6,000.00	6,000.00	
		0.00	0.00	
5580	Staff Travel	250.00	250.00	
5590	Software	2,200.00	2,200.00	
5710	Admin	20,000.00	20,000.00	
	Treasurer		12,000.00	
5720	Accounting	13,000.00	13,000.00	
5730	Total Tech	300.00	300.00	
5740	Communications	6,000.00	6,000.00	
5610	Insurance	7,000.00	7,000.00	
5611	Audit	8,000.00	8,000.00	
	<b>Total Administration</b>	<b>146,112.80</b>	<b>77,250.00</b>	
5110	SE/SC	0.00	0.00	
5120	SE/SC Salary	107,000.00	110,745.00	
5121	SE/SC Housing	0.00	0.00	
5122	SE/SC BOP	22,950.00	25,562.90	Updated for 2025
5123	SE/SC Payroll Tax	9,216.00	9,400.00	
5124	SE/SC Retirement Benefit	6,900.00	7,142.00	
5125	FSA Fees	46.80	46.80	
	<b>Total 5110 - SE/SC</b>	<b>146,112.80</b>	<b>152,896.70</b>	
5200	SE/SC EXPENSE REIMBURSEMENT	0.00	0.00	
5201	SE/SC Continuing ED	2,500.00	2,500.00	
5202	SE/SC Travel	18,000.00	18,000.00	
5203	SE/SC Professional Expense	2,000.00	2,000.00	
	<b>Total 5200 - SE/SC EXPENSE REIMBURSEMENT</b>	<b>22,500.00</b>	<b>22,500.00</b>	
6410	Miscellaneous Expense	0.00	0.00	
	<b>Total Expense</b>	<b>357,187.31</b>	<b>390,146.70</b>	
	<b>Net Income (Loss)</b>	<b>-0.31</b>	<b>-49,042.43</b>	

## Nominations for 2025 Leadership

The leadership under a new synod design was carefully and prayerfully considered by the current Committee on Representation, in consultation with the Visioning Task Force. Each nominee was asked if they would be willing to serve **if the way be clear** by the approval of the new design and manual of operations at the next Synod Assembly.

By election as co-chair of a committee, each also serves on the Coordinating Committee.

\*By election of the synod to serve on the Coordinating Committee, any person not serving as a commissioner from a presbytery is considered an **At-Large Commissioner** with voice and vote at Synod Meetings. (*Manual of Operations 5.2*)

Role	First Name	Last Name	PRESBYTERY	ORD	R/E	G	D	AGE
Co-chair Embodying	*Andy	James	Greater Atlanta	TE	W	M		
Co-chair Embodying	Hansler	Bealyer	St. Augustine	RE	B	F		
Co-chair Cultivating	Billie	Sutter	CHEROKEE	RE	W	F		
Co-chair Cultivating	*Pat	Jones	Charleston-Atlantic	TE	B	F		
Co-chair Inspiring	Christina	Greenawalt	CENTRAL FLORIDA	TE	W	F		
Co-chair Inspiring	Timothy	Cureton	Providence	RE	B	M		
Presbytery Leader	*Holly	Dillon	Tampa Bay	TE	W	F		
Presbytery Leader	*David	Yandle	Charleston-Atlantic	RE	W	M		
Moderator 2025	JACKIE	REMBERT	NEW HARMONY	RE	B	F		
Vice Moderator/Moderator (2025/2026)	Jamil	el-Shair	Savannah	TE	B	M		