

First Presbyterian Church of Bartow
Agenda for Session

6:30 PM

January 16, 2025

- Call to Order
- Opening / Prayer / Devotion
- Elder Training
- Approval of Minutes
- Clerk's Report / Correspondance
- Staff Report / ECO Update
- Treasurer's Report

Standing Committee Reports:

- Administration / Personnel
- Christian Education
- Congregational Care
- Fellowship
- Mission
- Property
- Worship
- Unfinished Business
 - Finalize Budget
 - Elder Nominations
 - Date for Annual Meeting in February
 - Ministry Team Realignment
 - By-laws
 - Conflict of Interest Policy
- New Business
 - Communion for Homebound Members
- Adjournment / Closing Prayer



ECO

A Covenant Order
of Evangelical
Presbyterians

ECO Polity

2020

CHAPTER ONE

Congregations and Their Covenant Partners

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore, go and make disciples of all nations, baptizing them in the name of the Father and the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age." —Matthew 28:18-20 (NIV)

In ECO's Constitution, "shall" is used to describe that which is mandatory, "should" is used to express that which is expected to best practices, and "may" is used to express that which is permissible, but not required.

1. The Congregation

1.0101 Nature and Purpose

The Church is visible whenever two or more are gathered in Jesus' name. The congregation is composed of members of the body of Christ who have covenanted together to engage in the mission of God in their particular context, with Jesus Christ as Head. Each congregation should strive to be a tangible, if provisional, demonstration of the Kingdom of God. Congregations exist in a variety of forms yet have these ends in common: sharing the Good News of reconciliation to God in and through Jesus Christ, gathering people for divine worship and nurturing relationships for spiritual accountability and mutual ministry, all the while making disciples to be the sent people of God in the world.

1.0102 Covenants of Accountability

While believers may experience their membership in Christ's body in spontaneous and unstructured gatherings, they fulfill the Lord's purposes best when they covenant to fulfill the biblical vision of membership in particular congregations. These covenantal relationships provide the real-life context for the Holy Spirit's ongoing transformation of believers into spiritual maturity, by nurturing understanding, encouragement, correction, and discipleship-in-mission.

Similarly, though congregations discover that the Holy Spirit leads them to network with a variety of other congregations in order to fulfill the Lord's purposes, they covenant with other ECO congregations to form a distinct expression of the Church universal. These covenantal relationships provide the context for the Holy Spirit's continual reformation of the Church into a more faithful and effective participant in God's mission. By submitting to the spiritual authority of their colleagues, leaders of congregations honor Christ as the Lord of the Church, and welcome the opportunity for renewal and refinement.

1.0103 Accountability to the Councils of ECO

A "congregation," as used in this *Polity*, refers to a formally organized community which is chartered and recognized by a presbytery as provided in this *Polity* which is part of the *Constitution* (as defines in 6.01), and which is governed by the *Constitution* pursuant to a membership agreement entered into between such community and the presbytery. In becoming covenant partners of the congregation, Christ-followers put themselves under the spiritual leadership of the session and wider councils.

1.0104 Accountability within Mission Affinity Groups

A congregation shall also be a part of a Mission Affinity Group in order to increase accountability and encouragement and spur one another on to love and good deeds. These Mission Affinity Groups are ordinarily comprised of three to five congregations who share similar ministry settings and contexts. These contexts may include but are not limited to: size, geographic location, cultural or demographic similarities, or future ministry goals.

Mission Affinity Groups consist of session-to-session relationships. They shall meet together face-to-face at least once a year. They are also encouraged to find ways to connect throughout the year. During the annual meetings, each session should have at least 1/3 of the current elders in attendance. Mission Affinity Groups shall include the questions provided in the Narrative on the Health of Congregations, but may appropriately individualize those questions for their particular context.

Mission Affinity Groups may be formed beyond presbytery boundaries. It is the responsibility of the presbytery to ensure that all congregations within its jurisdiction are appropriately participating in these groups.

1.02 Church Planting and the Organizing of a New Congregation

1.0201 Church Planting

Jesus sent his disciples into the world to share the Gospel, baptize, and build the church. Today we continue to order our lives by the "Great Commission" in ECO by planting new churches. Church planting and becoming a church planter in ECO are guided by the latest edition of ECO's Church Planting Manual. ECO churches may support church plants and church planters in a variety of ways and each ECO church is encouraged to create its own policy of how it will do so.

1.0202 Organizing a New Congregation

A congregation in ECO may be chartered only by the authority of a presbytery and shall function under the provisions of the *Constitution*. Ordinarily, new congregations will be formed from established church plants. New congregations may also be formed from

campuses of existing ECO congregations or church plants formed, supported, and nurtured by an ECO congregation. In order for a new congregation to be chartered there shall be a pastor and elected elders leading the church body who fully meet the criteria of those offices as described in this *Polity*. It shall be the sole discretion of the presbytery to declare them an organized congregation upon the examination and approval of the pastor and elders who form the session. After the presbytery's approval, the congregation and the presbytery shall enter into a membership agreement and the officers and pastor shall be ordained and installed by the presbytery.

1.03 The Membership of a Congregation

1.0301 Baptism and Covenant Partnership

Through baptism an individual (infant, child, youth or adult) is joined to the Church universal, the body of Christ. The sacrament of baptism shall be approved for an individual, by a session, one time and all Christian baptisms will be recognized by ECO congregations. Through covenant partnership an individual is joined to the local congregation, and is able to be fully involved in its mission to the local community and the world.

1.0302 Openness to All

The congregation's fellowship shall be open to all who seek to explore spiritual life by participating in the fellowship of the risen Lord. The congregation shall be gracious in providing pastoral care to all who consider themselves a part of the congregation, in the hope that these spiritual friends might become members of Christ's body. All who put their trust in Jesus Christ are welcomed to receive the Sacrament of the Lord's Supper.

1.0303 Entry into Membership as Covenant Partners

After completing a meaningful preparation process as determined by the session, those who wish to embrace the congregation's covenantal expectations may become covenant partners by action of the session after hearing testimony of their faith in Jesus Christ as Lord and Savior. For those not previously baptized, the Sacrament of Baptism is to be provided for these new covenant partners and offered to children under their care. Individuals may testify to their faith in one of the following ways:

- a. Public profession of faith in Jesus as Savior and Lord, after the regenerating work of the Holy Spirit yields personal faith in Christ.
- b. Reaffirmation of faith, for those previously professing faith publicly and already baptized in the name of the Father, and of the Son, and of the Holy Spirit. If they are members or covenant partners of another congregation, this transfer of membership/covenant partnership shall be communicated to the former congregation.

1.0304 The Benefits of Covenantal Partnership

Becoming a covenant partner is important not only to the congregation but even more importantly for the covenant partner, as they are positioned to receive encouragement, support, and correction that the Lord promises to those who share spiritual fellowship. In committing to the cause of a life lived in and through Jesus Christ, covenant partners grow in Christian community together to become more Christ-like. In Christian community, we realize the fullness of life together and life in Christ, and discover our unique place in a common mission and narrative of God's work. The covenant partner and the congregation are both blessed and become a great blessing as they covenant together, intentionally, in Christ's work.

1.0305 The Congregation's Expectations of Covenantal Partnership

Each covenant partner shall strive to be faithful to Christ by participating in the congregation's worship, fellowship, and service on an ongoing basis. Faithfulness in Christ as a covenant partner, involves a commitment to growth into spiritual maturity as a disciple of Christ and dedication of time and talents to the congregation's mission and ministry, in accordance to the gifts that God has bestowed upon him or her. Faithfulness also involves the stewardship of finances. As each covenant partner grows in the grace of giving, financial support of the congregation's mission and ministry should grow, along with tangible support for other ministries that advance God's Kingdom. Those who are invited to take significant leadership roles in the congregation should be spiritually mature, carefully selected, trained and/or mentored ordinarily be covenant partners for at least a year, and shall agree and adhere to the *Essential Tenets* of ECO.

1.04 Categories of Membership

The membership of a congregation of ECO includes baptized members and covenant partners.

1.0401 Baptized Member

A baptized member is a person who has received the Sacrament of Baptism, but either has not yet made a profession of faith in Jesus Christ as Lord and Savior or has not become a covenant partner.

1.0402 Covenant Partner

A covenant partner is a person who has made a profession of faith in Christ, has been baptized, has been received into the membership of the church, has voluntarily submitted to the government of this church, and participates in the church's worship and work. Covenant partners are eligible to vote in congregational meetings.

1.05 Meetings of the Congregation

Meetings of the congregation shall be governed by the latest edition of *Robert's Rules of Order, Newly Revised*, unless by its own rule, the congregation has adopted other procedures and practices.

1.0501 Quorum

The congregation shall hold an annual meeting and special meetings, as needed, with a quorum of ten percent of the covenant partners, unless the congregation, by its own rule, decides to alter the quorum requirement. Only those covenant partners present may vote in a congregational meeting.

1.0502 Calling Meetings

Meetings of the congregation may be called by the session, by the presbytery, or by the session when requested in writing by one-fourth of the covenant partners. Adequate notice of the meeting shall be given including announcement in worship a minimum of two weeks prior, as well as the congregation's other avenues of communication.

1.0503 Business that shall be conducted at a Congregational Meeting

The following business items shall be conducted at a congregational meeting, but not necessarily at every congregational meeting; nor are congregational meetings limited to just the following:

- a. Electing elders and trustees (as well as deacons, if the congregation chooses [see 2.03]).
- b. Calling a pastor/head of staff, associate pastor, or to request the dissolution of such calls.
- c. Buying, mortgaging, transferring, or selling real property.
- d. Requesting that presbytery dismiss the congregation to another presbytery of ECO, or requesting that the presbytery dismiss the congregation to another Reformed body. (Either requires a super-majority of two-thirds of the covenant partners present).
- e. Approving any amendments to the congregation's articles of incorporation, bylaws or other corporate governing documents and dissolution, merger and any other corporate action requiring voting member approval.
- f. Authorizing assistant pastors to serve on session with voice and vote by the congregation's own rule.

Whenever permitted by law, both ecclesiastical and corporate business may be conducted at the same congregational meeting.

1.0504 Moderator

The pastor/head of staff shall ordinarily moderate all meetings of the congregation. If it is impractical, or if considering actions pertaining to the pastor/head of staff, the pastor may ask another pastor or elder to preside with the session's approval.

1.0505 Secretary and Minutes

The clerk of session shall ordinarily serve as secretary for all meetings of the congregation. If it is impractical, the congregation shall elect a secretary for that meeting. The session shall review and approve the final form of the minutes.

1.06 The Session

1.0601 Purpose and Composition

Every congregation is governed by its session. The session consists of the elders duly elected by and from the covenant partners of the congregation, along with the congregation's installed pastors, associate pastors and in accordance with the congregation's own rule assistant pastors who have been elected by the congregation. Also, by its own rule, the congregation shall determine the number of elders, their length of service, and the ordering of the session. The minimum number shall be three active elders plus the moderator.

1.0602 Meetings of the Session

The pastor shall ordinarily moderate all meetings of the session. If it is impractical, the pastor may ask another pastor or an elder to preside, with the session's approval.

Meetings of the session, including its quorum, shall be governed by the latest edition of *Robert's Rules of Order, Newly Revised*, unless by their own rule, a congregation has adopted other procedures and practices.

The session shall hold stated meetings at least quarterly, and shall meet at the call of the moderator, at the request of two or more elders, or at the request of the presbytery. Full minutes of the meetings and actions of the session shall be maintained and shall be available to any covenant partner of the congregation or at the request of the presbytery.

1.0603 The Responsibilities of the Session

- a. The session has responsibility and authority for governing the congregation and guiding its mission for Christ in the world. In the Reformed tradition the marks of the church are the proclamation of the Word, the Sacraments rightly celebrated, and the exercise of discipline. Therefore, the session shall: Provide for the worship and educational life of the congregation; provide a place where the congregation may regularly worship; provide for the regular preaching of the Word by persons properly approved; oversee the planning

and the ordering of the worship services of the congregation; lead the congregation in ministries of evangelism, compassion, and justice; and develop and nurture relations with other congregations.

- b. Authorize and provide for the regular celebration of the Lord's Supper; authorize the administration of Baptism; exercise due care and provide sufficient education to the congregation and to new believers that the Sacraments may be rightly received as means of grace.
- c. Plan for and provide an effective disciple-making, ministry-discernment process for the congregation and new believers, equipping them to be missional Christians and being faithful to nurture them into spiritual maturity and significant ministry. Provide for and nurture the common life of the congregation; receive and dismiss covenant partners; exercise oversight of all programs and finances of the congregation; train, examine, ordain and install those men and women chosen to serve as elders and deacons; lead and teach the congregation in matters of stewardship and Christian living; direct the ministry of deacons, trustees, and all other organizations of the congregation; bear witness against error in doctrine and practice; and serve in judicial matters pertaining to the congregation as specified in the *Rules of Discipline*.
- d. Elect elder commissioners to the presbytery and may propose to the presbytery matters of common interest or concern as well as proposals to amend this *Constitution*. The maximum number of elder commissioners which the session may elect shall be equal to the number of pastors with voting authority as set forth in Section 2.0401 serving the congregation. The session is encouraged in its selection of elder commissioners to promote representation in areas of difference recognized as the basis of discrimination and inequality in church and society, namely race, ethnicity, gender, ability/disability, and age.
- e. Maintain a roll of covenant partners and a roll of baptisms. The session may by its own rule grant affiliate status to members of a congregation in another Christian denomination.
- f. The session shall adopt and administer an annual budget and shall publish it to the congregation. The session shall purchase appropriate casualty and liability insurance for the program, officers, and property. The session shall offer the congregation's full-time pastor(s), and by law, full-time lay employees medical, short- and long-term disability, and life insurance. Sessions shall meet the Minimum Terms of Call set by their presbyteries for all called and installed pastors, and by their own rule assistant pastors.
- g. Arrange for an independent financial review annually and shall publish the report to the congregation and to the presbytery.
- h. Evaluate the congregation's ministry and mission and report to the presbytery for reasons of mutual accountability and the sharing of best practices.

First Presbyterian Church of Bartow
Stated Session Meeting
Nov 21, 2024

The meeting was called to order by the Moderator, Pastor Barry Gray at 6:35 PM. Pastor Gray opened the Session in prayer.

Elders present: Kris Chancey, Jan Heidel, John Laurent, Linda Munroe, Nic Nichols, Jim Nunnallee, Howe Wallace

Elders absent: Bo Bianco, Matt Heidel, Matt Hinton, Deena Fussell, Mandy Craven

Devotional

- James 4:13-17. Our mission and responsibility as elders is to do God's will.

Elder Training

- In order to maintain the theological integrity of the church, all officers (elders) and pastors of the church are expected to subscribe to the ECO Essential Tenets. Pastor Gray led a detailed examination and explanation of these Essential Tenets. In later session meetings we will study our church polity in greater detail. A copy of the ECO Tenets was emailed to all elders.

Approval of Minutes

- The minutes of the previous meeting on Oct 17, 2024. were reviewed.
 - A motion/second was made by Howe Wallace/John Laurent to approve the minutes
 - Motion passed.

Clerk's Report and Correspondence

- We received two letters of membership withdrawal/transfer from people who have moved on to other churches. One was from Jenny Heidtman and the other was from Walter and Tam Carter. Both were approved.

Staff Report/ECO Updates

- Pastor Gray discussed the current status of staff relations. All is progressing well. Howe Wallace brought up the apparent lack of evaluation structure for our staff. It was agreed that at the January session meeting, we will concentrate on staff issues as well as the election of new elders. The outgoing elders will serve as the nominating team. Installation of new elders is expected to happen in March.

Treasurer's Report

- Howe Wallace reported that we have recently spent a large amount of money on upgrades to the sound system and the security fencing, but both of these projects were covered by designated donations. While our overall spending is very close to our budget, there was some discussion of whether our current budget is consistent with our current giving.
- Our current budget designates \$1,000 for church plants. The session voted to approve giving \$1,000 to the new ECO church in Navarre (near Pensacola). The motion/second was made by Linda Munroe/Nic Nichols.

Standing Committee Reports

- a) Administration/Personnel
 - No Report
- b) Christian Education
 - No Report
- c) Congregational Care
 - No Report

- d) Fellowship
 - No Report
- e) Missions
 - No Report
- f) Property
 - Jan Heidel mentioned that the time is coming soon for replacing the old chiller-style A/C unit in the Fellowship Hall and also, work needs to be done on the stairs for the Education building.
- g) Worship
 - No Report

Unfinished Business

- Pastor Barry mentioned that the 2025 budget worksheets are due ASAP.

New Business

- Pastor Gray brought up that we received a request to participate in a class to write devotionals. The session decided to decline. Pastor Gray will respond with a polite “no thanks” letter.
- Pastor Gray mentioned that we don’t have a Conflict of Interest policy. A sample proposed policy is included in tonight’s package for study. We also don’t have any By-Laws. We will discuss these two issues in more detail at the next session meeting.

Adjournment

- There will **not** be a meeting in December. The next session meeting will be Jan 16, 2025. The meeting adjourned at 8:05 PM and closed in prayer by Pastor Barry Gray.

Jim Nunnallee, Clerk of Session

Pastor Barry Gray, Moderator

Item	2024 Budget	December 2024 Exp.	YTD Exp.	Dec. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
ADMINISTRATION							
Business Expenses	5,500.00	310.40	4,287.60		-	1,212.40	77.96%
Contingencies	1,300.00	172.46	1,199.11	-	-	100.89	92.24%
Copier Service & Toner	6,000.00	271.03	5,770.63	-	14.60	243.97	95.93%
Eco Dues / Expenses	5,600.00	-	5,942.62	-	-	(342.62)	106.12%
Insurance (Prop & Liab)	28,000.00	-	14,607.52	834.00	3,567.00	16,959.48	39.43%
Office Supplies	1,000.00	36.17	779.00	-	3.42	224.42	77.56%
Online Giving Fees	4,500.00	879.29	4,859.87	-	-	(359.87)	108.00%
Paper	750.00	-	184.92	-	-	565.08	24.66%
Postage and Delivery	3,100.00	220.35	2,206.66	-	-	893.34	71.18%
TOTAL ADMINISTRATION	55,750.00	1,889.70	39,837.93	834.00	3,585.02	19,497.09	65.03%

Item	2024 Budget	December 2024 Exp.	YTD Exp.	Dec. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
CHRISTIAN EDUCATION							
Adult Sunday School & Bible Study	600.00	-	1,046.27	-	861.00	414.73	30.88%
Children's Church	800.00	-	-	-	-	800.00	0.00%
Children's Sunday School	600.00	-	1,320.68	-	802.00	81.32	86.45%
Nursery Equipment	200.00	-	-	-	-	200.00	0.00%
Vacation Bible School	2,500.00	-	1,880.18	-	-	619.82	75.21%
Wednesday Warriors	600.00	-	161.11	-	-	438.89	26.85%
Youth Sunday School - Breakfast Club	600.00	-	172.51	-	-	427.49	28.75%
TOTAL CHRISTIAN ED.	5,900.00	-	4,580.75	-	1,663.00	2,982.25	49.45%

Item	2024 Budget	December 2024 Exp.	YTD Exp.	Dec. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
CONGREGATION CARE							
Caring Cooks	500.00	-	737.84	-	150.00	(87.84)	117.57%
Other Opportunities for Care	1,000.00	700.00	1,959.87	700.00	1,700.00	740.13	25.99%
TOTAL CONGREGA. CARE	1,500.00	700.00	2,697.71	700.00	1,850.00	652.29	56.51%

Item	2024 Budget	December 2024 Exp.	YTD Exp.	Dec. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
FELLOWSHIP							
Coffee, Tea, Sugar, Etc.	700.00	233.47	884.50	-	4.00	(180.50)	125.79%
Congregational Dinners (Includes Wed.)	1,200.00	1,842.33	6,522.33	260.00	3,598.97	(1,723.36)	243.61%
Paper Goods	3,000.00	106.98	1,761.75	-	-	1,238.25	58.73%
Special Events	1,500.00	878.92	2,284.36	100.00	424.00	(360.36)	124.02%
Tablecloths (Includes Cleaning)	700.00	-	161.62	-	-	538.38	23.09%
TOTAL FELLOWSHIP	7,100.00	3,061.70	11,614.56	360.00	4,026.97	(487.59)	106.87%

Item	2024 Budget	December 2024 Exp.	YTD Exp.	Dec. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
MISSIONS							
Local Funded Missions							
Children's Clothing Fund	500.00	125.00	500.00	-	-	-	100.00%
Church Service Center	10,000.00	2,500.00	10,000.00	-	-	-	100.00%
Good Samaritan Fund	500.00	-	-	-	-	500.00	0.00%
Grace Diner	12,500.00	1,892.84	13,041.28	750.00	3,037.00	2,495.72	80.03%
Hearth Project	1,000.00	-	-	-	-	1,000.00	0.00%
Women's Care Center	5,000.00	1,250.00	5,000.00	-	-	-	100.00%
Youth Outreach / FCA	1,200.00	-	1,193.48	-	-	6.52	99.46%
<i>Total Local Funded Missions</i>	<i>30,700.00</i>	<i>5,767.84</i>	<i>29,734.76</i>	<i>750.00</i>	<i>3,037.00</i>	<i>4,002.24</i>	<i>86.96%</i>

Regional Funded Mission							
Disaster / Emergency / Mission Trip Fund	5,000.00	-	-	-	-	5,000.00	0.00%
ECO New Church Plant	1,000.00	1,000.00	1,000.00	-	-	-	100.00%
<i>Total Regional Funded Missions</i>	<i>6,000.00</i>	<i>1,000.00</i>	<i>1,000.00</i>	<i>-</i>	<i>-</i>	<i>5,000.00</i>	<i>16.67%</i>

Worldwide Funded Missions							
Missionary, Dr. Bill Brown - Xiamen, China	2,500.00	625.00	2,500.00	-	-	-	100.00%
Operation Christmas Child	300.00	-	-	-	-	300.00	0.00%
<i>Total Worldwide Funded Missions</i>	<i>2,800.00</i>	<i>625.00</i>	<i>2,500.00</i>	<i>-</i>	<i>-</i>	<i>300.00</i>	<i>89.29%</i>
TOTAL MISSIONS	39,500.00	7,392.84	33,234.76	750.00	3,037.00	9,302.24	76.45%

Item	2024 Budget	December 2024 Exp.	YTD Exp.	Dec. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
PERSONNEL							
Pastor's Pension & Medical	12,026.00	609.28	10,300.30	-	-	1,725.70	85.65%
Payroll Expenses	295,774.00	19,977.28	290,233.86	-	-	5,540.14	98.13%
TOTAL PERSONNEL	307,800.00	20,586.56	300,534.16	-	-	7,265.84	97.64%

Item	2024 Budget	December 2024 Exp.	YTD Exp.	Dec. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
PROPERTY							
Audio / Visual Equipment / Software	5,500.00	1,407.99	13,449.38	-	8,000.00	50.62	99.08%
Building Maintenance	50,000.00	2,801.44	52,335.13	-	21,198.00	18,862.87	62.27%
Custodial Supplies	2,000.00	98.25	1,697.54	-	-	302.46	84.88%
Non-Budgeted New Equipment	-	-	10,827.65	-	-	(10,827.65)	
Security / Security Officers	5,500.00	1,436.40	5,898.35	-	-	(398.35)	107.24%
Utilities	37,000.00	5,607.82	40,149.37	-	40.21	(3,109.16)	108.40%
Yard Maintenance	4,000.00	250.00	11,034.90	-	2,500.00	(4,534.90)	213.37%
TOTAL PROPERTY	104,000.00	11,601.90	135,392.32	-	31,738.21	345.89	99.67%

Item	2024 Budget	December 2024 Exp.	YTD Exp.	Dec. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
WORSHIP							
Advent & Lenten Devotionals	50.00	-	-	-	-	50.00	0.00%
Attendance Forms	200.00	-	-	-	-	200.00	0.00%
Banners	400.00	-	596.00	-	-	(196.00)	149.00%
Bulletins Stock	1,500.00	-	1,130.00	-	-	370.00	75.33%
Cantata	2,000.00	2,925.00	3,100.00	-	-	(1,100.00)	155.00%
Daily Bread-Upper Room, Etc.	400.00	-	460.80	-	100.00	39.20	90.20%
Music Supplies	1,000.00	-	243.83	-	-	756.17	24.38%
Organ/Piano Maintenance	600.00	150.00	1,285.00	-	-	(685.00)	214.17%
Pulpit Supply	900.00	-	300.00	-	-	600.00	33.33%
Worship - Misc. (includes flowers)	3,000.00	429.60	3,821.46	171.00	566.00	(255.46)	108.52%
TOTAL WORSHIP	10,050.00	3,504.60	10,937.09	171.00	666.00	(221.09)	102.20%

OVERALL TOTALS	531,600.00	48,737.30	538,829.28	2,815.00	46,566.20	39,336.92	92.60%
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December 2024 Budget Report

GENERAL ACCOUNT

Citizens Bank & Trust -- Business Checking Account #2500711401

Beginning Balance as of December 1, 2024	2,111.57
Total Income for December 2024	108,417.00
Transfers from other accounts	700.00
Transfers to other accounts	(20.00)
LESS Total Expenses December 2024	<u>(53,363.30)</u>
Current Balance as of December 31, 2024	<u><u>57,845.27</u></u>

Cash Flow Report - December 2024 - General Account

INCOME

Non-Designated	
Pledged	14,132.00
Non-Pledged	87,806.00
Total	<u>101,938.00</u>

Designated

Pledged	-
Non-Pledged	
To Budgeted Line Items	2,115.00
To Non-Line Items	3,000.00
Loose Plate Cash	1,344.00
Desig. Other Accts. (Online Contributions)	20.00
Transfers from other accounts	700.00
Total	<u>7,179.00</u>

TOTAL SOURCES OF FUNDS 109,117.00

EXPENSES

Budgeted Line Items	48,737.30
Non-Budgeted New Equipment	-
Non-Budgeted - No Line Item	4,626.00
Transfers to other accounts	20.00
TOTAL USES OF FUNDS	<u>53,383.30</u>

NET CHANGE IN FUNDS 55,733.70

Summary of Pledged and Non-Pledged Income

December 2024

2024 Pledges: 164,028.00
2024 Budget: 531,600.00

	Pledged	Non-Pledged	Stock Donation	Total
January *	61,433.00	14,839.00	-	76,272.00
February	39,139.00	6,915.00		46,054.00
March	10,585.00	18,159.00		28,744.00
April	10,772.00	21,904.00		32,676.00
May	10,152.00	26,953.00		37,105.00
June	14,736.00	16,860.00		31,596.00
July	11,033.28	23,067.00		34,100.28
August	10,232.00	9,972.00		20,204.00
September	9,462.00	15,931.00		25,393.00
October	10,937.00	14,263.00		25,200.00
November	10,015.28	12,528.00		22,543.28
December**	74,123.80	87,806.00		161,929.80
TOTAL YTD	272,620.36	269,197.00	-	541,817.36

% of 2024 Pledged Income received as of 12/31/2024 166.20%

% of 2024 Budget received as of 12/31/2024 101.92%

* *January Pledged Income contains 2024 pledged income given in 2023*

** *December Pledged Income contains 2025 contribution given in 2024*

BUILDING/CAPITAL FUND

Citizens Bank & Trust -- Business Money Market Account #2500061601

Beginning Balance as of December 1, 2024	11,581.58
Income	225.00
Transfer To/From Other Accounts	-
Interest Income	0.99
Current Balance as of December 31, 2024	<u>11,807.57</u>

RESERVE OPERATING ACCOUNT

Citizens Bank & Trust -- Business Money Market Account #2500065901

Beginning Balance as of December 1, 2024	10,566.38
Deposit to Reserve Operating Account	25,000.00
Interest Income	4.41
Transfer from Operating Account	-
Transfer to Operating Accounts	-
Current Balance as of December 31, 2024	<u>35,570.79</u>

YOUTH ACCOUNT

Citizens Bank & Trust -- Business Checking Account #2500066701

Beginning Balance as of December 1, 2024	11,640.83
Income	170.00
Expense	(552.32)
Current Balance as of December 31, 2024	<u>11,258.51</u>

MEMORIAL FUND ACCOUNT

Citizens Bank & Trust -- Business Savings Account #2500141823

Beginning Balance as of December 1, 2024	40,365.87
Income	500.00
Interest Income	5.37
Expense	(700.00)
Transfer to Operating Account	-
Current Balance as of December 31, 2024	<u>40,171.24</u>

Undesignated (*Not Held In Reserve*) 24,098.44

HELD IN RESERVE:

Audio / Visual Upgrades	2,000.00
Boy/Cub Scout Funds from closed account	1,328.95
Christian Education - To Purchase Bibles	200.00
Grace Diner	2,999.84
Helping Teachers Teach	90.12
Outreach Projects	90.57
Peterson Fund for Cong. Concerns/Emerg.	5,288.33
Thursday Morning Women's Bible Study	283.99
Vacation Bible School	2,500.00
Women of the Cloth	350.00
Worship Team	941.00
Current Balance as of December 31, 2024	<u>40,171.24</u>

MERRILL LYNCH STOCK PORTFOLIO

Current Balance as of December 31, 2024 **62.53**

OTHER ASSETS

MSMcLeod Trust Fund - Market Value	
Balance as of December 1 2024	436,318.05
Dividends/Interest Income	-
Unrealized Gains / (Losses)	1,306.88
Net Cash Flow Inflows/Outflows	57,038.67
Securities Transferred In/Out	-
Total Other Assets as of December 31, 2024	<u>494,663.60</u>

Amount held in reserve:

Hartsaw Fund	1,350.00
Reserve Funding	145,000.00
TOTAL OTHER ASSETS HELD IN RESERVE	<u>146,350.00</u>

Amounts held in reserve are included in the MSMcLeod Trust Fund Balance

Item	2024 Budget	November 2024 Exp.	YTD Exp.	Nov. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
ADMINISTRATION							
Business Expenses	5,500.00	-	3,977.20		-	1,522.80	72.31%
Contingencies	1,300.00	94.63	1,026.65	-	-	273.35	78.97%
Copier Service & Toner	6,000.00	655.82	5,499.60	-	14.60	515.00	91.42%
Eco Dues / Expenses	5,600.00	-	5,942.62	-	-	(342.62)	106.12%
Insurance (Prop & Liab)	28,000.00	1,108.32	14,607.52	-	2,733.00	16,125.48	42.41%
Office Supplies	1,000.00	73.38	742.83	-	3.42	260.59	73.94%
Online Giving Fees	4,500.00	286.81	3,980.58	-	-	519.42	88.46%
Paper	750.00	-	184.92	-	-	565.08	24.66%
Postage and Delivery	3,100.00	201.00	1,986.31	-	-	1,113.69	64.07%
TOTAL ADMINISTRATION	55,750.00	2,419.96	37,948.23	-	2,751.02	20,552.79	63.13%

Item	2024 Budget	November 2024 Exp.	YTD Exp.	Nov. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
CHRISTIAN EDUCATION							
Adult Sunday School & Bible Study	600.00	113.43	1,046.27	-	861.00	414.73	30.88%
Children's Church	800.00	-	-	-	-	800.00	0.00%
Children's Sunday School	600.00	-	1,320.68	140.00	802.00	81.32	86.45%
Nursery Equipment	200.00	-	-	-	-	200.00	0.00%
Vacation Bible School	2,500.00	-	1,880.18	-	-	619.82	75.21%
Wednesday Warriors	600.00	-	161.11	-	-	438.89	26.85%
Youth Sunday School - Breakfast Club	600.00	-	172.51	-	-	427.49	28.75%
TOTAL CHRISTIAN ED.	5,900.00	113.43	4,580.75	140.00	1,663.00	2,982.25	49.45%

Item	2024 Budget	November 2024 Exp.	YTD Exp.	Nov. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
CONGREGATION CARE							
Caring Cooks	500.00	-	737.84	-	150.00	(87.84)	117.57%
Other Opportunities for Care	1,000.00	-	1,259.87	-	1,000.00	740.13	25.99%
TOTAL CONGREGA. CARE	1,500.00	-	1,997.71	-	1,150.00	652.29	56.51%

Item	2024 Budget	November 2024 Exp.	YTD Exp.	Nov. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
FELLOWSHIP							
Coffee, Tea, Sugar, Etc.	700.00	-	651.03	-	4.00	52.97	92.43%
Congregational Dinners (Includes Wed.)	1,200.00	1,001.25	4,680.00	615.00	3,338.97	(141.03)	111.75%
Paper Goods	3,000.00	-	1,654.77	-	-	1,345.23	55.16%
Special Events	1,500.00	-	1,405.44	-	324.00	418.56	72.10%
Tablecloths (Includes Cleaning)	700.00	-	161.62	-	-	538.38	23.09%
TOTAL FELLOWSHIP	7,100.00	1,001.25	8,552.86	615.00	3,666.97	2,214.11	68.82%

Item	2024 Budget	November 2024 Exp.	YTD Exp.	Nov. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
MISSIONS							
Local Funded Missions							
Children's Clothing Fund	500.00	-	375.00	-	-	125.00	75.00%
Church Service Center	10,000.00	-	7,500.00	-	-	2,500.00	75.00%
Good Samaritan Fund	500.00	-	-	-	-	500.00	0.00%
Grace Diner	12,500.00	1,399.07	11,148.44	200.00	2,287.00	3,638.56	70.89%
Hearth Project	1,000.00	-	-	-	-	1,000.00	0.00%
Women's Care Center	5,000.00	-	3,750.00	-	-	1,250.00	75.00%
Youth Outreach / FCA	1,200.00	-	1,193.48	-	-	6.52	99.46%
<i>Total Local Funded Missions</i>	<i>30,700.00</i>	<i>1,399.07</i>	<i>23,966.92</i>	<i>200.00</i>	<i>2,287.00</i>	<i>9,020.08</i>	<i>70.62%</i>

Regional Funded Mission							
Disaster / Emergency / Mission Trip Fund	5,000.00	-	-	-	-	5,000.00	0.00%
ECO New Church Plant	1,000.00	-	-	-	-	1,000.00	0.00%
<i>Total Regional Funded Missions</i>	<i>6,000.00</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>6,000.00</i>	<i>0.00%</i>

Worldwide Funded Missions							
Missionary, Dr. Bill Brown - Xiamen, China	2,500.00	-	1,875.00	-	-	625.00	75.00%
Operation Christmas Child	300.00	-	-	-	-	300.00	0.00%
<i>Total Worldwide Funded Missions</i>	<i>2,800.00</i>	<i>-</i>	<i>1,875.00</i>	<i>-</i>	<i>-</i>	<i>925.00</i>	<i>66.96%</i>
TOTAL MISSIONS	39,500.00	1,399.07	25,841.92	200.00	2,287.00	15,945.08	59.63%

Item	2024 Budget	November 2024 Exp.	YTD Exp.	Nov. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
PERSONNEL							
Pastor's Pension & Medical	12,026.00	609.28	9,691.02	-	-	2,334.98	80.58%
Payroll Expenses	295,774.00	19,915.26	270,256.58	-	-	25,517.42	91.37%
TOTAL PERSONNEL	307,800.00	20,524.54	279,947.60	-	-	27,852.40	90.95%

Item	2024 Budget	November 2024 Exp.	YTD Exp.	Nov. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
PROPERTY							
Audio / Visual Equipment / Software	5,500.00	-	12,041.39	-	8,000.00	1,458.61	73.48%
Building Maintenance	50,000.00	3,139.70	49,533.69	1,200.00	21,198.00	21,664.31	56.67%
Custodial Supplies	2,000.00	222.31	1,599.29	-	-	400.71	79.96%
Non-Budgeted New Equipment	-	-	10,827.65	-	-	(10,827.65)	
Security	5,500.00	-	4,461.95	-	-	1,038.05	81.13%
Utilities	37,000.00	5,254.78	34,541.55	-	40.21	2,498.66	93.25%
Yard Maintenance	4,000.00	250.00	10,784.90	-	2,500.00	(4,284.90)	207.12%
TOTAL PROPERTY	104,000.00	8,866.79	123,790.42	1,200.00	31,738.21	11,947.79	88.51%

Item	2024 Budget	November 2024 Exp.	YTD Exp.	Nov. 2024 Designated Income	YTD Desig. Income	Balance of Budget	% of Budget Used YTD
WORSHIP							
Advent & Lenten Devotionals	50.00	-	-	-	-	50.00	0.00%
Attendance Forms	200.00	-	-	-	-	200.00	0.00%
Banners	400.00	-	596.00	-	-	(196.00)	149.00%
Bulletins Stock	1,500.00	230.00	1,130.00	-	-	370.00	75.33%
Cantata	2,000.00	-	175.00	-	-	1,825.00	8.75%
Daily Bread-Upper Room, Etc.	400.00	345.60	460.80	-	100.00	39.20	90.20%
Music Supplies	1,000.00	-	243.83	-	-	756.17	24.38%
Organ/Piano Maintenance	600.00	-	1,135.00	-	-	(535.00)	189.17%
Pulpit Supply	900.00	-	300.00	-	-	600.00	33.33%
Worship - Misc. (includes flowers)	3,000.00	360.00	3,391.86	63.00	395.00	3.14	99.90%
TOTAL WORSHIP	10,050.00	935.60	7,432.49	63.00	495.00	3,112.51	69.03%

OVERALL TOTALS	531,600.00	35,260.64	490,091.98	2,218.00	43,751.20	85,259.22	83.96%
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November 2024 Budget Report

GENERAL ACCOUNT

Citizens Bank & Trust -- Business Checking Account #2500711401

Beginning Balance as of November 1, 2024	2,085.93
Total Income for November 2024	24,106.28
Transfers from other accounts	11,200.00
Transfers to other accounts	(20.00)
LESS Total Expenses November 2024	<u>(35,260.64)</u>
Current Balance as of November 30, 2024	<u><u>2,111.57</u></u>

Cash Flow Report - November 2024 - General Account

INCOME

Non-Designated	
Pledged	10,015.28
Non-Pledged	<u>12,528.00</u>
Total	22,543.28

Designated

Pledged	-
Non-Pledged	
To Budgeted Line Items	1,018.00
To Non-Line Items	-
Loose Plate Cash	525.00
Desig. Other Accts. (Online Contributions)	20.00
Transfers from other accounts	<u>11,200.00</u>
Total	<u>12,763.00</u>

TOTAL SOURCES OF FUNDS 35,306.28

EXPENSES

Budgeted Line Items	35,260.64
Non-Budgeted New Equipment	-
Non-Budgeted - No Line Item	-
Transfers to other accounts	<u>20.00</u>
TOTAL USES OF FUNDS	<u><u>35,280.64</u></u>

NET CHANGE IN FUNDS 25.64

Summary of Pledged and Non-Pledged Income

November 2024

2024 Pledges: 164,028.00
 2024 Budget: 531,600.00

	Pledged	Non-Pledged	Stock Donation	Total
January *	61,433.00	14,839.00	-	76,272.00
February	39,139.00	6,915.00		46,054.00
March	10,585.00	18,159.00		28,744.00
April	10,772.00	21,904.00		32,676.00
May	10,152.00	26,953.00		37,105.00
June	14,736.00	16,860.00		31,596.00
July	11,033.28	23,067.00		34,100.28
August	10,232.00	9,972.00		20,204.00
September	9,462.00	15,931.00		25,393.00
October	10,937.00	14,263.00		25,200.00
November	10,015.28	12,528.00		22,543.28
December				-
TOTAL YTD	198,496.56	181,391.00	-	379,887.56

% of 2024 Pledged Income received as of 11/30/2024 121.01%

% of 2024 Budget received as of 11/30/2024 71.46%

* *January Pledged Income contains
 2024 pledged income given in 2023*

BUILDING/CAPITAL FUND

Citizens Bank & Trust -- Business Money Market Account #2500061601

Beginning Balance as of November 1, 2024	12,580.63
Income	200.00
Transfer To/From Other Accounts	(1,200.00)
Interest Income	0.95
Current Balance as of November 30, 2024	<u>11,581.58</u>

RESERVE OPERATING ACCOUNT

Citizens Bank & Trust -- Business Money Market Account #2500065901

Beginning Balance as of November 1, 2024	20,565.03
Deposit to Reserve Operating Account	-
Interest Income	1.35
Transfer from Operating Account	-
Transfer to Operating Accounts	(10,000.00)
Current Balance as of November 30, 2024	<u>10,566.38</u>

YOUTH ACCOUNT

Citizens Bank & Trust -- Business Checking Account #2500066701

Beginning Balance as of November 1, 2024	11,520.83
Income	120.00
Expense	-
Current Balance as of November 30, 2024	<u>11,640.83</u>

MEMORIAL FUND ACCOUNT

Citizens Bank & Trust -- Business Savings Account #2500141823

Beginning Balance as of November 1, 2024	40,265.87
Income	100.00
Interest Income	-
Expense	-
Transfer to Operating Account	-
Current Balance as of November 30, 2024	<u>40,365.87</u>

Undesignated (*Not Held In Reserve*) 24,093.07

HELD IN RESERVE:

Audio / Visual Upgrades	2,000.00
Cub/Boy Scout Funds from closed account	1,328.95
Grace Diner	2,999.84
Helping Teachers Teach	90.12
Outreach Projects	90.57
Peterson Fund for Cong. Concerns/Emerg.	5,688.33
Thursday Morning Women's Bible Study	283.99
Vacation Bible School	2,500.00
Women of the Cloth	350.00
Worship Team	941.00
Current Balance as of November 30, 2024	<u>40,365.87</u>

MERRILL LYNCH STOCK PORTFOLIO

Current Balance as of November 30, 2024 **62.53**

OTHER ASSETS

MSMcLeod Trust Fund - Market Value	
Balance as of November 1 2024	460,090.03
Dividends/Interest Income	-
Unrealized Gains / (Losses)	1,228.02
Net Cash Flow Inflows/Outflows	(25,000.00) <i>To replenish Reserve Operating Account</i>
Securities Transferred In/Out	-
Total Other Assets as of November 30, 2024	<u>436,318.05</u>

Amount held in reserve:

Hartsaw Fund	1,350.00	
Reserve Funding	145,000.00	<i>Reflect \$25,000 withdrawal</i>
TOTAL OTHER ASSETS HELD IN RESERVE	<u>146,350.00</u>	<i>Amounts held in reserve are included in the MSMcLeod Trust Fund Balance</i>

FPC Teams

Worship God

Sunday Mornings, Special Events

- Elders
 - Linda Sue Monroe
 - Mandy Craven
- Staff
 - Bailey Stephenson
 - Josh Roberts
 - Kent & Charissa Kessler
- Congregation
 -

Grow Up

Congregational Care, Fellowship, Christian Education, Hospitality

- Elders
 - Nic Nichols
 - Deena Fussell
 - Jim Nunnallee
 - Jan Heidel
 - Kris Chancey
- Staff
 - Julie Roberts
 - Josh Roberts
- Congregation
 -

Reach Out

Missions (Global & Local), Community Events, Marketing

- Elders
 - John Laurent
 - Bo Bianco
- Staff
 - Josh Roberts
 - Marshall Lauen
- Congregation
 -

Resources

Property, Finances, Administration, Personnel

- Elders
 - Howe Wallace
 - Matt Heidel
 - Matt Hinton
 - Kris Chancey
- Staff
 - Sharon Harris
 - Rollo Arnold
 - Josh Roberts
- Congregation
 -

Family Ministry

Kids, Students, College Age/20s, Marriage, Intergenerational Ministry

- Elders
 -
- Staff
 - Marshall Lauen
 - Bailey Stephenson
 - Michelle Dye
 - Donna Hartsaw
 - Kelli Bodhe
 - Amy Good
- Congregation
 - Ashley Lauen
 - Hazel Sellers
 - Tammi Moon

PROPOSED FPC BARTOW MINISTRY TEAM REALIGNMENT

As I have looked over the proposed Team structure that was presented by Josh before he left and never fully instituted, I am at a loss to fully grasp his vision without his interpretation and leadership. I believe that it also represents his leadership style and that we should realign the ministry teams to be a better fit for who we are now. Therefore, I propose the following:

1. Worship – this team should plan and oversee all aspects of our corporate worship, including the technology used in and for our worship and should include in its membership one Elder currently serving on Session, our Worship Director, our Choir Director, and our Pastor, as well as any Covenant Partner who senses a call from God and is approved by Session to this area of ministry. They can also team up with Congregational Care to help with funerals and weddings, which are worship events around a particular need.
2. Congregational Care – I see this team as a diaconate type of ministry that plans and oversees fellowship events, hospitality, and ministries of care to our congregation, including arranging for home communion for our covenant partners who are home-bound. At least one Elder currently serving on Session and any Covenant Partner who senses

a call from God should serve on this ministry team once they are approved by Session.

3. Missions – This includes the planning and oversight of both global and local missions outreach, communications with our chosen missionaries and church planters, giving them support in prayer and finances. They should also report regularly to the session and the congregation about our mission activities and plan for mission opportunities for the congregation. They may also team up with Congregational Care to work together to plan and oversee community outreach and events. At least one Elder currently serving on Session and any Covenant Partner who senses a call from God should serve on this ministry team once they are approved by Session.
4. Family Ministry – This is a broad category that includes the planning and oversight of all the educational work of the church, always looking for ways to support intergenerational ministry among our congregants. They can also cooperate with the other teams to give them support as needed and is appropriate. At least one Elder currently serving on Session and our Family Ministries Director should lead this team and it should include any Covenant Partner who senses a call from God and is approved by Session.

5. Facilities/Property – Should focus on the planning and oversight of maintenance, upkeep, and repair of our campus buildings and property, including setting up and overseeing workdays and projects as needed and making sure the buildings are heated and cooled as the season change (this involves changing from chiller to boiler and the switching of valves on the system as needed). They should make sure that all buildings are opened and locked as needed, that the grounds are free of litter, and that nothing is left outside on Sundays, Wednesdays, and any other time the buildings are used. This team should also plan and oversee church security and should be actively visioning for our future needs as a congregation in these areas. At least one Elder currently serving on Session and any Covenant Partner who senses a call from God should serve on this ministry team once they are approved by Session.
6. Finance and Personnel – This includes planning and administration of the budget and all expenditures and financial accounts of the church. Visioning for the financial needs of the church, actively looking for trends and strategies for wise investment of the church's funds, they should also be leading the congregation in faithful stewardship and plan for and lead us in any capital campaigns. At least one Elder

currently serving on Session, the Church Treasurer, the Pastor, the Church Administrator, and any Covenant Partner who senses a call from God should serve on this ministry team once they are approved by Session.

7. Basically, the Pastor, Head of Staff oversees the paid staff of the church in consultation with the Finance and Personnel team and the Session as the Session leads the church.

Each ministry team should meet monthly to pray for, discuss, and plan for their area of ministry. The Elder/Leader of each ministry team should submit a written report of their activities, wishes, and visioning to the session by the second Thursday of each month to be distributed to the session to keep them apprised of their activities and needs.