



# Presbytery of Arkansas

**March 6, 2025**

## **Draft Minutes of the One Hundred Fifty-Eighth Stated Meeting**

**The Presbytery of Arkansas**

**at**

**Central Presbyterian Church**

**Russellville, AR**

The 158<sup>th</sup> Stated Meeting of the Presbytery of Arkansas was hosted by Central Presbyterian Church in Russellville, Arkansas on Thursday, March 6, 2025. The meeting was originally scheduled on February 21-22, 2025 at Lyon College in Batesville but was cancelled due to inclement weather with ice, snow and bitterly cold temperatures. The in-person meeting was also livestreamed.

Pre-presbytery meeting workshops were held including: Soul Shop by MWS Maggie Alsup, Lunch and Learn with Interim General Presbyter Jim Poinsett to discuss the proposed new job descriptions and new presbytery direction and Stated Clerk Blake Brinegar held a commissioner training.

### **Call to Order and Opening Prayer**

The 158<sup>th</sup> Stated Meeting of the Presbytery of Arkansas was called to order at 1:30 pm by lighting the Christ candle by Moderator MWS Emmett Powers, and he offered the opening prayer at Central Presbyterian Church in Russellville on Thursday, March 6, 2025. He welcomed all attendees and thanked Central Presbyterian pastor Brian Brock and his volunteers for the short turnaround time for having the church host the rescheduled presbytery meeting.

## **Quorum Established**

Moderator Powers asked Stated Clerk Brinegar if the meeting had a quorum and he reported that the meeting did.

A quorum for the stated meeting is at least 20 Ruling Elders and 20 Ministers of the Word and Sacrament with at least 20 congregations represented overall, as approved at the February 10, 2018 Stated Meeting.

A quorum was present with a total of 75 in attendance, of whom 68 could vote. The attendance is included in the Appendix as Section I. Six commissioners were attending for the first time: Gail Cowdin – Bella Vista PC; Mary Cole – Westminster, Hot Springs; Mary Lee Schultz – Jacksonville, First; Kris McGee – Morrilton, First; Michael Langston Sr – Searcy, First and Elizabeth Young – Springdale, First.

## **Land Acknowledgement**

Moderator Powers and Moderator-elect Judi McMillan gave a land acknowledgement recognizing the indigenous people that were removed from the land. The meeting then moved into worship.

## **Worship**

Worship begun with music led by Julie Price, Presbytery Connector. Moderator Powers led the Call to Worship. Stated Clerk Brinegar installed MWS Judi McMillan as the new moderator and RE Jane Webb as the new vice moderator for the Presbytery of Arkansas. Rev. Dr. Powers presented Rev. McMillan with the gavel and cross necklace and he explained the symbols of leadership. A gift was presented to outgoing Powers in honor of his service to the presbytery. The offering collected totaled \$999.14 to benefit the Presbytery of Arkansas Scholarship at Lyon College.

## **Tellers Announced**

Moderator McMillan announced the following as the appointed tellers to assist in vote counting if required: RE Jane Webb of First Rogers, RE Susan Morris of First Morrilton, MWS Georgia Senor of First Bentonville and MWS Ron Gilmer of Holiday Island Presbyterian.

## **Business of the Presbytery**

### **Consent Agenda**

Moderator McMillan called on Stated Clerk Brinegar to present the Consent Agenda. The moderator explained all motions may be voted on as in total or anyone is welcome to remove any item for discussion. She asked if anyone wanted to remove an item for discussion. No changes

were made. Moderator McMillan entertained a motion, one was made and seconded. The motion passed unanimously. The consent agenda may be found in the Appendix, Section II.

### Stated Clerk Report

Stated Clerk MWS Blake Brinegar’s written report can be found in the Appendix, Section III. He added that he will be attending the Board of Pensions meeting in Denver on April 2 & 3<sup>rd</sup>. He reminded ministers to fill out the Minister Compensation Report, a blank copy is in the packet and return the forms to him. There were no action items.

### Committee on Ministry Report

Moderator Leslie Roper reported that the information from the Committee on Ministry can be found in the packet on page 9. She made the following motions:

**For Action:**

- 1. Motion to approve the call of MWS Rev. Jim Freeman as Pastor of First Presbyterian Church of Batesville, effective April 1, 2025 and enroll him as a member of the Presbytery of Arkansas following his transfer from the Presbytery of the Pines with the following terms of call:**

|   |                                   |
|---|-----------------------------------|
| <b>Cash and Housing</b>   | <b>\$80,000.00</b>                |
| <b>Board of Pensions –Minister + Spouse</b>   | <b>\$ 31,800.00</b>               |
| <b>FICA</b>   | <b>\$ 6,120.00</b>                |
| <b>Moving Costs (One Time Expense)</b>  | <b>Paid by Church</b>             |
| <b>Professional Expenses Reimbursed by voucher up to</b>  | <b>\$ 7,000.00</b>                |
| <b>Vacation</b>   | <b>4 weeks, including Sundays</b> |
| <b>Continuing Education Time</b>  | <b>2 weeks, including Sundays</b> |
| <b>Service to the Larger Church</b>   | <b>1 weeks, including Sunday</b>  |
| <b>Family Medical Leave</b>   | <b>12 weeks</b>                   |
| <b>Sabbatical Leave to be taken in the 7th year with Presbytery approval.</b>                     |                                   |
| <b>MWS Jim Freeman’s Statement of Faith is included in Section IV, Exhibit 6 in the Appendix.</b> |                                   |

**Motion was made, came from a committee, Moderator McMillan asked for questions, there were none, Motion carried.**

- 2. Motion to approve the contract between Wellspring Renewal Center and the Presbytery of Arkansas through June 30, 2025. The contract is included in Section IV, Exhibit 7 in the Appendix.**

Moderator Roper explained that they were handling the contract a little differently this year. This contract is for the care of church professionals and the committee noticed it was being used less

and less and she is sending a survey out to determine what the needs are. This contract is for the first six months of the year.

**Motion was made, Moderator McMillan asked for questions, there were none, Motion carried.**

### **3. Motion to approve the Clergy Severance Policy found in Section IV, Exhibit 8 in the Appendix.**

Moderator Roper discussed the proposed Clergy Severance Policy and stated that it is for a severance not initiated by the pastor, and no discipline will occur. She asked for questions. There were none.

**Motion was made, Moderator McMillan asked for questions, there were none, Motion carried.**

### **4. Necrology Report**

Moderator Roper asked for a moment of silence for MWS Carol Clark and RE Clare Kelley who were incredible women who made an impact on the Presbytery of Arkansas. The Necrology Report may be found in Section IV, Exhibits 9 & 10. She concluded her report.

## **Mission of the Church Committee Report**

CRE Peg Falls-Corbitt, moderator reported that it's time for the new grant cycle to begin. Visit the presbytery's website to see the guidelines for application. Inquiries may be sent to the moderator, Peg Falls-Corbitt at [fallscorbitt@hendrix.edu](mailto:fallscorbitt@hendrix.edu). Deadline is April 15. A copy of her written report may be found in the Appendix, Section V and a copy of the grant guidelines may be found in Section V, Exhibit 1.

Rev. Jesse Gonzales, subcommittee co-moderator with Leigh Woodruff, reported that a new covenant with the Honduran Presbytery is ready for approval. He said that the covenant regulates an official relationship between two presbyteries with shared events and doing mission work together. He made a motion to approve the Covenant that can be found in Section V, Exhibit 2 of the appendix.

**Motion was made, Moderator McMillan asked for questions, there were none, Motion carried.** Gonzales said that the Honduran Presbytery will sign during the upcoming mission trip March 15-22, 2025.

Julie Price reported for the Resource Team, a subcommittee of the Mission of the Church with MWS Tasha Blackburn as the moderator. They are busy working on meeting the needs of congregations with information available online including curriculum and other resources. A new

website is being built for the presbytery and will be finished in the next few months. There are Faith Formation Grants available to help small churches with small projects of \$500, information coming on May 1.

## Strategic Planning and Leadership Team (SPLT)

### Job Descriptions and Committee Description

Interim GP Poinsett reported on the committee work for Moderator MWS Jocelyn Wildwright. He gave a recap on what the SPLT has been working on with Ministry Architects for the past year and a half. Two new job descriptions had been previously introduced to the presbytery by SPLT and informational listening sessions held. They brought the two job descriptions to be approved by the presbytery. A question and answer session was held. A motion was made to accept both descriptions and carried without opposition. The new descriptions may be found in the Appendix Section VI, Exhibit 1. A search team will be formed to fill both positions.

In addition to the job descriptions, SPLT also worked on revising the paused Future of the Church committee. The team took the new goals and benchmarks into consideration and have suggested rebranding the FOTC with a new name. A discussion was held regarding the new committee description. With no more discussion, **Moderator McMillan asked for a motion. MWS Robert Lowry made a motion that Section 8.1 of part 1 of the Presbytery of Arkansas Ministry Manual be suspended for the duration of this meeting. Motion seconded by MWS Brian Brock and motion carried.** Stated Clerk Blake Brinegar said that the Ministry Manual states that there must be a 30 day or  $\frac{3}{4}$  vote for committee structure changes. He said changes to committee structure was more strenuous than changes to the staff. **There was no further discussion and the motion carried unanimously to rebrand Future of the Church Committee to the Innovation and Incubation Committee.** A copy of the committee description is in the Appendix, Section VI, Exhibit 2.

### Committee on Nominations Report

Committee Moderator MWS Robert Lowry reported that changes are coming on gathering names for the nominations with a new online form that will provide more information for the nominee. He plans to provide this information earlier and hopes to have a report for the June meeting and have a full slate of nominees ready to vote on for the October meeting. He said that the nominations committee was asked to bring names for a General Presbyter Search Committee to this meeting. **He made a motion to appoint: RE Heather Henries, First Benton; RE Tom Verdery, Presbytery Treasurer, First United in Fayetteville; RE Jane Webb, First Rogers; MWS Maggie Alsup, Lyon College; MWS Joy Carrington, West End Arkadelphia and Presbytery Black Caucus; and MWS Robert Lowry, Westover Hills.**

**Moderator McMillan said that the motion was made, she asked for any questions, none were asked, a vote was held and the motion carried unopposed.**

## Treasurer's Report

RE Tom Verdery, Treasurer, gave a report to the presbytery regarding the financial performance of the presbytery's investments so far in 2025. He discussed that in 2025 the presbytery will have a full audit on the finances for the year 2024. Work is ongoing but the final audit report will be ready at a future meeting. He concluded his report and asked for any questions. He presented the 2025 Asking Budget for approval. Which can be seen in the Appendix, Section VII, Exhibit 1. He said that there is a staff 2.5% Cost of Living Adjustment (COLA) included in the budget. The interim general presbyter is not included because he is under contract. The new staffing model will most likely not be filled until the end of the year so the budget request is at the current staffing level. There were no questions, **he made the motion from the administration meeting to approve the 2025 budget. No discussion or questions were asked, motion carried.** The written Treasurer's written report may be found in the Appendix, Section VII along with the financial reports in Section VII, Exhibits 1-3.

## Youth, Young Adult and College Ministries

### Moderator Maggie Alsup

MWS Maggie Alsup, moderator for the committee, explained that the youth were not at this meeting since they were in school for this rescheduled meeting. She said Sarah Leer has scheduled spring and summer events with planning underway. Contact Sarah Leer at [sarah@sarahleer.com](mailto:sarah@sarahleer.com) for information. Her written report may also be found in the Appendix, Section VIII.

## Short Break

## Minute Announcements

Tasha Blackburn told everyone that Ft. Smith, First, is hosting the King Speaker Series with Suzanne Stabile who will present the Enneagram on June 6 and 7<sup>th</sup> inviting interested parties to attend. More information is available at <https://www.1pres.org/kingspeaker>.

Joel Gill announced Ferncliff had boxes with cookies for every church interested in summer camp on the back table with information about summer activities.

## Polity Committee

The meeting was called back to order by Moderator McMillan and called MWS John Arnold who was representing the Polity Committee to present. In the packet is the written report and the recommendations from the committee on the proposed amendments to the Book of Order. **MWS Arnold made a motion to approve the list of amendments 1-13, together, unless there were amendments that needed to be pulled for discussion. A request to pull number 3, 24-C from**

**the approval list. No further discussion or questions were asked. Moderator McMillan asked for the vote, the motion carried with no opposition.** A lengthy discussion was held on 24-C. With no more discussion, the Moderator McMillan called for the vote, tellers were needed to count the vote. The amendment had 31-Yes votes and 17-No votes. Motion carried. It was mentioned that number 13 on the list of amendments, 24-M was not an amendment to the Book of Order so it was not an approved amendment. 24-M, Episcopal-Presbyterian Agreement on Local Sharing of Ministries, was discussed, questions were asked and answered. A vote was called after all discussion and tellers were once again required to count the vote. 34-Yes and 18-No, motion carried. A copy of the Polity Report may be found in the Appendix, Section IX.

## **New Business**

Stated Clerk Brinegar said that he was brought new business by Rogers, First who wanted to sell 3.45 acres of land. A motion was made to allow the sale and it was seconded. No discussion was held, motion carried with no opposition.

## **Closing Prayer and Adjournment**

With no more business needing to be conducted before the presbytery, MWS Judi McMillan offered the closing prayer at 3:40.

Respectfully Submitted,

Kimberly Palmer  
Administrator

Blake Brinegar  
Stated Clerk

# Appendix

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## **Section I – Roster of Attendance/Enrollment**

### **Voting as Ministers of Word and Sacrament**

#### **Ministers of Word and Sacrament – 25 in attendance**

|                    |                  |                   |
|--------------------|------------------|-------------------|
| Alsup, Maggie      | Chan, Moises     | Purcell, Becky    |
| Arnold, John       | Falls, Ruskin    | Roper, Leslie     |
| Arnold, Susan      | Gilmer, Ron      | Seitz, Bill       |
| Berger, Sara Anne  | Harris, LaWanda  | Senor, Georgia    |
| Blackburn, Phillip | Hatcher, Chip    | Thurmond, Yvonne  |
| Blackburn, Tasha   | Humprey, Marion  | Vogado, Lindy     |
| Brinegar, Blake    | Kane, Ben        | Wildwright, Grant |
| Brock, Brian       | Lowry, Robert    |                   |
| Cartwright, Doug   | McMillan, Judith |                   |

#### **Excused Absences**

|                     |                    |                     |
|---------------------|--------------------|---------------------|
| Bacon-Latina, Susan | Kwak, Jai          | Wildwright, Jocelyn |
| Barber, Rebecca     | Qualls, Michael    | Wilhelmi, Jeremy    |
| Brinegar, Elizabeth | Saul, Cinthia      |                     |
| Denne, Krista       | Ulasewich, Michael |                     |

#### **Retired Ministers of Word and Sacrament – 7 in attendance**

|                     |                 |                       |
|---------------------|-----------------|-----------------------|
| Akin, Karen         | Powers, Emmett  | Whitworth-Reed, Linda |
| Allsbury, Catherine | Reed, David     |                       |
| Gonzales, Jessee    | Ritchie, Dennis |                       |

#### **Excused Absences**

Tropansky, Joseph

#### **Temporary Members of the Presbytery – 1 in attendance (voting)**

Poinsett, Jim

**Total of 33 voting as a Ministers of the Word and Sacrament were in attendance.**

## **Voting as Ruling Elders**

#### **Ruling Elder Commissioners – 28 in attendance representing 24 congregations**

|   |  |
|---|--|
| Arkadelphia, West End – Wright, Pat                 | Hot Springs, Westminster – Cole, Mary        |
| Bella Vista – Erickson, Vicki; Cowdin, Gail         | Huntsville, First – Precure, Ronna           |
| Bentonville, First – Zoller Janice; Zoller, Michael | Jacksonville, First – Schultz, Mary Lee      |
| Clarksville, First – Castleman, Linda               | Little Rock, Allison – Morehead, LowAnna     |
| Conway, First – Turner, Debbie                      | Little Rock, First – Hart, Julie             |
| Fayetteville, First – Koenig, Sara; Morton, Bo      | Little Rock, Grace – Williams, Laurine       |
| Holiday Island, PC – Werbitzky, Nancy               | Little Rock, Pulaski Heights – Gray, Charles |

Little Rock, Second – Dunnagan, Steven;  
Markham, Vernon  
Mena, First – Dixon, Mary  
Morrilton, First – McGee, Kris  
Morrilton, Hopewell – Morris, Susan  
North Little Rock, Park Hill – Boggs, Tamara

Rogers, First – Webb, David  
Russellville, Central – Massengale, Cheryl  
Searcy, First – Langston Sr, Michael  
Springdale, First – Young, Elizabeth  
Yellville – Kelly, Kay

**Ruling Elder Voting Members of Presbytery Council –2 in attendance**

Verdery, Tom – Treasurer

Webb, Jane – Vice Moderator

**Commissioned Ruling Elders – 5 in attendance**

Benson, Janet – Wynne  
Falls-Corbitt, Peg – Morrilton, First  
Fischer, Mary Jane – Jacksonville, First

Olson, Charles – Atkins, Memorial  
Wilkinson, Ed – Greenwood, Good Shepherd

**Excused Absence**

Hall, Michelle – Prairie Grove  
Harris, Don – Pine Bluff, First

Murdoch, Mark – Atkins Memorial  
Parker, Karen – Forrest City, Graham Memorial

**A total of 35 voting as Ruling Elders in attendance with 24 congregations represented.**

**Total Voting of 68 in attendance.**

## **Non-Voting Attendees**

### **Members of the Presbytery Staff – 2 in attendance (non-voting)**

Palmer, Kimberly

Price, Julie

### **Visitors - 5 in attendance (non-voting)**

Chan, Cindy – Springdale, First

Gill, Joel – Ferncliff

Humphrey, Vernita T. – Allison Memorial

Hutchinson, Richard – Little Rock, First

Taylor, Carla – Huntsville, First

**Total Non-Voting of 7 in attendance.**

**Total Attendance 75.**

**A total of 75 were in attendance, of whom 68 could vote and 7 who could not vote.**

## **Section II - Consent Agenda**

MWS Blake Brinegar  
Stated Clerk

### **For Action:**

- 1. Motion to adopt the docket.**
- 2. Motion to approve the minutes of the 157<sup>th</sup> Meeting of the Presbytery of Arkansas, October 25-26, 2024, held at Trinity Presbyterian Church, Little Rock with Rev. Jocelyn Wildwright preaching.**
- 3. Motion to enroll corresponding members with voice but no vote.**
- 4. Motion to grant privilege of the floor (voice) to those registered, but without vote.**
- 5. Motion for the stated clerk to record those absent and those present and include those names and numbers in the minutes, serving as what the Presbytery of Arkansas has historically termed the “Leaves of Absence Committee**

## Section III – Stated Clerk Report

MWS Blake Brinegar  
**Stated Clerk**

For Information:

1. Led a webinar on the proposed amendments to the Book of Order.
2. Met with the Polity Committee to help make recommendations to the Presbytery when voting on the proposed amendments.
3. Planning meetings for the Presbytery Meeting.
4. Attended the Synod Meeting in Metairie, LA, November 5-6, 2024.
5. Attended the COM retreat December 2-3, 2024 at Ferncliff Camp and Conference Center.
6. Met with the Administrative Commission on Closing Churches regarding churches and property within the presbytery.
7. Worked with several clerks of session on record keeping issues.
8. Attended the final worship service at Eureka Springs Presbyterian Church.
9. Met with a PNC to assist with questions.
10. Worked on the Church Summary and Minister Directory reports as a part of the Annual Statistical Reporting for the presbytery.
11. Tracked the required boundary training for members of our presbytery.
12. Produced the roster of former PJC members eligible to serve if the need arises.
13. Continued to provide support to a PJC in another presbytery within the synod.
14. February 24-25 will attend the Meeting of the Synod of the Sun in Dallas, TX.
15. February 25-26 will meet with the Stated Clerks of the Synod to review presbytery minutes.

:

**Section III – Exhibit 1**  
**Report of the Stated Clerk**  
**Roster of Former PJC Members for last Six Years**

**2023**

MWS Mark Clark  
RE Donn Mixon  
RE Wendell Phillips  
MWS Ward Rudolph

**2021**

RE David Clark  
RE Mary Dixon  
RE Barbara Lane  
MWS Becky Purcell

**2019**

MWS Orin Frank  
MWS Elizabeth (Gabbard) Brinegar  
RE Susan Presley  
MWS Joe Tropansky

## Section III – Exhibit 2 Report of the Stated Clerk

### Member of the Presbytery of Arkansas\* 2025 Compensation Report

Name \_\_\_\_\_ Position \_\_\_\_\_

Employer\*\* \_\_\_\_\_

Address \_\_\_\_\_ Email \_\_\_\_\_

Are you employed part-time? \_\_\_\_\_ If so, how many hours per week? \_\_\_\_\_

| Effective Salary                     | 2024  | 2025  |
|--------------------------------------|-------|-------|
| Cash Salary                          | _____ | _____ |
| Housing (or 30% of salary for manse) | _____ | _____ |
| Utilities Allowance                  | _____ | _____ |
| Deferred Compensation                | _____ | _____ |
| Other Allowances                     | _____ | _____ |
| <b>Total</b>                         | _____ | _____ |

**Reimbursable Expenses**

|                                 |       |       |
|---------------------------------|-------|-------|
| Automobile (_____ per mile)     | _____ | _____ |
| Business/Professional Expenses  | _____ | _____ |
| SECA Supplement (up to 50%)     | _____ | _____ |
| Continuing Education            | _____ | _____ |
| Board of Pensions/Medical _____ | _____ | _____ |
| Other Reimbursable Expenses     | _____ | _____ |
| <b>Total Allowances</b>         | _____ | _____ |

**Total Effective Salary, Benefits & Allowances** \_\_\_\_\_

Vacation Time \_\_\_\_\_ Study Leave \_\_\_\_\_ Sabbatical? \_\_\_\_\_ When? \_\_\_\_\_

\* All ordained MWS members of the Presbytery of Arkansas and CREs serving congregations are asked to fill out this form. **MWS members also have 12 weeks paid family medical leave per the Book of Order (G-2.0804)** Please return this form by March 31, 2025 to Rev. Blake Brinegar, [revbrinegar@gmail.com](mailto:revbrinegar@gmail.com) or 9221 N. Rodney Parham Rd., Little Rock, AR 72227.

\*\* The Presbytery of Arkansas, through its COM, acts to concur with all changes in terms of call of MWS in pastoral positions. This report constitutes a request to do so if you are in a pastoral position and there are any changes.

## Section IV-Report from Committee on Ministry

MWS Leslie Roper  
Moderator of Committee

For Information:

1. The committee evaluated the work of the five ministry teams during 2024 and made adjustments. The ministry teams within the COM are as follows (Section IV, Exhibit 1) for ministry team members)
  - Call Process
  - Temporary Leadership
  - Examinations
  - Non-traditional Ministries
  - Tough Conversations
2. The committee approved the renewal of the following covenants:
  - a. Between Mount Vernon Presbyterian Church, Pea Ridge, and Rev. Brian Timmons (ordained United Methodist minister) (Section IV, Exhibit 2).
  - b. Between Mount Comfort Presbyterian Church, Fayetteville and Rev. Libby Lizarraga (Section IV, Exhibit 3).
  - c. Between Holiday Island Presbyterian Church, Holiday Island and Rev. Dr. Ron Gilmer (Section IV, Exhibit 4).
  - d. Between Memorial Presbyterian Church, Atkins and CRE Charles Olson (Section IV, Exhibit 5).
3. The committee approved Rev. Georgia Senor and Rev. Dennis Ritchie to serve as co-moderators of the session at First Presbyterian Church, Bentonville.
4. The committee gave permission to the following congregations to form Pastor Nominating Committees: First Presbyterian, Bentonville; Kirk in the Pines, Hot Springs Village; Park Hill Presbyterian, North Little Rock.
5. The committee approved the MDP for First, Jonesboro and activated it in the CLC system.
6. CRE Sylvia Tate was given permission to serve communion at First Presbyterian Church, Jonesboro through December of 2025.
7. Rev. Ronnie Prevost was given permission to serve communion and moderate session meetings within the bounds of the Presbytery of Arkansas through December of 2025.



## **Section IV, Exhibit 1**

### **COM Working Groups 2025**

#### Tough Conversations:

- Brian Brock
- Robert Lowry
- Mike McClure

#### Examinations:

- Pete Leer
- Donn Mixon
- Alisa Secrest

#### Call Process:

- Susan Arnold
- Fern Davis
- Grant Wildwright

#### Temporary Leadership:

- Ruskin Falls
- Don Harris
- Marion Humphries

#### Non-Traditional Leaderships (Unicorns):

- Janet Benson
- Sara Anne Berger
- Ed Wilkinson

#### Meeting Mental Health Needs of Church Professionals Team:

- Mike McClure
- Leslie Roper
- Alisa Secrest
- Grant Wildwright

## Section IV, Exhibit 2

### TEMPORARY PULPIT SUPPLY AGREEMENT BETWEEN MOUNT VERNON PRESBYTERIAN CHURCH, PEA RIDGE, ARKANSAS AND REV. BRIAN TIMMONS

Mount Vernon Presbyterian Church, Pea Ridge, Arkansas enters into an agreement with Rev. Brian Timmons, a United Methodist minister, to become its Temporary Supply Pastor. He will devote up to nineteen hours per week fulfilling the following responsibilities:

1. Lead worship, preach, and administer the sacraments on Sundays and at other worship services scheduled by the Session.
2. Co-ordinate pastoral care with the Deacons and the Session.
3. Lead Bible studies and other study groups as approved by the Session.
4. Officiate at funerals if requested to do so.
5. Moderate meetings of the Session and the Congregation.
6. Other duties agreed upon by the Session and Rev. Timmons.

In return, Rev. Timmons will be compensated in the following manner:

1. Salary \$400.00 per month
2. Housing \$1,900.00 per month
3. Automobile Expense (Current IRS rate)
4. Funerals – an honorarium
5. Four (4) vacation days per year
6. Other compensation agreed to by the Session and Rev. Timmons for additional duties not listed above.

During the length of this agreement, Rev. Timmons will be accountable to the Session and the Presbytery through the Committee on Ministry.

This agreement is for a period of 12 months beginning January 1, 2025. Either party may terminate this agreement with a thirty day written notice to the other and the Committee on Ministry.

Temporary Supply Pastor B-T Date: 11-17-24  
Clerk of Session Ronnie L. David Date: 11/17/24  
Committee on Ministry \_\_\_\_\_ Date: \_\_\_\_\_

### Section IV, Exhibit 3

#### Proposed Covenant Between

Mt Comfort Presbyterian Church, Fayetteville, AR and

Rev. Libby Lizárraga

The following agreement is effective on Dec 01, 2024, with acceptance by Mt Comfort Church of Fayetteville, AR, Rev Libby Lizarraga and the Presbytery of Arkansas. It shall continue in force for approximately 1 year.

The duties and responsibilities for Rev Lizárraga shall be:

1. Preach and lead worship one Sunday per month
2. Administer the Sacraments
3. Oversee planning and worshipping for holy days as directed by the session
4. Provide pastoral care to the congregation
5. Conduct funerals/memorial service and weddings as needed
6. Assist pulpit supple pastors as requested

#### Compensation

Mt Comfort Presbyterian Church agrees to pay Rev Lizárraga \$ 85 monthly to perform the stated duties and responsibilities. Additional compensation and travel expenses are subjected to session approval.

The covenant shall be reviewed yearly by the Session and Rev Lizárraga

This covenant may be terminated by either party at any point with 30 days written notice.

Libby Lizárraga 24 NOV 24  
Rev Libby Lizárraga date

Lisa Cuymer 11/24/24  
Clerk of Session date

\_\_\_\_\_  
COM Liaison date

## Section IV, Exhibit 4

### CONTRACT/COVENANT FOR A TEMPORARY PASTORAL RELATIONSHIP

The following contract between the Session of Holiday Island Presbyterian Church and the Rev. Dr. Ron Gilmer is for the purpose of providing pastoral services as a part-time temporary supply pastor to the Church for a period of twelve months (renewable every 12 months.) The contract/covenant is to begin on January 1, 2025

#### DUTIES:

The pastor will be responsible to

- Moderate the Session and Congregational meetings
- Serve as Head of Staff
- Lead worship and preach at regular Sunday services and special services (e.g. Christmas Eve, Holy Week)
- Arrange for substitute preachers on any Sundays not present
- Call on sick and home-bound parishioners as able
- Provide administrative leadership
- Officiate at baptisms, weddings and funerals
- Offer spiritual formation opportunities, especially for new members
- Work with committee chairs, Elders, and members of the Session
- Be a presence in the Holiday Island community.
- Be available to church members and friends as needed or requested.

The congregation and Session will be responsible to:

- Support the pastor in his ministry
- Provide regular financial compensation according to the terms outlined below
- Provide (in partnership with the Personnel Committee) a performance review to the pastor at least annually
- Set goals in conjunction with the Session

During the length of this agreement, the pastor will be accountable to the Presbytery.

This agreement may be terminated by either party (Session or pastor) upon 30 days written notice. This agreement may be extended in 1-to-12-month periods, upon written notice to, and with the approval of, the Presbytery. It is understood that the pastor will participate in any training/discussions sponsored and/or requested by the Presbytery and will participate in an exit interview conducted by the Presbytery.

TERMS:

The pastor is employed on a part-time basis, serving approximately 20-25 hours per week and will be compensated as follows:

| Effective salary          |                        | Reimbursable expenses (by voucher) |                |
|---------------------------|------------------------|------------------------------------|----------------|
| Cash Salary               | <u>\$18,000</u>        | Business/professional expenses     | <u>\$1,000</u> |
| Housing allowance         | <u>\$18,150</u>        | Continuing Education               | <u>\$3,500</u> |
| Flexible Spending Acct    | <u>\$ 1,750</u>        |                                    |                |
| <b>Total</b>              | <b><u>\$37,900</u></b> |                                    |                |
| Paid Vacation             | <u>4 weeks</u>         |                                    |                |
| Paid continuing education | <u>2 weeks</u>         |                                    |                |
| Paid Family Medical Leave | <u>12 weeks</u>        |                                    |                |

APPROVALS:

The Session approved this contract and its conditions on 11-3-2024

Signed (Clerk of Session) Susan Stille Date: 11-3-2024

I agree to accept the terms of this contract

Signed (Pastor) Byron Ronald Helmer Date: 3 NOV 2024

The Presbytery approved this contract and its conditions on \_\_\_\_\_

Signed (Pastor) \_\_\_\_\_ Date: \_\_\_\_\_

## Section IV, Exhibit 5

### TO INITIATE OR CONTINUE A COVENANT BETWEEN A SESSION AND A COMMISSIONED RULING ELDER (CRE) IN THE PRESBYTERY OF ARKANSAS

This Covenant between the Session of the Memorial Presbyterian Church of Atkins, Arkansas and Charles Olson, CRE is for the purpose of providing pastoral services. This relationship shall be effective January 1, 2025 until December 31, 2027 (no more than 36 months) at which time it may be renewed with the concurrence of the session, the Committee on Ministry of the Presbytery of Arkansas, and the CRE.

It is understood that the terms of the call to the CRE will be in accord with the provisions found the Book of Order. There shall be an annual evaluation of the work of the CRE by the Session of the Memorial Presbyterian Church. At that time this covenant may be renewed or not renewed at the discretion of the Session, the CRE, or the Presbytery.

The CRE shall be provided by the session four (4) weeks (including Sundays) vacation annually and two (2) weeks study leave (including two Sundays). The Session agrees to pay the CRE \$ 225.00 per Sunday with a review of the compensation annually. The session agrees to reimburse the CRE \$ N/A per mile (or the IRS allowable rate) for mileage driven to and from the church and in the execution of other duties for the church.

The CRE is expected to fulfill the following duties that are initiated by the Clerk of Session and the CRE:


Clerk CRE

- Preach regularly on Sundays and at special services during the church year
- Lead worship on Sundays and for special services
- Officiate at funerals as requested and as available
- Moderate Meetings of the Session
- Provide administrative leadership for the congregation
- Administer the Sacraments only in this congregation
- Make hospital visits when available
- Provide pastoral care for the congregation
- Make new member and evangelistic visits
- Teach officer training
- Teach Confirmation Classes
- Teach a regular Bible Study class
- Participate regularly in meetings of Presbytery
- \* Other duties

\*As discussed at 3<sup>rd</sup> qtr Session meeting Aug. 4, 2024, CRE Olson plans to spend extended periods of time with family in Tennessee. This will necessitate missing Sundays in the Pulpit. Session members expressed desire for CRE Olson to continue developing liturgy and sermon for these Sundays and delivering to Session so that a ruling elder can deliver these items from the pulpit during CRE's absence. CRE Olson agreed to this proposal.

It is understood that the CRE would ordinarily work only N/A hours per week for the church. If the CRE should exceed those hours in any given week, s/he should take compensation time in one of the next few weeks. This time is to be negotiated between the Session and the CRE. If the work exceeds 20 hours per week the session should strongly consider the possibility of Pension and Major Medical for the CRE.

Should the CRE be asked to move to the community in which the church is located the church shall provide full moving expenses to the community and a housing allowance or manse shall be provided.

Signed by:  11/4/2024 | 12:07:57 PST  
B63AC20C97544D9...  
(Charles Olson, Commissioned Ruling Elder) (date)

DocuSigned by:  11/4/2024 | 15:49:45 EST  
B291DAFDC9B8488...  
(Gail Murdoch, Clerk of Session) (date)

---

Approved by the Committee on ministry (date) \_\_\_\_\_

Date approved by the Presbytery of Arkansas \_\_\_\_\_

Date of initial Commission \_\_\_\_\_ February 22, 2015 (From Minutes of the 128<sup>th</sup> Stated Meeting of the Presbytery of Arkansas)

## Section IV, Exhibit 6

**MWS Jim Freeman**

### **Statement of Faith**

I am a child of God, claimed in the waters of the font, fed at the Lord's table, surrounded, sustained, and at home in the community of faith, lost in sin and completely dependent on God's grace and mercy to rectify my life, called not only to salvation but more importantly to service.

I believe in a triune God, known at times as Father, Son, and Holy Spirit. I believe in a Sovereign God, who in the beginning tamed the waters of chaos and brought everything into being. I believe this God made covenant with a particular people to be in relationship with them, to lead them, to watch over them, and to judge them. Though they turned away, God did not relent but called them back. In the fullness of time God sent Jesus Christ into the world, reconciling people to God and pointing the way to God's coming reign.

I believe that in Jesus Christ, God's only Son, we find God's Word become flesh, God's love poured out, God's grace made manifest, God's reign inaugurated. Jesus, whose ministry touched the lives of all people, suffered an unjust and painful death on the cross that we may share in his defeat of sin and death, and was resurrected so that we may know the hope of eternal life. Jesus has promised to return again and to bring God's people into the new Jerusalem— creation as it is intended to be.

I believe that by the Holy Spirit we are stirred with restlessness and touched by the flames of Pentecost so that we may leave the false security of our closed rooms and venture into the world to proclaim God's good news. I believe that the Spirit guides us in our living and sustains us in our journeys of faith so that we may arrive at the place where God intends us to be.

I believe that scripture is the inspired Word of God, essential to our understanding of who God is and who God calls us to be. In its pages we are made aware of the work of prophets, rulers, priests, common folks; the teachings of Jesus; the witness of apostles and other believers; and the work of God at all times and in all places.

I believe that the church has been instituted by God to share the good news of salvation as both judgment and grace, but always in love; that as the body of Christ at work in the world, we are called to follow the teachings of Jesus Christ, to confront the power of evil wherever it resides, and to glorify God, not ourselves.

I believe that the Reformed Tradition has a valid and timely word for the world today, that at the watch posts of the faith—font, table, and pulpit—we are to await the reign of a Sovereign God which will come as God wills it.

I believe I am called as a minister of word and sacrament to serve God and God's people, to enunciate the faith, to share the good news, to stand with the friendless and the grieving, to speak to the powers, and to participate in the life of the church universal, adhering to its standards and supporting its work. In doing so I rely fully on the grace of God in Jesus Christ, through the Holy Spirit.



## Section IV, Exhibit 7 Committee on Ministry

### CONTRACT COVENANT AGREEMENT

Wellspring Renewal Center and Rev. Rebecca Spooner Barber LPC PLLC covenants/contracts with the Committee on the Church and Its Ministries of the Presbytery of Arkansas to provide the following services from **January 1, 2025 to June 30, 2025**:

- ! Eight free sessions of either psychological counseling, spiritual direction or coaching for the Presbytery's Active Minister members residing in the Presbytery or contiguous counties to the Presbytery of Arkansas (this does not include retired pastors unless they are currently serving congregations) Commissioned Ruling Elders, Certified/Certified Associate Christian Educators, Presbytery staff members (the Stated Clerk, the Program Administrator and the Financial Administrator), and their immediate family members.

Counseling includes individual (child, adolescent and adult), family, marital, couples, and pre-marital counseling. It does not include after-hour emergency services which Wellspring does not provide to any client.

Coaching includes assisting clergy in leadership development and adaptive change.

- ! Other services for the Minister members covered under this contract include: regular correspondence, emergency pastoral calls when needed, and crisis/conflict consultations.
- ! Counseling services will be provided by Rev. Rebecca Barber LPC, and other therapists in the Clergy Counseling Network which is managed by Wellspring Renewal Center. Coaching services will be provided by Rev. Barber only.

The annual covenant relationship fee is \$120 per minister/staff covered. The persons to be covered by this contract are:

|    |   |
|----|---|
| 30 | Full time Pastors                                     |
| 9  | Active Part-time Pastors                              |
| 13 | Commissioned Ruling Elders (CREs)                     |
| 10 | Supply Pastors  |
| 6  | Active Full-time Pastors - Non Parish                 |
| 3  | Active Part-time - non Parish                         |
| 1  | Certified and Certified Associate Christian Educators |
| 5  | Presbytery Staff                                      |
| 8  | Retired ministers that are actively serving           |

87

x \$120.00

Divided by 2

**TOTAL FEE. \$5220**

The Presbytery of Arkansas may initiate action to cancel this contract if it has reason to believe that Wellspring Renewal Center has not fully performed its responsibilities in accordance with this agreement, but only after

Rev. Barber/Wellspring Renewal Center has received 10 calendar days written notice stating the specific problems and suggesting ways in which these problems can be corrected.

Counseling services at Wellspring Renewal Center are provided by Rev. Rebecca Barber LPC, PLLC, and other therapists on Wellspring's Clergy Counseling Network. All counselors providing service are licensed by the state board and are bound by the legal and ethical statutes of their profession. They also carry their own professional liability insurance. The Presbytery of Arkansas is not liable for any actions of Wellspring or of Rev. Rebecca Barber LPC, PLLC, or any therapists in the Counseling Network. **All counseling records of Wellspring are confidential and information will only be released to the Presbytery with written consent from the client.** Wellspring Renewal Center or any counselor on the Network does not provide letters of reference for Ministers, Commissioned Ruling Elders, Certified Christian Educators or any of its clients.

Counselors may refer clients to another therapist if there is a conflict of interest on behalf of the client or the counselor, or when the counselor believes it to be therapeutically necessary. The Presbytery of Arkansas, nor its Committee on the Church and Its Ministries shall in any way control either Wellspring Renewal Center, Reverend Spooner Barber or Network counselors as they carry out the terms of this agreement. Wellspring Renewal Center and Reverend Barber are responsible for the performance of the work pursuant to this contract and the selection of the methods used to accomplish the terms of this contract. The Presbytery of Arkansas and its Committee on the Church and Its Ministries are only concerned with the results. The Presbytery of Arkansas has no jurisdiction over the actions of Wellspring Renewal Center and therefore is not responsible for its methods or outcomes. Rev. Barber will report to the Committee on the Church and Its Ministries annually and at the request of the committee's moderator.

If the Presbytery or its Committee on the Church and Its Ministries is dissatisfied with the performance of Wellspring Renewal Center or any Network Counselors, formal complaints may be made to the State Board of Examiners in Counseling (101 East Capital Ave. #202, Little Rock, AR 72201).

In signing this document, I attest that I am authorized to sign this for Wellspring Renewal Center.

\_\_\_\_\_  
Rev. Rebecca Spooner Barber LPC NCC  
Wellspring Renewal Center

\_\_\_\_\_  
Date

In signing this document, I attest that I am authorized to do so by and on behalf of the Committee on the Church and Its Ministries of the Presbytery of Arkansas.

\_\_\_\_\_  
Representative  
Committee on the Church and Its Ministries  
Presbytery of Arkansas

\_\_\_\_\_  
Date

In signing this document, I attest that I am authorized to do so by and on behalf of the Presbytery of Arkansas.

---

Rev. Jim Poinsett  
Interim General Presbyter  
Presbytery of Arkansas

---

Date

*This contract was written by Rev. Rebecca Spooner Barber LPC NCC, Wellspring Renewal Center*

## **Section IV, Exhibit 8**

### **Committee on Ministry**

### **Presbytery of Arkansas**

#### **Clergy Severance Policy (non-Judicial)**

#### **Purpose**

The purpose of this policy is to define standards for severance in the event of an involuntary termination of a call for non-judicial reasons.

#### **Definitions**

- Agreement on Dissolution of a Call- An agreement among the parties to a pastoral call (presbytery, pastor, congregation) terminating a pastoral call at the request of the congregation.
- Involuntary Termination- The dissolution of a call at the request of the congregation for reasons not related to church disciplinary processes.
- Non-judicial- A reason for separation not related to disciplinary process.
- Severance- Salary, benefits, and other remuneration paid to a pastor following active service in their call.
- G-3.0303c. Relations with Sessions: establish minimum compensation standards, including provisions for dissolution terms, for pastoral calls and for those serving in temporary pastoral service, Certified Christian Educators and Certified Associate Christian Educators within the presbytery;
- G- 2.0504b. Temporary Pastoral Relationships: Temporary pastoral relationships are approved by the presbytery and do not carry a formal call or installation. When a congregation does not have a pastor, or while the pastor is unable to perform her or his duties, the session, with the approval of presbytery, may obtain the services of a minister of the Word and Sacrament, candidate, or ruling elder in a temporary pastoral relationship. No formal call shall be issued and no formal installation shall take place.

#### **Policy**

In the event that a congregation requests that the presbytery concur with the dissolution of a pastoral call not initiated by the pastor and not the result of disciplinary process, the COM works with the pastor and congregation to ensure that the dissolution is equitable and in the spirit of call.

The following steps shall be taken by the COM:

1. When the COM is notified of a congregation's desire to dissolve a pastoral relationship, the COM moderator shall appoint two representatives to meet with the session.
2. If, after meeting with the session, it is determined that dissolution is in the best interest of the church and pastor, the COM representatives, two representatives of the session, the pastor and his/her representative (if desired) shall draft an Agreement on Dissolution of a Call.
3. An Agreement on Dissolution of a Call shall include at least the following:
  - a. 100% of salary and benefits based on the following formula:
    - i. Up to twelve (12) months of service: three (3) months severance
    - ii. Years two through ten (2-10) or majority fraction thereof: One (1) month for each year or majority fraction thereof

Example: If a pastor serves 5 years and 5 months, the severance owed would be as follows:

Year 1- three (3) months

Years 2-5- one (1) month per year totaling four (four months) because the fractional year is less than  $\frac{1}{2}$  no severance is owed for year six (6).

Total Severance Owed (excluding owed unused vacation): Seven (7) months

- iii. Any unused vacation shall be in addition to regular salary severance.
  - iv. Service beyond ten years is negotiable.
  - b. Any agreed upon steps for informing the congregation.
  - c. No Agreement on Dissolution of a Call may violate any provision of the Constitution of the PC(USA) including any provision prohibiting any non-disclosure agreements.
4. The agreement must be approved by the pastor, the congregation, and the presbytery.
  5. In the event the congregation does not approve the agreement, the terms of call shall remain binding on the congregation until such time as an agreement is approved.
  6. In the event the pastor does not approve the agreement, terms as outlined in section 3 are binding.

## **Section IV, Exhibit 9**

### **Committee on Ministry**

### **Necrology**

#### **In Memoriam MWS Rev. Carol Clark** **September 5, 1951—December 5<sup>th</sup>, 2024**

Retired Minister of Word and Sacrament and member of the Presbytery of Arkansas, Rev. Carol Clark died at home on Thursday December 5, 2024.

Carol was gifted academically and athletically. She played on her high school basketball team. She graduated from the University of South Carolina and obtained a master's degree from Converse College, Spartanburg, SC. Carol taught in elementary schools for fifteen years, teaching gifted and talented students. A lifelong Presbyterian, Carol felt a call to ordained ministry. She enrolled in seminary in 1987.

After graduating from Columbia Theological Seminary, Carol was ordained in 1990 by Charleston-Atlantic Presbytery, to serve in Estill, South Carolina. She received four of the nine awards given to graduates. She was also offered a full scholarship to pursue her PhD in the religion subject of her choice. Carol married fellow classmate Mark, June 16<sup>th</sup>, 1991. Carol served in an interim capacity in several churches in the Austin, TX area. She was also the installed pastor in Wimberly, Texas from 1995 to 2000. Her gifts for ministry were evident in the fact the church grew from 35 to more than 200 during her tenure.

In 2000 she and Mark moved to North Carolina where Carol served various interim ministries until being installed at Unity Presbyterian Church in Denver, NC. Her singular gifts for preaching, worship preparation, pastoral care and administration were on display. During her fourteen years at Unity the church grew from 100 to over 600 members.

In 2015, Carol and Mark moved to Little Rock, AR as they began preparing for retirement. Carol served several churches in Arkansas Presbytery, as well as serving on staff of the presbytery. She was currently serving at Park Hill Presbyterian Church at the time of her death. A gifted pianist and choir leader, Carol served as the choir director of a Little Rock church.

Carol is survived by her husband, Mark, of over thirty-three years, a niece and two nephews. She and Mark had a harmonious life together.

## **Section IV, Exhibit 10**

### **Committee on Ministry Necrology**

#### **In Memoriam MWS Rev. Clare Martin Kelley October 13, 1952—February 13, 2025**

Retired Minister of Word and Sacrament and members of the Presbytery of Arkansas, Rev. Clare Kelley died Thursday February 13, 2025, at Baptist Health Nursing and Rehab Center in Scotia, NY. She was born October 13, 1952, in Birmingham, Alabama. She attended Auburn University and Austin Presbyterian Theological Seminary. She was also a member of the Alpha Omega Pi Sorority.

Clare was ordained on July 21, 1991, by Arkansas Presbytery. She served her entire career within the bounds of our Arkansas Presbytery, serving First Presbyterian, Walnut Ridge, Highland Presbyterian Church, Hot Springs, First Presbyterian Church, Eureka Springs and Holiday Island Presbyterian Church. She served as the Stated Clerk of the Presbytery a couple of times. She retired October 1, 2017. She served part time in Huntsville after her retirement. She was beloved by many parishioners.

Clare is survived by her son and daughter-in-law, David and HB Steadham, Three grandchildren, a brother, Whit Kelley, and a nephew Randy Kelley. Thanks be to God for the life and ministry of Rev. Clare Kelley.

## Section V

### Report of the Committee on the Mission of the Church

February 2025

CRE Peg Falls-Corbitt Moderator

2025 Members in addition to the moderator are: Jan Butin, Allison Richardson, LaWanda Harris, Cindy Saul, Carla Taylor, Lindy Vogado, and David Gill, with Renee Nestor as the Presbyterian Women representative. Julie Price, Presbytery Connector is ex officio.

#### Mission Initiative Grants

**Awards for these grants are made over a 3-cycle period, or until the funds run out. Due dates are: April 15, July 15, and October 15.**

**Please see the next page for guidelines and instructions for applying.**

[Click here to see the guidelines on the website](#)

**THE PURPOSE** of funding for the Mission Initiative Grant portion of the Mission of the Church Committee's budget is to assist congregations and ministries of the Presbytery of Arkansas in proclaiming the love of Christ beyond their walls; efforts that extend the power of congregations and ministries to serve the most vulnerable in our society are particularly welcome.

Examples from last year's awards"

Central Presbyterian Pine Bluff

First Alma

First Jacksonville

First Van Buren

Lyon College

Lyon College

Queer Collective

Rogers Presbyterian

Trinity Presbyterian

Wynne Presbyterian

Backpack program

Blessing Box

Community Garden expansion

Farm Food Pantry

Spirituality and Well-Being program

Food Insecurity Program

Suicide Prevention Workshop

Day of Wellness for underserved women

Welcome Bags for Vera Lloyd

Classroom Materials for Day School serving low-income Children)

#### Additional Grant Funds

There are limited funds for scholarships for mission trips and International Mission Initiative. The Committee has a subcommittee working to develop an application form for these funds. Until then, please send your inquiries or proposals to the moderator Peg Falls-Corbitt at [fallscorbitt@hendrix.edu](mailto:fallscorbitt@hendrix.edu).

#### Additional Budget Support

Funds from the MOC budget continue to support the Ferncliff, Stewpot, the Presbyterian Pilgrimage, Presbyterian Women Retreat travel, the Presbyterian Village, both Lyon College and University of the Ozarks, and Presbytery Educational Ministry Resourcing.



## Section V, Exhibit 1

### Presbytery of Arkansas & The Mission of the Church Committee

#### GUIDELINES FOR FUNDING FROM MISSION INITIATIVE GRANTS BUDGET



**THE PURPOSE** of funding for the Mission Initiative Grant portion of the Mission of the Church Committee's budget is to assist congregations and ministries of the Presbytery of Arkansas in proclaiming the love of Christ beyond their walls; efforts that extend the power of congregations and ministries to serve the most vulnerable in our society are particularly welcome.

#### Application Process

1. The Mission of the Church Committee receives and acts on grant proposals three times a year. The three submission deadlines are as follows: April 15, July 15, and October 15.
2. A request to the Mission of the Church Ministry Area should include a written proposal, no longer than two pages, detailing:
  - a. the amount of funding requested;
  - b. the need or needs the Session or Ministry wants to address with that funding;
  - c. a brief description of specific goals of the project and how the funds requested will be used;
  - d. a copy of the budget for the project;
  - e. total estimated costs and other sources of funding that are committed or have been applied for;
  - f. the date the Session *or* Ministry approved the request,
  - g. Session's *or* Ministry's designated contact for the project, including name, address, telephone number and email address;
  - h. name of Treasurer or other administrative official to whose attention the check should be sent.
3. To submit your request:
  - i. Send the written proposal as an **attachment to an email** (not in the body of the email) to Peg Falls-Corbitt (fallsorbitt@hendrix.edu), Moderator of Mission Committee, AR Presbytery;
  - ii. **Include the church or ministry name in the title of the attachment and subject line of email.**  
For example: [church name]. Mission Initiative Grant 2025

#### Other Details:

4. The Committee's budget is limited, and **requests of more than \$1,500 are generally not approved.** However, there may be occasions when a larger amount could be granted:
    - a. if the applicant can make a case for it, and
    - b. if they have made a good-faith effort to secure other funds but are still short of their goal.
  5. The Mission of the Church Committee will give priority to requests where:
    - a. the applicant is addressing this need with their own gift or gifts;
    - b. other sources of funding have been secured or are being sought.
- The Committee reviews and acts on applications within 30 days of each deadline. *Revised 1/23/25*

**Section V, Exhibit 2**  
**Sub-Committee on Honduran Ministry**  
**MWS Jesse Gonzales Moderator**

**A Covenant Between**  
**the Presbytery of Arkansas**  
**and the Presbytery of Honduras**

- I. Goals of the Partnership
  - a. Mutual friendship, solidarity, fellowship, and support.
  - b. A deeper mutual awareness of the global scope of God’s work in and through the church of Jesus Christ, and the ways it takes various forms in different cultural contexts.
  - c. Mutual encouragement in Christian discipleship and shared worship that includes faith sharing, mutual prayer commitment and support, and joyful, creative interchange of cultural expressions of discipleship and worship.
  - d. Mutual address of shared concerns:
    - i. Sharing God’s love and grace with neighbors from all walks of life.
    - ii. Serving those in need in our churches and communities, especially for pure, safe water; solar power; adequate housing; and the basic necessities of life, which include water, food, education and health care.
    - iii. Specific ways our churches can help address human needs and protect human dignity, safety, and flourishing in the midst of changing patterns of international immigration.
    - iv. Mutual support of theological education and leadership development that will help ensure faithful, growing congregations and new church development.
    - v. Mutual commitment to maintaining safe and functional church buildings for existing and new congregations, and homes for retiring pastors as needed.
- II. As such, the parties represented in this covenant of cooperation agree to the following conditions
  - a. Based on available resources and needs, the Presbytery of Arkansas (through its congregations) will joyfully assist in funding needed materials for projects undertaken under the direction of the Presbyterian mission of Honduras, which commits to providing labor and finances according to available resources in each project.
  - b. In the spirit of generosity, The Presbytery of Arkansas will assume the majority of the financial costs of international and domestic travel needed to sustain and deepen our partnership (whether to Honduras or to the United States for shared events, retreats, church gatherings, etc.) ;. In a spirit of gratitude and responsibility, the Presbyterian Mission of Honduras will assume financial costs according to resources available for the same events, retreats, church meetings, etc.
- III. This covenant will be reviewed every two years, to reflect the changing realities, resources, and needs of both presbyteries.
- IV. **FOURTH: OBLIGATIONS OF THE PARTIES**, by virtue of signing this agreement, **THE PARTIES** are obliged to respect the terms established here and agree to comply with the objectives described in this agreement, as appropriate:
- V. **OBLIGATIONS OF THE EVANGELICAL MISSION OF HONDURAS:**

- a. Collaborate with the development, monitoring and fulfillment of the projects presented and approved by THE PRESBYTERY OF ARKANSAS.
- b. Comply with project execution standards based on the criteria of transparency and proper use of funds.
- c. Respond to requests for clarification sent by THE PRESBYTERY OF ARKANSAS, in relation to any of the details of the projects, their design, execution or monitoring, until their completion.
- d. Submit to the PRESBYTERY OF ARKANSAS a physical and financial execution report that allows supervision of the appropriate use of the transfers in accordance with strict compliance with the objectives of said agreement.
- e. Maintain an updated accounting and financial system that allows evidence of the appropriate use of funds in the event of a review.

VI. OBLIGATIONS OF THE PRESBYTERY OF ARKANSAS:

- a. Send an approval note that describes the name of the project, the approved financial amount and attach evidence of each deposit.
- b. Receive requests for aid projects for congregations or individual members of the Honduras church only from THE PRESBYTERIAN EVANGELICAL MISSION OF HONDURAS, not through communication with Congregations or Individual Members.
- c. The PRESBYTERY OF ARKANSAS will approve projects or views according to the need or priority defined by Honduras church.

VII. FIFTH: ACCEPTANCE, the signatory parties hereby acknowledge that we have accepted the terms of this agreement, signing two copies of equal content and value in the city of XXXXXXXX. On the xxx day of the xxxx month of 2024

## Section VI, Exhibit 1 SPLT Proposed Job Description



### Job Description: Executive Presbyter

Full-Time/Installed  
Elected for a Three Year  
Term (Renewable)

**Overview:** The Executive Presbyter serves as the visionary leader and chief executive officer of the Presbytery of Arkansas, responsible for overseeing the presbytery's vision, culture, and innovation. This role provides leadership in achieving the presbytery's mission and goals, fostering partnerships, and supporting congregations and ministers. As the supervisor of the Director of Presbytery Operations and Congregational Vitality, the Executive Presbyter ensures alignment between vision and operational execution.

### **Responsibilities:**

#### Vision and Strategy Development

- Articulate and implement the vision for the presbytery's future in collaboration with the Presbytery Coordinating Team and other leadership bodies.
- Oversee the development and execution of 3-year strategic goals and annual benchmarks, with ongoing evaluation of progress.
- Catalyze new worshipping communities and innovative expressions of ministry in collaboration with appropriate committees and task forces.
- Partner with ministers and congregations to identify church trends, opportunities for revitalization, and strategies for growth, including repurposing church properties when necessary.

#### Culture and Relationships

- Build and nurture relationships with ministers, elders, and congregations through regular in-person visits, striving to attend at least one session meeting or worship service for each congregation every three years.
- Collect and share inspiring and impactful narratives within the presbytery through communication channels.

#### Innovation and Ministry Development

- Foster conversations about bold and creative approaches to ministry that align with the presbytery's mission.
- Provide leadership and guidance to help congregations explore new ways of being church, including offering workshops, mentorship programs, or consultation services tailored to specific needs.
- Facilitate expertise on congregational vitality by staying abreast of trends, accessing resources, and participating in training to maintain expertise.
- Collaborate with committees and task forces to pilot and implement innovative ministry strategies that

reflect the presbytery's commitment to vitality and growth.

#### Development and Fundraising

- Lead the presbytery's development efforts, including:
  - Building relationships with major donors and designing donor engagement strategies.
  - Seeking and applying for grants to further the presbytery's mission.
  - Creating and executing annual giving campaigns and planned giving initiatives.
  - Expanding the base of individual monthly donors supporting the presbytery.
- Oversee fundraising-related events and maintain a database of donor relationships.

#### Leadership and Supervision

- Supervise and support the Director of Operations and Congregational Vitality, ensuring alignment between operational functions and the presbytery's vision.
- In conjunction with the Personnel Committee, conduct annual performance evaluations for direct reports, using formal tools or frameworks and incorporating feedback from committees and stakeholders.
- Provide regular coaching and mentorship to foster professional growth of presbytery staff, including structured one-on-one meetings and quarterly reviews of progress.
- Collaborate with appropriate committees and task forces in hiring staff and developing job descriptions as needed.

#### Administration and Governance

- Serve as a staff resource to key committees focusing on vision and strategic initiatives, such as:
  - **Committee on Ministry,**
  - **Committee on Nominations,**
  - **Future of the Church Committee,**
  - **Committee on Youth, Young Adults, and Campus Ministry**
  - **Strategic Planning Implementation Team**
- Provide regular communication to presbytery constituents through bi-weekly e-news updates and other channels.
- Report on progress and initiatives at each meeting of the presbytery and Coordinating Team.

#### Ecumenical and Denominational Engagement

- Represent the presbytery in ceremonial and ecumenical occasions and build relationships with leaders of other judicatories and faith traditions within Arkansas.
- Represent the presbytery at General Assembly, synod-wide events, and other ceremonial occasions, providing updates to the presbytery via appropriate platforms.
- Attend Synod of the Sun meetings and quarterly in-person gatherings of the Executive Presbyter Forum, as well as regular virtual meetings as schedule permits.
- Actively participate in ecumenical organizations and forums, building partnerships that advance the presbytery's mission.
- Serve as an ex-officio member of partner organizations' boards, such as Ferncliff Camp & Conference Center, Vera Lloyd Presbyterian Family Services, and the Presbyterian Foundation of Arkansas, as schedule permits.

### Continuing Education and Development

- Engage in continuing education opportunities to remain current on trends and best practices in presbytery leadership and ministry innovation.
- Encourage and model lifelong learning and professional development for presbytery staff and leaders.

### **Required Attributes:**

- A robust understanding of and ability to articulate Presbyterian polity and Reformed theology.
- Proven leadership skills, including vision casting, team-building, and conflict resolution.
- A highly relational and pastoral approach to ministry.
- The ability to inspire and navigate change while fostering collaboration.
- Membership in good standing within a PC(USA) congregation or presbytery.
- An eagerness to learn and explore new possibilities for ministry.

### **Accountability:**

The Executive Presbyter is accountable to the Presbytery of Arkansas through the Personnel Committee, which conducts an annual evaluation of the Executive Presbyter's performance, goals, and alignment with the presbytery's mission. The evaluation also considers the effectiveness of the presbytery's structures and committees.

## SPLT Proposed Job Description



Job Description:  
Director of Operations and Congregational Vitality  
Full Time

**Overview:** The Director of Presbytery Operations and Congregational Vitality oversees the mission, vitality, and connections within the presbytery. This position ensures the health and maintenance of the presbytery's operations, provides support to congregations and pastors, and strengthens collaborative ministry. Responsibilities include orienting and training committee members, managing presbytery operations, facilitating congregational growth, and offering pastoral care.

### **Responsibilities:**

#### Operations

- Serve as staff resource to the following committees:
  - **Committee on Preparation for Ministry:** Ensure candidates for ministry are properly assessed, supported, and guided through the ordination process.
  - **Administrative and Finance Committee:** Oversee budget preparation, financial reporting, and adherence to presbytery financial policies.
  - **Committee on Representation:** Ensure equitable representation within the presbytery's leadership.
  - **Mission of the Church Committee (and sub-committees):** Collaborate on identifying and supporting mission priorities.
- Collaborate with the Committee on Nominations to ensure committees are adequately staffed with qualified members, meeting quarterly to address vacancies.
- Maintain and share key historical documents, guidelines, and training materials for committee orientation. Provide annual updates to ensure relevancy.
- Manage presbytery-wide meetings, ensuring agendas, minutes, and reports are prepared and distributed at least two weeks in advance.
- Collaborate with presbytery staff and committees to ensure presbytery meetings are well-planned, meaningful, and inclusive.
- Act as a primary point of contact for inquiries regarding presbytery policies, historical records, or procedural guidance.

#### Connection and Care

- Partner with the Executive Presbyter to assess and support congregational vitality across the presbytery.
- Facilitate crisis support for congregations, such as pastoral transitions, conflicts, or congregational decline, by mediating disputes or providing external resources.
- Organize an annual Gathering for New Pastors, CREs, and Educators, including workshops, introductions to presbytery leadership, and opportunities for networking and fellowship.
- Encourage ministers to participate in small groups for mutual support and fellowship, organizing quarterly check-ins to ensure participation.
- Provide resources, tools, and training to congregations seeking revitalization or exploring new forms of

ministry.

- Assist congregations in identifying opportunities for collaboration, shared ministry, and community engagement.
- Serve as a point of contact for congregations navigating challenges or transitions, offering guidance and connecting them with presbytery resources.
- Visit congregations, pastors, and session meetings quarterly or as requested to provide support, guidance, and encouragement.

#### Administration

- Supervise and provide regular feedback to operational staff, including the Stated clerk and Administrator. In cooperation with the Executive Presbyter and Personnel Committee, conduct annual evaluations and identify opportunities for professional development.
- Collaborate with the Treasurer and Administrative and Finance Committee to develop the annual budget. Monitor expenses to ensure the presbytery operates within budgetary guidelines, providing quarterly financial updates to the Coordinating Team.
- Develop and maintain presbytery policies, ensuring they are reviewed every three years or as needed. Examples include personnel policies, financial controls, and procedural guidelines for congregations.
- Maintain relationships with a technology consultant to provide congregations with support for live-streaming worship, website design, and social media use. Promote workshops or training sessions to improve congregations' digital engagement.

#### Leadership and Vitality

- Work closely with the Executive Presbyter to implement the presbytery's strategic goals and benchmarks.
- Coordinate with committees and task forces to advance initiatives related to mission, congregational vitality, and innovation.
- Assist in evaluating the effectiveness of programs and projects, providing recommendations for improvement.
- Lead clergy recruiting efforts by building relationships with seminaries, pastoral networks, and regional leaders. Track and report on the number of vacancies filled and time-to-placement annually.

#### **Required Attributes:**

- Strong understanding and ability to articulate Presbyterian polity and Reformed theology, with a minimum of five years of leadership experience in a PC(USA) congregation or presbytery.
- Proven ability to build and sustain collaborative teams and mediate conflicts effectively.
- Demonstrated experience in budget management, strategic planning, and operational oversight.
- Strong relational and pastoral skills, with an emphasis on problem-solving and emotional intelligence.
- Proficiency in using and promoting technology to enhance congregational engagement.
- Conflict mediation training preferred.

#### **Accountability:**

The Director of Operations and Congregational Vitality will report to the Executive Presbyter and be accountable to the Personnel Committee. Performance will be reviewed annually, with an emphasis on meeting established goals and improving presbytery health and vitality.



## Section VI, Exhibit 2

### SPLT Proposed Committee Description



#### Innovation and Incubation Committee Job Description

#### Formerly Future of the Church Committee

Updated February 6, 2025

#### **Overview**

The Innovation and Incubation Committee serves as a visionary catalyst, encouraging congregations and the Presbytery to engage in creative thinking, strategic planning, and consistent implementation to address the challenges of a changing world and church. Focused on adapting to new demographics and emerging trends, the committee supports visioning, branding, and technology integration to enhance ministry effectiveness. It also plays a key role in fostering new ministry initiatives, revitalizing existing churches, and leading the Presbytery's efforts in new church development, ensuring ministries remain relevant and impactful in a dynamic world.

**Responsibilities:** The Innovation and Incubation Committee works collaboratively with the Executive Presbyter to accomplish the following outcomes:

1. Establish a revitalization process is in place for churches interested in working through the presbytery's process for church revitalization.
2. New Church Development
  - a. Coordinate the work of subcommittees and/or working groups, including 1001 Worshiping Communities Working Group.
  - b. Identify sites for new expressions of church, including church plants, micro-churches, multi-campus churches, etc.
  - c. Determine and approve funding for new expressions of ministry.
  - d. Establish clear protocols for the discernment, launch, and support of new expressions of ministry in the presbytery.
3. **Innovative Ministry**
  - a. Establish an agreed-upon process for incubating new expressions of sustainable ministry within the presbytery.
  - b. Oversee the revision and implementation of the [Ministry Incubation Game Plan](#) that grew out of the presbytery's 2024-2025 strategic plan

- c. Support the incubation of new ideas and propose action to the presbytery as necessary.
  - d. Distribute grant funding for innovative ministry as well as assist congregations and ministry innovators seeking funding or grants from other councils or agencies of the church
4. Property Repurposing
- a. Oversee the revision and implementation of the [Repurposing Property Game Plan](#) that grew out of the presbytery's 2024-2025 strategic plan
  - b. Assemble the necessary experts (developers, real estate agents, lawyers, etc.) to assist churches in selling or repurposing their property.
  - c. Walk with select churches in the property repurposing journey.
  - d. Oversee the sale of church properties in ways that align with the presbytery's mission, and make recommendations to the Presbytery for the appropriate use of those funds, based on pre-established priorities.

#### **Relationships/Membership**

- 1. Membership shall be according to the provisions of the Organization and Structure of the Presbytery of Arkansas.
- 2. The Executive Presbyter or their designee shall serve as staff liaison.

#### **Reporting:**

- 1. All actions of the Innovation and Incubation Committee and any subcommittees or task forces reporting to it shall be reported to the next regular meeting of the presbytery. Between regular meetings of the Presbytery, reports shall be made to the Coordinating Team.
- 2. Written minutes of all meetings shall be kept, and copies should be provided to the Moderator of the Coordinating Team and the Stated Clerk within fourteen days of regular or special meetings.

#### **Meetings/Time Commitment:**

- 1. The Innovation and Incubation Committee shall meet at least quarterly.
- 2. Meeting of standing committees, subcommittees, and task forces shall be on an "as needed" basis, at least once annually.
- 3. Special meetings may be called by the Moderator as needed.
- 4. A quorum shall be a majority of the currently serving members as determined by the records of the Presbytery office, but in no event shall a quorum be less than three members.

**Section VII**  
**Report of the Treasurer**  
**Calendar Year 2024 Review & 2025 Asking Budget Approval**  
**RE Tom Verdery**

**For Information**

1. The Presbytery of Arkansas calendar year 2024 income came in above budget due to our Texas Presbyterian Foundation (TPF) investment income (4% spend rate) ahead of projections based upon a 36-month rolling average (+\$58,809) and bank interest on restricted checking. Expenses for 2024 were below budget, mainly due to gaps in one staff position during the year (Executive Presbyter) and reduced spending with several committees (+47,701). We continue to be grateful for all Church Benevolence contributions to the Presbytery of Arkansas.
2. 2024 was a positive year in the financial markets, including Texas Presbyterian Foundation performance in their Balanced Pooled Funds up 11.5%. Your Presbytery of Arkansas is in a strong cash flow position with significant funds in money market and checking accounts, eliminating the need to take significant withdrawals from the Balanced Pooled funds invested in stocks and fixed income this year.
3. We completed our 2023 independent Financial Review from Landmark Accounting Firm in early 2024. The accounting firm's review came back with a solid review showing no discrepancies or recommendations for modification of any of our financial statements. Our 2024 Independent Financial Audit is scheduled for 3/31 – 4/7/2025.
4. Our continued focus for 2025 and beyond will be creating programs and support to aid all churches and organizations associated with our Presbytery.

**For Approval**

1. **The Committee on Administration has approved and will place into a Motion for the approval of the 2025 Budget (see Asking 2025 Budget on next page).**

## Section VII, Exhibit 1

### Presbytery of Arkansas 2025 Asking Budget

|                                      | 2024 Budget       | 2025 Asking Budget |
|--------------------------------------|-------------------|--------------------|
| <b>Revenues</b>                      |                   |                    |
| Mission Acceptance                   | 455,000.00        | 413,500.00         |
| Miscellaneous Revenue                | 16,200.00         | 5,000.00           |
| Income from Investments              | 241,686.41        | 278,804.84         |
| Simmons Interest on Restricted Funds |                   | 20,000.00          |
| Previous Year Pledges                | -                 | 4,000.00           |
| <b>Total Revenues</b>                | <b>712,886.41</b> | <b>721,304.84</b>  |
| <b>Expenses</b>                      |                   |                    |
| Coordinating Team                    | 4,850.00          | 8,850.00           |
| Administration                       | 57,708.00         | 59,608.00          |
| Ministry of the Church, COM & CPM    | 16,500.00         | 14,440.00          |
| Youth Collegiate and Young Adult     | 62,500.00         | 66,000.00          |
| Future of the Church                 | 35,000.00         | 35,000.00          |
| Mission of the Church                | 65,225.00         | 70,150.00          |
| Nominations                          | 100.00            | 100.00             |
| Representation                       | 50.00             | 50.00              |
| Presbytery Office                    | 63,400.00         | 48,500.00          |
| Staff Salaries                       | 234,448.28        | 238,870.20         |
| Payroll Taxes                        | 8,893.13          | 9,159.92           |
| Staff Pension/Medical                | 19,477.20         | 20,734.68          |
| Staff Continuing Ed/Travel           | 28,275.00         | 35,500.00          |
| General Assembly Per Capita          | 75,959.80         | 77,842.04          |
| General Assembly Benevolence         | 22,750.00         | 20,750.00          |
| Synod of the Sun Benevolence         | 17,750.00         | 15,750.00          |
| <b>Total Expenses</b>                | <b>712,886.41</b> | <b>721,304.84</b>  |
| <br>Surplus / (Deficit)              | <br>-             | <br>-              |

## Section VIII

### Report from Youth, Young Adult, and College Ministry

MWS Margaret Alsup  
Moderator of Committee

#### **College Ministry Updates:**

We are pleased to share with you that 10 college students from the presbytery and schools (Ozarks, U of A, Lyon) attended the Montreat College Conference this year. It was a different experience as North Carolina is still recovering from Hurricane Helene, but the elements of a typical College Conference were there. We are grateful for the presbytery support to send these students and two adult leaders to the conference. It made all the difference in travel and stay for these young people.

#### **Child Protection Policy:**

At the fall meeting we shared the draft of the updated child protection policy. We have sought feedback and received your input. This has been helpful as we also have sought advice from legal counsel. We are still reviewing the draft with a legal team and making sure that the policy is something that we can use throughout the presbytery. As soon as we have an updated draft, we hope to share it with you all for more feedback. If you have any questions or concerns, please reach out to Sarah Leer.

#### **Youth Trips & Events for Spring and Summer:**

Presbytery Wide Confirmation Retreat—for youth grades 7-12 for churches throughout the presbytery.  
February 28- March 2, 2025.

Mission Possible—This is a weekend event for junior high/middle schoolers. The youth will be serving with our Presbyterian partners in Bentonville during April 4-6, 2025.

Triennium—The Presbytery of Arkansas will be joining delegations of youth and adults for this event. July 28-31, 2025, the Presbyterian Church (USA) will welcome thousands of its high school age youth and their adult youth workers to Louisville, Kentucky for four days of worship, recreation, bible study, outreach, and faith formation all around the theme of “As If We Were Dreaming.”

Montreat Youth Conference—June 7-14, 2025/ Montreat Middle School Conference—July 16-20, 2025. Check with Sarah Leer on the deadline for signing up and other general information.

If you have any questions or would like more information about the youth spring and summer opportunities, reach out to Sarah Leer today.

## **Section IX**

### **Polity Committee Report**

#### **MWS John Arnold**

The Polity Committee is made up of the Commissioners from the previous General Assembly (2024). The membership consisted of MWS John Arnold, RE Willie Morris, YAAD Christian Kasten and MWS Blake Brinegar, Stated Clerk of the Presbytery of Arkansas.

To see the proposed amendments on the Office of the General Assembly website, click [here](#).

The Polity Committee makes the following recommendations to the Presbytery regarding proposed amendments to the Book of Order:

- 1. The Polity Committee moves the approval of 24-A**
- 2. The Polity Committee moves the approval of 24-B**
- 3. The Polity Committee moves the approval of 24-C**
- 4. The Polity Committee moves the approval of 24-D**
- 5. The Polity Committee moves the approval of 24-E**
- 6. The Polity Committee moves the approval of 24-F**
- 7. The Polity Committee moves the approval of 24-G**
- 8. The Polity Committee moves the approval of 24-H**
- 9. The Polity Committee moves the approval of 24-I**
- 10. The Polity Committee move the approval of 24-J**
- 11. The Polity Committee moves the approval of 24-K**
- 12. The Polity Committee moves the approval of 24-L**
- 13. The Polity Committee moves the approval of 24-M**

## Section VII, Exhibit 2

**THE PRESBYTERY OF ARKANSAS**  
Balance Sheet  
December 31, 2024

### ASSETS

#### Current Assets

|                                |              |
|--------------------------------|--------------|
| Simmons Operating Account      | 297,991.06   |
| Simmons Restricted Accounts    | 836,008.30   |
| TPF Investments                | 5,203,580.36 |
| Financial Request Invest. Fund | 1,159,618.54 |
| TPF Mark to Market 52190       | 1,456,018.50 |
| N/R Churches                   | 48,749.00    |
| N/R Ministers                  | 6,000.00     |
| Prepaid Expenses               | 7,234.00     |

**Total Current Assets** 9,015,199.76

#### Property and Equipment

|                      |            |
|----------------------|------------|
| Furniture & Fixtures | 68,609.89  |
| Land                 | 128,571.00 |
| Buildings            | 911,516.12 |

1,108,697.01

Accumulated Depreciation (331,498.31)

**Net Property and Equipment** 9,792,398.46

**TOTAL ASSETS** \$ 9,792,398.46

### LIABILITIES AND CAPITAL

#### Current Liabilities

Payroll & Other Withholdings 0.00

**Total Current Liabilities** 0.00

#### Fund Balance

|                          |                 |
|--------------------------|-----------------|
| Equity Beginning Balance | \$ 4,343,422.31 |
| Fund Balance             | 3,394,261.52    |
| Unrealized Gains/Losses  | 1,145,515.89    |
| Net Income               | 909,198.74      |

**Total Fund Balance** 9,792,398.46

**TOTAL LIABILITIES & CAPITAL** \$ 9,792,398.46

Unaudited - For Management Purposes Only

## Section VII, Exhibit 3

### The Presbytery of Arkansas Benevolence as of December 31, 2024

| LOCATION                   | 2020<br>Benevolence | 2021<br>Benevolence | 2022<br>Benevolence | 2023<br>Benevolence | 2024<br>Benevolence |
|----------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Alma                       | -                   | -                   | -                   | -                   | -                   |
| Amity                      | -                   | -                   | -                   | -                   | -                   |
| Arkadelphia, First         | 1,500.00            | 1,500.00            | 1,500.00            | 1,500.00            | 1,500.01            |
| Arkadelphia, West End      | 1,106.00            | 1,110.00            | 1,110.00            | 1,110.00            | 1,200.00            |
| Atkins                     | -                   | -                   | -                   | 150.00              | -                   |
| Batesville                 | 10,000.00           | 10,000.00           | 10,000.00           | 10,000.00           | 10,000.00           |
| Beebe                      | 600.00              | 1,200.00            | 900.00              | 900.00              | 1,200.00            |
| Bella Vista                | 24,999.96           | 20,000.00           | 20,000.44           | 11,250.00           | 1,963.10            |
| Benton                     | 8,600.00            | 8,600.00            | 9,000.00            | 6,300.00            | 4,500.00            |
| Bentonville, First         | 32,000.00           | 33,500.00           | 32,000.00           | 10,000.00           | 10,000.00           |
| Bentonville, Vaughn        | 2,000.00            | -                   | -                   | -                   | -                   |
| Bull Shoals                | -                   | 50.00               | 116.74              | 116.74              | 127.40              |
| Cane Hill                  | -                   | -                   | -                   | -                   | -                   |
| Clarksville, First         | -                   | -                   | -                   | -                   | -                   |
| Clarksville, Harmony       | -                   | -                   | -                   | -                   | -                   |
| Conway                     | 7,700.00            | 7,500.00            | 7,500.00            | 7,500.00            | 7,500.00            |
| Dardanelle                 | 6,000.00            | 5,500.00            | 3,500.00            | 3,000.00            | -                   |
| Elkins                     | 1,000.00            | 1,000.00            | 1,000.00            | 500.00              | 1,000.00            |
| Eureka Springs*            | 2,550.00            | 2,750.00            | 2,250.00            | 2,750.00            | 2,000.00            |
| Fairfield Bay              | 350.00              | 350.00              | 350.00              | 350.00              | 350.00              |
| Fayetteville, First United | 41,000.00           | 41,000.00           | 41,000.00           | 41,000.00           | 41,000.00           |
| Fayetteville, Mt. Comfort  | 1,660.00            | 1,660.00            | 900.00              | 2,000.00            | 2,000.00            |
| Forrest City               | 9,000.00            | 9,000.00            | 8,250.00            | 9,625.00            | 7,500.00            |
| Ft. Smith, Central         | 16,000.00           | 16,000.00           | 16,000.00           | -                   | 125.00              |
| Ft. Smith, First           | 5,000.00            | 5,000.00            | 5,000.00            | 5,000.00            | 5,000.00            |
| Greenwood                  | -                   | -                   | 1,000.00            | -                   | -                   |
| Gurdon                     | 300.00              | -                   | -                   | -                   | -                   |
| Hardy                      | 297.00              | -                   | -                   | -                   | -                   |
| Harrison                   | -                   | -                   | -                   | -                   | -                   |
| Heber Springs              | 525.00              | 950.00              | -                   | 450.00              | -                   |
| Helena                     | 500.00              | -                   | -                   | -                   | -                   |
| Holiday Island             | 6,200.00            | 6,200.00            | 6,200.00            | 6,200.00            | 6,200.00            |
| Holly Grove                | 500.00              | 500.00              | 500.00              | 500.00              | 500.00              |
| Horseshoe Bend             | 3,000.00            | 2,290.00            | 2,300.00            | 1,600.00            | 1,300.00            |
| HSV, Kirk                  | 27,270.00           | 27,270.00           | 27,270.00           | 22,000.44           | 22,000.00           |
| H. Springs, First          | 20,000.00           | 20,013.00           | 20,000.00           | 20,000.00           | 20,000.00           |
| H. Springs, Westminster    | 10,012.04           | 8,012.04            | 8,012.04            | 8,212.04            | 8,012.04            |
| Huntsville                 | 2,200.00            | 2,400.00            | 2,400.00            | 2,200.00            | 2,400.00            |
| Jacksonville               | 2,800.00            | 3,250.00            | 3,000.00            | 3,224.95            | 3,605.00            |
| Jonesboro                  | 3,000.00            | 3,000.00            | 3,000.00            | 3,000.00            | 3,000.00            |
| LR, Allison                | -                   | -                   | -                   | -                   | -                   |



**The Presbytery of Arkansas  
Benevolence as of December 31, 2024**

| LOCATION            | 2020<br>Benevolence | 2021<br>Benevolence | 2022<br>Benevolence | 2023<br>Benevolence   | 2024<br>Benevolence    |
|---------------------|---------------------|---------------------|---------------------|-----------------------|------------------------|
| LR, First           | -                   | -                   | -                   | -                     | -                      |
| LR, Grace           | 7,900.00            | 7,900.00            | 7,900.00            | 3,900.00              | 3,500.00               |
| LR, Pulaski Heights | 3,636.00            | 3,636.00            | 3,618.00            | 3,606.00              | 3,628.00               |
| Little Rock, Second | 200,000.00          | 200,000.00          | 200,000.00          | 190,000.00            | 190,000.00             |
| LR, Trinity         | 8,000.00            | 8,000.00            | 8,000.00            | 8,000.00              | 7,999.99               |
| LR, Westover Hills  | 10,500.00           | 7,500.00            | 2,500.00            | 3,000.00              | 3,000.00               |
| Malvern             | 5,241.71            | 5,241.72            | 5,241.60            | -                     | -                      |
| McGehee             | 2,520.00            | 2,520.00            | 2,520.00            | 2,520.00              | 2,520.00               |
| Mena                | 5,000.00            | 5,000.00            | 5,000.00            | 5,500.00              | 4,125.00               |
| Morrilton, First    | 1,200.00            | 1,200.00            | 1,100.00            | 1,300.00              | 1,200.00               |
| Morrilton, Hopewell | -                   | -                   | -                   | -                     | -                      |
| Mountain Home       | 1,000.00            | 750.00              | 500.00              | -                     | 1,187.96               |
| Mountainburg        | -                   | -                   | -                   | -                     | -                      |
| Newport             | 3,225.00            | 2,700.00            | 2,700.00            | 2,700.00              | 2,700.00               |
| Norman              | 2,000.00            | -                   | -                   | -                     | -                      |
| NLR, Park Hill      | 16,000.00           | 16,000.00           | 13,000.00           | 8,000.00              | 2,000.00               |
| Paragould, First    | -                   | -                   | -                   | -                     | -                      |
| Pea Ridge           | 3,000.00            | 3,000.00            | 3,000.00            | 3,000.00              | 3,000.00               |
| Pine Bluff, Central | -                   | -                   | 115.80              | -                     | -                      |
| Pine Bluff, Faith   | -                   | -                   | -                   | -                     | -                      |
| Pine Bluff, First   | 4,999.92            | 4,583.26            | 6,996.00            | 5,000.00              | 5,000.00               |
| Prairie Grove       | 7,150.00            | 6,960.00            | 4,730.00            | 6,022.00              | 1,959.00               |
| Rogers              | 6,999.96            | 6,999.96            | 7,000.01            | 7,611.96              | 6,999.96               |
| Russellville        | -                   | -                   | -                   | -                     | -                      |
| Searcy              | 2,000.00            | -                   | -                   | 2,000.00              | -                      |
| Springdale          | 30,000.00           | 30,000.00           | 30,000.00           | 30,000.00             | 30,000.00              |
| Van Buren           | -                   | -                   | -                   | -                     | -                      |
| Walnut Ridge        | 6,400.00            | -                   | -                   | 7,350.48              | -                      |
| Wynne               | 7,500.00            | 7,500.00            | 9,999.96            | 5,000.00              | 3,750.00               |
| Yellville           | 6,000.00            | 6,000.00            | 6,000.00            | 3,000.00              | 6,000.00               |
| <b>TOTAL</b>        | <b>589,342.59</b>   | <b>566,495.98</b>   | <b>555,380.59</b>   | <b>477,949.61</b>     | <b>438,552.46</b>      |
|                     |                     |                     |                     | <b>480,949.61</b>     | <b>442,552.46</b>      |
|                     |                     |                     |                     | <b>Prior Year Adj</b> | <b>Future Year Adj</b> |
|                     |                     |                     |                     | <b>3,150.00</b>       | <b>4,000.00</b>        |

| THE PRESBYTERY OF ARKANSAS                     |   |                         |                         |                        |                        |             |                        |
|--|---|-------------------------|-------------------------|------------------------|------------------------|-------------|------------------------|
| Operating Income Statement                     |   |                         |                         |                        |                        |             |                        |
| For the Twelve Months Ending December 31, 2024 |   |                         |                         |                        |                        |             |                        |
|  |   | Current Month<br>Actual | Current Month<br>Budget | Over/(Under)<br>Budget | Year to Date<br>Actual | 2024 Budget | Over/(Under)<br>Budget |
| 6000-01  | Mission Acceptance  | 231,923.83              | 212,083.33              | 19,840.50              | 438,552.46             | 455,000.00  | (16,447.54)            |
| Misc (Acct. 6015)                              | TPF Investment Spend Rate   | 24,044.59               | 20,148.87               | 3,895.72               | 300,595.81             | 241,786.41  | 58,809.40              |
| 6015-01-1-000                                  | Simmons Bank Interest   | 4,534.55                | -                       | -                      | 29,445.38              | -           | 29,445.38              |
| 6000-01-1-101                                  | Previous Years Pledges  | -                       | -                       | -                      | 3,150.00               | -           | 3,150.00               |
| 6001-00-1-000                                  | Miscellaneous Revenue   | 2,800.00                | 1,350.00                | 1,450.00               | 17,037.68              | 16,200.00   | 837.68                 |
|  | Total Revenues  | 263,302.97              | 233,582.20              | 25,186.22              | 788,781.33             | 712,986.41  | 75,794.92              |
|  | Expenses  |                         |                         |                        |                        |             |                        |
| 7000-01-1-000                                  | Coordinating Team--Meeting Exp, Meals, Worship                            | 648.54                  | 100.00                  | 548.54                 | 1,055.93               | 1,200.00    | (144.07)               |
| 7000-06-1-000                                  | Coordinating Team--Gifts  | -                       | 4.17                    | (4.17)                 | -                      | 50.00       | (50.00)                |
| 7000-09-1-000                                  | Coordinating Team--Moderator's Expense                                    | -                       | 37.50                   | (37.50)                | 48.88                  | 450.00      | (401.12)               |
| 7000-10-1-000                                  | Coordinating Team--Vice moderator's Expense                               | -                       | 95.83                   | (95.83)                | 102.20                 | 1,150.00    | (1,047.80)             |
| 7000-20-1-000                                  | Coordinating Team--Presbytery Workshop/Speaker                            | -                       | 125.00                  | (125.00)               | 100.00                 | 1,500.00    | (1,400.00)             |
| 7000-31-1-000                                  | Coordinating Team--Background Checks                                      | 40.00                   | 41.67                   | (1.67)                 | 422.55                 | 500.00      | (77.45)                |
|  |   | 688.54                  | 404.17                  | 284.37                 | 1,729.56               | 4,850.00    | (3,120.44)             |
| 7100-01-1-000                                  | Administration--Meeting Expense, Financial Review                         | -                       | 623.33                  | (623.33)               | 7,564.15               | 7,480.00    | 84.15                  |
| 7100-05-1-000                                  | Administration--Ferncliff General Site Support                            | -                       | 2,166.67                | (2,166.67)             | 26,000.00              | 26,000.00   | -                      |
| 7500-21-1-000                                  | West End Operation Support  | 3,375.00                | 1,125.00                | 2,250.00               | 13,500.00              | 13,500.00   | -                      |
| 7500-53-1-000                                  | Laotian Ministry support  | 900.00                  | 300.00                  | 600.00                 | 3,600.00               | 3,600.00    | -                      |
| 7500-98-1-000                                  | Faith Presbyterian Operation Support                                      | 1,782.00                | 594.00                  | 1,188.00               | 7,128.00               | 7,128.00    | -                      |
|  |   | 6,057.00                | 4,809.00                | 1,248.00               | 57,792.15              | 57,708.00   | 84.15                  |
| 7700-01-1-000                                  | Committee on Ministry--travel,food,meeting support                        | 2,426.55                | 166.67                  | 2,259.88               | 2,600.76               | 2,000.00    | 600.76                 |
| 8000-01-1-000                                  | Committee on Preparation for Ministry--Meeting Expenses, etc.             | -                       | 41.67                   | (41.67)                | -                      | 500.00      | (500.00)               |
| 8000-09-1-000                                  | Committee on Preparation for Ministry--Eval, Retreat, Support, Bkg Checks | -                       | 125.00                  | (125.00)               | -                      | 1,500.00    | (1,500.00)             |
| 8400-08-1-000                                  | Committee on Ministry--Wellspring Contract                                | -                       | 1,050.00                | (1,050.00)             | 12,600.00              | 12,600.00   | -                      |
|  |   | 2,426.55                | 1,383.34                | 1,043.21               | 15,200.76              | 16,600.00   | (1,399.24)             |
| 7300-29-1-000                                  | Youth, Collegiate, and Young Adults--Campus Ministry/Program Support      | 2,356.66                | 2,500.00                | (143.34)               | 28,279.92              | 30,000.00   | (1,720.08)             |
| 7300-71-1-000                                  | Youth, Collegiate, and Young Adults--YAT--Planning Retreats & Materials   | -                       | 83.33                   | (83.33)                | 1,525.98               | 1,000.00    | 525.98                 |
| 7300-73-1-000                                  | Youth, Collegiate, and Young Adults--YAT Scholarships                     | -                       | 41.67                   | (41.67)                | 200.00                 | 500.00      | (300.00)               |
| 7300-74-1-000                                  | Youth, Collegiate, and Young Adults--YAT Denomination Trips               | 2,000.00                | 166.67                  | 1,833.33               | 2,000.00               | 2,000.00    | -                      |
| 7300-75-1-000                                  | Youth, Collegiate, and Young Adults--YAT-Youth @ Presbytery               | -                       | 41.67                   | (41.67)                | 516.31                 | 500.00      | 16.31                  |
| 7300-76-1-000                                  | Youth, Collegiate, and Young Adults--YAT YouthQuake                       | -                       | 750.00                  | (750.00)               | 5,188.08               | 9,000.00    | (3,811.92)             |
| 7300-78-1-000                                  | Youth, Collegiate, and Young Adults--YAT Montreat                         | 50.00                   | 291.67                  | (241.67)               | 3,421.65               | 3,500.00    | (78.35)                |
| 7300-79-1-000                                  | Youth, Collegiate, and Young Adults--YAT--JR High Summer Trip             | -                       | 208.33                  | (208.33)               | 4,450.22               | 2,500.00    | 1,950.22               |
| 7300-80-1-000                                  | Youth, Collegiate, and Young Adults--YAT--Matthew 25 Account              | -                       | 41.67                   | (41.67)                | (868.72)               | 500.00      | (1,368.72)             |

| THE PRESBYTERY OF ARKANSAS                     |  |                      |                      |                     |                     |             |                     |
|--|--|----------------------|----------------------|---------------------|---------------------|-------------|---------------------|
| Operating Income Statement                     |  |                      |                      |                     |                     |             |                     |
| For the Twelve Months Ending December 31, 2024 |  |                      |                      |                     |                     |             |                     |
|  |  | Current Month Actual | Current Month Budget | Over/(Under) Budget | Year to Date Actual | 2024 Budget | Over/(Under) Budget |
| 7300-84-1-000                                  | Youth, Collegiate, and Young Adults--Young Adult Ministries                | 300.00               | 125.00               | 175.00              | 300.00              | 1,500.00    | (1,200.00)          |
| 7300-86-1-000                                  | Youth, Collegiate, and Young Adults--YAT--Student Leadership Development   | -                    | 41.67                | (41.67)             | -                   | 500.00      | (500.00)            |
| 7300-99-1-000                                  | Youth, Collegiate, and Young Adults--Campus Ministry-Special Event Support | 6,109.04             | 916.67               | 5,192.37            | 6,109.04            | 11,000.00   | (4,890.96)          |
|  |  | 10,815.70            | 5,208.35             | 5,607.35            | 51,122.48           | 62,500.00   | (11,377.52)         |
| 7500-01-1-000                                  | Future of the Church--Admin., Listening                                    | 1,000.00             | 83.33                | 916.67              | 1,000.00            | 1,000.00    | -                   |
| 7500-25-1-000                                  | Future of the Church--Presbytery Technology Needs                          | 4,000.00             | 625.00               | 3,375.00            | 4,000.00            | 7,500.00    | (3,500.00)          |
| 7500-51-1-000                                  | Future of the Church--New Ministries' Development                          | -                    | 2,208.33             | (2,208.33)          | 30,000.00           | 26,500.00   | 3,500.00            |
|  |  | 5,000.00             | 2,916.66             | 2,083.34            | 35,000.00           | 35,000.00   | -                   |
| 7300-01-1-000                                  | Christian Education--Education Events                                      | -                    | 200.00               | (200.00)            | -                   | 2,400.00    | (2,400.00)          |
| 7300-21-1-000                                  | Christian Education--Ferncliff. Prog/Supt. Summer Camp                     | -                    | 1,916.67             | (1,916.67)          | 23,000.00           | 23,000.00   | -                   |
| 7300-24-1-000                                  | Mission of the Church--Ferncliff--Block Grant                              | -                    | 416.67               | (416.67)            | 5,000.00            | 5,000.00    | -                   |
| 7300-30-1-000                                  | Christian Education--Presbyterian Pilgrimage                               | -                    | 166.67               | (166.67)            | 4,000.00            | 2,000.00    | 2,000.00            |
| 7300-91-1-000                                  | Christian Education--Ministry Resourcing                                   | 380.00               | 250.00               | 130.00              | 1,123.34            | 3,000.00    | (1,876.66)          |
| 7600-03-1-000                                  | Mission of the Church--Scholarship for Mission Trip                        | 1,000.00             | 83.33                | 916.67              | 1,000.00            | 1,000.00    | -                   |
| 7600-05-1-000                                  | Mission of the Church--International Mission Initiative                    | 500.00               | 166.67               | 333.33              | 2,000.00            | 2,000.00    | -                   |
| 7600-26-1-000                                  | Mission of the Church--Arkansas Interfaith Conference/End 6/30/2024        | -                    | 69.44                | (69.44)             | 833.33              | 833.33      | -                   |
| 7600-42-1-000                                  | Mission of the Church--Stewpot   | -                    | 62.50                | (62.50)             | 750.00              | 750.00      | -                   |
| 7600-44-1-000                                  | Mission of the Church--Lyon College  | 250.00               | 83.33                | 166.67              | 1,000.00            | 1,000.00    | -                   |
| 7600-45-1-000                                  | Mission of the Church--Presbyterian Village Support                        | 125.00               | 41.67                | 83.33               | 500.00              | 500.00      | -                   |
| 7600-49-1-000                                  | Mission of the Church--University of Ozarks                                | 250.00               | 83.33                | 166.67              | 1,000.00            | 1,000.00    | -                   |
| 7600-51-1-000                                  | Mission of the Church--Vera Lloyd Mission                                  | 625.00               | 208.33               | 416.67              | 2,500.00            | 2,500.00    | -                   |
| 7600-62-1-000                                  | Mission of the Church--Mission Initiative Grants                           |                      | 1,270.14             | (1,270.14)          | 15,241.67           | 15,241.67   | -                   |
| 7600-96-1-000                                  | Mission of the Church--Solar Under the Sun                                 | 250.00               | 83.33                | 166.67              | 1,000.00            | 1,000.00    | -                   |
| 8300-01-1-000                                  | Mission of the Church--PW Exp., travel, postage, etc.                      | -                    | 33.33                | (33.33)             | 250.00              | 400.00      | (150.00)            |
| 8300-07-1-000                                  | Mission of the Church--PW--Spring & Fall Retreats, Synod Gathering         | 908.90               | 291.67               | 617.23              | 3,481.83            | 3,500.00    | (18.17)             |
| 9400-01-1-000                                  | Mission of the Church--Disaster Preparedness                               | -                    | 8.33                 | (8.33)              | 50.00               | 100.00      | (50.00)             |
|  |  | 4,288.90             | 5,435.41             | (1,146.51)          | 62,730.17           | 65,225.00   | (2,494.83)          |
| 7800-01-1-000                                  | Nominations--travel, food  | -                    | 8.33                 | (8.33)              | -                   | 100.00      | (100.00)            |
| 8100-01-1-000                                  | Representation--Meeting Expenses   | -                    | 4.17                 | (4.17)              | -                   | 50.00       | (50.00)             |

| THE PRESBYTERY OF ARKANSAS                     |                                       |                      |                      |                     |                     |             |                     |
|--|---------------------------------------|----------------------|----------------------|---------------------|---------------------|-------------|---------------------|
| Operating Income Statement                     |                                       |                      |                      |                     |                     |             |                     |
| For the Twelve Months Ending December 31, 2024 |                                       |                      |                      |                     |                     |             |                     |
|  |                                       | Current Month Actual | Current Month Budget | Over/(Under) Budget | Year to Date Actual | 2024 Budget | Over/(Under) Budget |
| 8400-01-1-000                                  | POA/Supplies & Office Exp.            | 122.59               | 125.00               | (2.41)              | 941.79              | 1,500.00    | (558.21)            |
| 8400-02-1-000                                  | Utilities/Telephone                   | 742.31               | 833.33               | (91.02)             | 9,273.27            | 10,000.00   | (726.73)            |
| 8400-03-1-000                                  | Copy Machine                          | 41.49                | 50.00                | (8.51)              | 482.55              | 600.00      | (117.45)            |
| 8400-05-1-000                                  | Technology                            | 3,368.80             | 1,291.67             | 2,077.13            | 15,949.56           | 15,500.00   | 449.56              |
| 8400-07-1-000                                  | Replace Equipment                     | -                    | -                    | -                   | 1,657.00            | -           | 1,657.00            |
| 8400-09-1-000                                  | Insurance                             | -                    | 2,166.67             | (2,166.67)          | 11,460.00           | 26,000.00   | (14,540.00)         |
| 8400-10-1-000                                  | Miscellaneous Expenses                | -                    | 25.00                | (25.00)             | -                   | 300.00      | (300.00)            |
| 8400-12-1-000                                  | Maintenance(Grounds, Building Upkeep) | 1,419.88             | 791.67               | 628.21              | 8,242.78            | 9,500.00    | (1,257.22)          |
|  |                                       | 5,695.07             | 5,283.34             | 411.73              | 48,006.95           | 63,400.00   | (15,393.05)         |
| 8400-13-1-000                                  | Stated Clerk Professional Exp         | 289.44               | 250.00               | 39.44               | 1,355.29            | 3,000.00    | (1,644.71)          |
| 8400-22-1-000                                  | Administrator/Professional Exp        | -                    | 64.58                | (64.58)             | 723.51              | 775.00      | (51.49)             |
| 8400-25-1-000                                  | General Presbyter/Professional Exp    | 900.00               | 1,250.00             | (350.00)            | 14,736.51           | 15,000.00   | (263.49)            |
| 8400-26-1-000                                  | Interim GP Professional Exp           | 550.70               | -                    | 550.70              | 5,033.84            | -           | 5,033.84            |
| 8400-29-1-000                                  | Salaries                              | 16,328.34            | 16,262.36            | 65.98               | 189,934.00          | 195,148.28  | (5,214.28)          |
| 8400-30-1-000                                  | Pension/Major Medical                 | 1,646.16             | 1,623.10             | 23.06               | 15,970.94           | 19,477.20   | (3,506.26)          |
| 8400-31-1-000                                  | General Presbyter/Continuing Ed.      | -                    | 125.00               | (125.00)            | 1,317.33            | 1,500.00    | (182.67)            |
| 8400-32-1-000                                  | Interim GP Continuing Ed              | -                    | -                    | -                   | 100.00              | -           | 100.00              |
| 8400-33-1-000                                  | Payroll Taxes                         | 741.10               | 741.09               | 0.01                | 8,893.22            | 8,893.13    | 0.09                |
| 8400-34-1-000                                  | Housing                               | -                    | 2,725.00             | (2,725.00)          | 21,800.00           | 32,700.00   | (10,900.00)         |
| 8400-35-1-000                                  | Interim GP Housing                    | 2,666.67             | -                    | 2,666.67            | 7,536.20            | -           | 7,536.20            |
| 8400-40-1-000                                  | General Presbyter/FICA                | -                    | 550.00               | (550.00)            | 4,390.58            | 6,600.00    | (2,209.42)          |
| 8400-39-1-000                                  | Interim GP FICA                       | 550.00               | -                    | 550.00              | 1,650.00            | -           | 1,650.00            |
| 8400-41-1-000                                  | Connector Professional Expenses       | 134.00               | 416.67               | (282.67)            | 687.55              | 5,000.00    | (4,312.45)          |
| 8400-49-1-000                                  | Youth Developer Professional Expenses | -                    | 250.00               | (250.00)            | 3,115.03            | 3,000.00    | 115.03              |
|  |                                       | 23,806.41            | 24,257.80            | (451.39)            | 277,244.00          | 291,093.61  | (13,849.61)         |
| 8600-01-1-000                                  | General Assembly                      | 11,447.14            | 1,895.83             | 9,551.31            | 22,750.00           | 22,750.00   | -                   |
| 8700-01-1-000                                  | GA Per Capita                         | 6,330.02             | 6,329.98             | 0.04                | 75,959.80           | 75,959.80   | -                   |
| 8800-01-1-000                                  | Synod Mission                         | 6,447.14             | 1,479.17             | 4,967.97            | 17,750.00           | 17,750.00   | -                   |
|  |                                       | 24,224.30            | 9,704.98             | 14,519.32           | 116,459.80          | 116,459.80  | -                   |
|  |                                       |                      |                      |                     |                     |             |                     |
|  |                                       |                      |                      |                     |                     |             |                     |
|  |                                       |                      |                      |                     |                     |             |                     |
|  | Total Expenses                        | 83,002.47            | 59,415.55            | 23,586.92           | 665,285.87          | 712,986.41  | (47,700.54)         |
|  |                                       |                      |                      |                     |                     |             |                     |
|  | Net Income                            | \$ 180,300.50        | \$ 174,166.65        | \$ 1,599.30         | \$ 123,495.46       | \$ -        | \$ 123,495.46       |