

**PRESBYTERY OF SOUTH ALABAMA  
PRESBYTERIAN CHURCH, U.S.A.  
MINUTES OF THE CALLED ELECTRONIC MEETING  
NOVEMBER 2, 2020  
10:00 A.M.**

**TEACHING ELDERS, COMMISSIONED RULING ELDERS AND CERTIFIED CHRISTIAN EDUCATORS PRESENT:**

Blair Beaver	Jerry Blacklaw	Keith Cardwell	Anna Fulmer Duke
Chris Ennen	Sarah Erickson	Alexandra Hutson	David Jamison
Joseph Johnson	Dee Koza	Rebekah Abel Lamar	Robert Madsen
Matt McCollum	William H. McLean	Jody Beth Melton	Ross Reddick
Cary Speaker	Al Thompson	Kim Vanbrimmer	Jonathan Wallace
Julian Walthall	Buz Wilcoxon		

**EXCUSED TEACHING ELDERS, COMMISSIONED RULING ELDERS AND CERTIFIED CHRISTIAN EDUCATORS:**

Chris Bullock	Karen Bullock	Mary Montei Clark	Stuart Clark
Van Edington	Bert Eyster	Timothy Ferrell	Eugenia Gamble
Armando Guevara	Phillip E. Gwaltney	G. Jan Hinnen	Vernon R. Hunter
William F. Jorgensen	John E. Kimbirl	Rachael B. Knoll	Sid Leak
Michael Mann	Barbara McDonald	George McDonald	Joshua Noah
George Peelen	Lauren Peters	Jim Pitts	Dale Sallans
George Sinclair	Robert A. Stauffacher	Ron Stone	Kathryn Threadgill
Bert Tuggle	Samford Turner	Rick Upchurch	James Warthen
Shuford White	Marcia Willett		

**CHURCHES:**

ANDALUSIA, FIRST

BAY MINETTE, FIRST

CITRONELLE, FIRST

DOTHAN, EVERGREEN

ENTERPRISE, GREEN HILL

FAIRHOPE, TRNITY

**COMMISSIONERS:**

Bill Albritton

Roger Powell

Betty Clemons

Forrest Register

Denise Aylesworth

Becky Whiteside

Roger Ahrens

**VISITORS:**

Ginny Granade

Rev. Richard Wood, Pres of MS,

Moderator

Cindy Wilson

Carys Sasser

**CHURCHES:**

FOLEY, FIRST  
SWIFT  
GENEVA  
GRAND BAY  
GULF SHORES  
JACKSON  
CENTRAL  
COTTAGE HILL  
GOVERNMENT ST.  
GRACE  
MEMORIAL  
PROVIDENCE  
SPRING HILL  
  
ORANGE BEACH  
SPANISH FORT

**COMMISSIONERS:**

Philip Hinesley  
Tom Giles  
Don Aspray  
  
Nick Olson  
  
John Browning  
  
Barkley Shreve  
  
Donna Misra

**VISITORS:**

Phil Melton  
  
Taylor Morgan  
  
Casi Callaway, Future Focus  
  
Judy Stout, Executive Search  
Committee

**OTHERS PRESENT:**

**MODERATOR:**

Rev. Jonathan Wallace

**GUEST:**

Julee Howard, Presbytery of South Alabama

Commissioners who had joined the meeting by Zoom were welcomed by Al Thompson, TE, Stated Clerk, who gave a brief introduction on best practices for participating in the Zoom Meeting.

At 10:00 a.m. the meeting was called to order and was opened with prayer by the Moderator, Jonathan Wallace, TE First PC, Foley.

The Moderator stated that the meeting had been called at the request of the Visioning Division and the Future Focus Committee. The purpose of the meeting is to hear the report of the Future Focus Committee and to act on the following recommendations.

The Moderator declared that there was a quorum present and the docket was approved.

The Stated Clerk made a motion that churches and commissioners not able to participate in the meeting be automatically excused. **(unanimously approved)**

## **Report of the Future Focus Committee**

Casi Callaway, GSPC, Mobile, chair of the Future Focus Committee, presented the work of the committee.

On behalf of the committee, Buz Wilcoxon, TE, Spring Hill PC, Mobile moved the first recommendation, that the Presbytery approve and adopt the proposed **Mission Statement and Strategy Map** (see attached) (**unanimously approved**)

Buz then moved the recommendation that the Presbytery approve and adapt the proposed **Presbytery Structure** to begin at the conclusion of the Spring 2021 stated meeting (see attached) (**unanimously approved**)

### **For Information**

The attached “**Personnel, Finance, and Property Recommendations**” are presented to the Presbytery for information.

#### **Attendance**

22 Teaching Elders

14 Ruling Elders

9 Visitors/Guests

#### **Al Thompson**

Total 45 Attendees

### **ADJOURNMENT WITH PRAYER**

The meeting was adjourned with prayer by the Moderator, Rev. Jonathan Wallace.

**THE NEXT MEETING OF PRESBYTERY:  
FRIDAY AND SATURDAY, FEBRUARY 19 AND 20, 2021  
AT CENTRAL PRESBYTERIAN CHURCH,  
MOBILE, ALABAMA**

THESE MINUTES HAVE BEEN READ AND APPROVED IN ACCORD WITH INSTRUCTIONS OF PRESBYTERY  
AND REPRESENT THE OFFICAL MINUTES OF THIS CALLED MEETING.

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Jonathan Wallace, Moderator

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Albert R. Thompson, Stated Clerk

# Presbytery of South Alabama 2020 Strategy Map



Mission: Empower and connect our congregations by educating and nurturing our members to live and serve as faithful disciples of Jesus Christ in the world.

Under Jesus Christ as the Head of the Church

**The Presbytery of South Alabama**

- Builders of Relationships
- Encouragers of Vital Ministry
- Shepherds & Guides for Pastors & Congregations

**We**

- Connect**

  - Communicate within the presbytery and with the larger church
  - Provide resources for churches to connect within their community & congregation
  - Create opportunities for gathering within & across the presbytery
- Equip**

  - Train pastors & church leaders
  - Provide the tools to educate church members
  - Empower ministry in congregations
- Nurture**

  - Support ministers & commissioned pastors
  - Provide care through the many seasons of congregational life
  - Build up and support smaller and/or remote churches

**Keys to Success**

- Well-Trained and Engaged Church Leaders
- Vibrant Congregations
- Committed Staff & Committee Members
- Strong Denominational Partnerships

## Objective Statements – Who is the Presbytery of South Alabama to our Community?

Objectives	Statements
Builders of Relationships	We connect congregations and the PCUSA to share ideas, resources, and knowledge; ensuring closer bonds among churches and congregants. We nurture through educational opportunities, care for clergy through counseling, small group support, retreats and shared meals and communicate through as many forms of media as possible to keep the presbytery informed.
Encouragers of Vital Ministry	We support, encourage, and provide opportunities for faith development and evangelism for our churches and we support the ministry and mission of the congregations.
Shepherds and Guides	Congregational Vitality is bolstered because we are the first point of contact for churches in need, celebration, and transition. We empower, equip, and support our churches through education and training to better discern God’s plan for our presbytery’s future.

# Objective Statements – What does the Presbytery of South Alabama do?

Objectives	Statements
Connect	We support and strengthen communication within and among our 21 congregations; acting as a central resource, sharing church happenings, providing opportunities for congregations to gather, and providing support and tools to promote better interaction. We also act as a conduit for churches to connect with the larger church, ensuring we fulfill the constitutional requirements of PCUSA and pass along their tools and information to our congregations.
Equip	We provide education opportunities, resources (mission, evangelism, best practices, church polity, scripture), tools for pastors, church leaders, congregations, children, and youth that will empower and strengthen their connection to Jesus Christ. We empower congregations as they engage in ministry that is reflective of the Kingdom.
Nurture	We proactively care for ministers, commissioned pastors, and congregations; We assign mentors to new pastors and stay connected with retired pastors. We are present in times of joy, crisis, transition, and conflict, working to build up and support all churches and paying special attention to smaller and/or remote churches. We take initiative to avert or reduce challenges associated with conflict and transition, doing our best to proactively prevent crisis. We provide mediation in order to help congregations manage conflict in a timely, redemptive manner.

## Objective Statements –

What are the keys to successfully achieving our mission?

Objectives	Statements
Well-Trained and Engaged Church Leaders	We recruit, train and engage pastors, ruling elders, deacons, commissioned ruling elders, and other church leaders to share freely their wisdom enabling us to make the best decisions for the presbytery.
Vibrant Congregations	Investing in the health and connection of the congregations of the presbytery ensures they are able to develop and sustain the ministry of our presbytery.
Committed Staff and Committee Members	We recruit, train, and invest in staff and potential/existing committee members to ensure they can be inclusive, future-focused, and engaged leaders.
Strong Denominational Partnerships	Because PCUSA provides both resources & identity for our presbytery. We invest in PCUSA, train presbytery leadership to understand their place in the denomination and engage the larger church. We share the tools developed by our denominational partners to support and nurture the health of our congregations.

# Objective Statements – What is our foundation?

Objectives	Statements
Scripture and the Reformed Tradition	We are built upon the roots of the Reformed tradition. From our worship to our lived-out expressions of faith, we are reformed and always being reformed. Scripture guides and informs us in all that we do.
Witness of Each Unique Congregation	Each congregation and the individuals within them have unique expressions of faith that strengthen and enrich the presbytery.
Functioning and Sustainable Structure	A structure established, regularly reviewed, and updated to ensure it has both the strength and flexibility to support the mission, vision, and strategy of the presbytery.
Excellent Stewards of Financial Resources	Healthy and responsible oversight of our financial resources as well as a recognition of the purpose for which the funds were donated commands us to focus those precious resources exclusively on our mission.



## Presbytery of South Alabama Proposed Organizational Structure

“The Presbytery of South Alabama empowers and connects our congregations by educating and nurturing our members to live and serve as faithful disciples of Jesus Christ in the world.”

-The Presbytery of South Alabama’s Mission Statement

### PROPOSED COMMITTEES OF THE PRESBYTERY

#### 1. MISSION & EVANGELISM COMMITTEE

**In service to the congregations of the Presbytery of South Alabama, the Mission and Evangelism Committee is responsible for supporting and equipping the vital ministries of outreach, service, mission, technology, and evangelism within each particular congregation.**

- communicates mission and evangelism ministries between congregations
- administers Congregational Mission Grants as advised by a subcommittee with representatives from Admin & COM
- connects congregations to technology and resources for evangelism and outreach
- oversees presbytery-wide mission efforts (some of which may be subcommittees):
  - Presbytery Guatemala Partnership
  - Hispanic Ministry
  - Campus Ministry
  - Disaster Assistance/Response

#### 2. EDUCATION & SPIRITUAL DEVELOPMENT COMMITTEE

**In service to the congregations of the Presbytery of South Alabama, the Education and Spiritual Development Committee is responsible for supporting and equipping the vital ministries of faith development needs within each particular congregation.**

- makes available the educational resources owned by the presbytery
- connects congregations to experts in the field
- connects congregations to expand education opportunities and share resources
- oversees presbytery-wide educational programs when needed, such as:

- educational events
- Leadership Event (currently called COLT)
- retreats and spirituality experiences
- training programs
- plans all details of worship, sacraments, and preaching for Presbytery meetings
- arranges for guest speakers at presbytery

### 3. CONSTITUTIONAL & CONNECTIONAL LIFE COMMITTEE

**In service to the congregations of the Presbytery of South Alabama, the Constitutional & Connectional Life Committee is responsible for building and nurturing relationships between congregations and the larger Presbyterian Church (USA).**

- nominates ministers and congregation members to serve
  - on committees and commissions of presbytery
  - as General Assembly and Synod commissioners
  - as Presbytery Moderator and Vice-Moderator
- meets constitutional requirements for representation
- reviews, trains, recruits, and cultivates committee leadership
- reviews effectiveness of all committees
- builds relationships through annual visits with each congregation
- coordinates Presbytery Sunday to strengthen bonds within the presbytery
- strengthens relationships with:
  - Presbytery of Mississippi
  - Synod of Living Waters
  - the agencies of the PC(USA)
- maintains policies and procedures manual of the presbytery
- assists officer training in congregations when needed
- oversees preparation for ministry when needed (old CPM, could be subcommittee)
- provides ordination exam readers
- supports the work of the Permanent Judicial Commission with the chair of the PJC serving on the committee
- plans location and frequency of presbytery meetings
- serves as Bills and Overtures Committee for presbytery meetings

4. COMMITTEE ON MINISTRY, CARE, & CONGREGATIONAL NURTURE

**In service to the congregations of the Presbytery of South Alabama, the Committee on Ministry, Care, and Congregational Nurture serves as the shepherd for ministers, commissioned ruling elders, and congregations.**

- examines and receives new Ministers of Word and Sacrament
- approves terms of call for Ministers of Word and Sacrament and contracts for commissioned ruling elders and all other non-installed pastoral positions
- oversees training and commissioning for commissioned ruling elders
- conducts annual visits with each church session
- nurtures pastors
  - assigning mentors to new pastors
  - making counseling resources available
- serves as a guide and mediator in times of transition or conflict
  - proactively explores issues as early as possible
  - recommends Administrative Commissions when necessary
- assists congregations in filling pastoral vacancies
- conducts orientation for pastor nominating committees
- approves interim ministers
- provides pastoral care, support, and nurture for the Ministers of Word and Sacrament, Commissioned Ruling Elders, and certified Christian Educators of the presbytery
- maintains relationship with retired ministers
- with the Regional Presbyter, supports Christmas Dinner

5. STRATEGIC PLANNING COMMITTEE

**In service to the congregations of the Presbytery of South Alabama, the Strategic Planning Committee is responsible for making recommendations to the Presbytery related to its mission, vision, and strategic initiatives.**

- ensures established and effective strategic planning process:
  - annually reviews the mission, vision, and strategic plan
  - develops strategic planning process update every three to five-years
- develops/maintains program decision matrix for programs and ministries of the presbytery and assigns committees responsibility for implementing decisions
- develops and maintains measurable key performance indicators (KPIs) that ensure work is aligned with our strategy
- works with staff to develop a strategic dashboard/annual work plan to track and meet KPIs
- works with constitutional & connectional life committee-#3 to develop a strategic dashboard/annual work plan for the Presbytery Council to track and meet KPIs
- monitors the organization's performance against measurable targets
- ensures the budget development matches the mission, vision, strategic plan and will

result in meeting the KPIs

- identifies critical issues facing the presbytery
- reviews and recommends changes and updates to the Presbytery structure including merging, splitting, staffing, and committee structure

#### 6. ADMINISTRATION & FINANCE COMMITTEE

**In service to the congregations of the Presbytery of South Alabama, the Administration and Finance Committee serves as the steward of the funds, property, and staff of the presbytery.**

- oversees the process for budgeting and audits
- makes recommendations on the use of designated funds
- oversees personnel matters
  - conducts staff reviews
  - recommends to the Presbytery Council hiring, firing, and compensation of all presbytery employees including Regional Presbyter and Stated Clerk
- ensures that staff-driven communications are effective and professional
- develops and maintains financial policies of the presbytery
- shares budget information in a timely and transparent manner
- oversees property owned or rented by the presbytery
- negotiates sale or management of property of dissolved congregations
- assists the presbytery staff (when needed) with administrative matters
- approves contracts with service providers
- arranges opportunities for conversation, guidance, and training for congregations in matters of finances and stewardship.

### PROPOSED PRESBYTERY COUNCIL

#### ROLE OF THE PRESBYTERY COUNCIL

**In service to the congregations of the Presbytery of South Alabama, the Presbytery Council works to oversee and coordinate the ministry of the presbytery.**

- serves as the point of connection between all committees
- ensures information is shared and disseminated throughout the presbytery
- acts on time-sensitive matters between presbytery meetings as commissioned to do so in presbytery manual
- receives reports from each committee
- approves the docket of presbytery meetings, working from preliminary drafts prepared by Stated Clerk and moderator
- takes actions necessary to meet the goals of the strategic plan
  - recommended by the Strategic Planning Committee, the Presbytery -acts on personnel matters
  - recommended by the Finance and Administration Committee,

## COUNCIL MEMBERSHIP

### **The members of the Presbytery council include:**

- Moderator of Presbytery (moderator of council)
- Vice moderator and Immediate Past Moderator of Presbytery
- Chair of each presbytery committee (or representative appointed by the chair)
- Moderator of Presbyterian Women Coordinating Team
- Presbytery Treasurer, Regional Presbyter, and Stated Clerk (recording secretary)

## PROPOSED MEETING PATTERN

### **Committees, Council, and Presbytery meeting quarterly on a staggered schedule:**

#### First Quarter

January- Committees

February- Council

March- Presbytery (Friday/Saturday---every three years held with Mississippi)

#### Second Quarter

April- Committees

May- Council

June- Presbytery

(one day)

#### Third Quarter

July - Committees

August- Council

September- Presbytery (one day)

#### Fourth Quarter

October- Committees

November- Council

December- Presbytery

(online meeting)

-The Education & Spiritual Development Committee may desire to plan the Leadership Event (COLT) to coincide with a meeting of the presbytery and will coordinate the timing with the Constitutional & Connectional Life Committee.

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**Committee Charters:** A Charter will be developed for each committee to be ready in draft before the end of the year. Charters will include the following: purpose statement; job description; committee procedures including use of subcommittees and decision-making authority; suggested meeting frequency; and committee effectiveness evaluation tools. Once a committee is established, the first priority will be for the committee to develop an outcomes/workplan annually as well as review, update, and approve the charter.

**Service Terms:** Committee members will serve 3-year terms (staggered start) and may serve up to two consecutive terms. Each term requires a review by the Constitutional and Connectional Life committee. Any exception to the two-term maximum would need approval from the Council.

**Future Focus Group**  
**Personnel, Finance, and Property Recommendations**  
**November 2, 2020**

In order to fulfill the strategy as presented to the presbytery, the Future Focus Task Force makes the recommendations defined below. These recommendations take into account the tools and methods which provide the best opportunity for success in a digital and virtual age and the assets of property, finances, and staff.

These recommendations are presented to the Presbytery of South Alabama for information and will be sent to the appropriate committees for further action.

**Personnel**

- Call a full-time Regional Executive Presbyter to be shared with Mississippi Presbytery

*This recommendation supports our efforts to Shepherd and guide pastors and congregations*

- Do not fill Resource Center Director
  - Christian Education and Spiritual Development Committee will create a plan for resourcing congregations' Christian Education needs.

*This recommendation supports our efforts to Equip and nurture*

- Provide a designated staff member for communicating
  - Communication between churches, committees, and the presbytery
  - Communication outside the presbytery
  - Communication with denomination
  - Create an active social media and website presence

*This recommendation supports our efforts to*

*Connect*

*Ensure Committed Staff and Committee members*

*Ensure Strong denominational partnerships*

*Communicate*

**Future Focus Group**  
**Personnel, Finance, and Property Recommendations**  
**November 2, 2020**

- Stated Clerk and Administrative positions would remain the same until redirected by Administration Committee

**Finance**

- Create a robust grant program to support congregational vitality within churches of the presbytery.

*This recommendation supports our efforts to*  
Encouraging vibrant congregations

- Continue the work of transparency in the budget
- Create and communicate a plan for any undesignated funds and loan payments
- Create and communicate a plan for full payment from Christ Presbyterian (EPC)
- Assign responsibilities for restricted funds to committees or other appropriate group
- Create and communicate a plan for long-term strategy investments.

*These recommendation supports our efforts to*  
Encouraging vibrant congregations  
Communicate

**Property**

- In order to support a robust grant program to support congregational vitality over a period of years, sell the presbytery office property in 2022.
- Make alternative plans for a physical presbytery office and resource center, perhaps within a member church(es).
- An appointed commission in consultation with the Administration committee will make a recommendation for what if any percentage of the proceeds from property sale might be designated for the general fund.

*These recommendation supports our efforts to*  
Encourage vibrant congregations