



# PROPOSED DOCKET AND HANDBOOK

*ONE HUNDRED AND TWENTY-THIRD STATED MEETING*

*NORTHEAST GEORGIA PRESBYTERY*

*OCTOBER 22, 2024*

*HOSTED BY  
FIRST PRESBYTERIAN CHURCH  
147 N. MAIN STREET  
CLEVELAND, GA*

*co-hosted by DAHLONEGA PRESBYTERIAN CHURCH*

Dear Children of God,

The Sessions of First Presbyterian Church of Cleveland and Dahlonega Presbyterian Church welcome you to this meeting of the NEGA Presbytery and pray that this will be a time not only of business, but of worship and fellowship as well.

First Presbyterian Church of Cleveland and Dahlonega Presbyterian Churches are both "small, but mighty." Our congregations engage in ministries with our communities and with one another. Through the Mountain Cohort Youth Ministry Partnership (YMP), we bring together middle school and high school youth from our own congregations and also from Clarksville First Presbyterian Church, Cornelia First Presbyterian Church, Nacoochee Presbyterian Church, and Hartwell Presbyterian Church. The group is growing to include churches in the Athens area.

Our prayers are with the congregations in Augusta and elsewhere who have witnessed death and destruction in their communities and within their church families due to Hurricane Helene. We are praying for those who have suffered trauma from witnessing these events. Our offering today will go to Presbyterian Disaster Assistance to help with the rebuilding of property and lives.

Peace and Love in Christ,

Rev. Burnetta Armour  
First Presbyterian Church  
of Cleveland

Rev. Mari Turner  
Dahlonega Presbyterian Church

For your information:  
WIFI: CFPC Guest  
Password: None (Seriously, we have no password.)

Lunch will be a choice of chicken salad or pimento cheese sandwiches with sides and a bottle of water. The cost is \$15. Lunch will be served in our fellowship hall.

**Northeast Georgia Presbytery**  
**123rd Stated Meeting**  
October 22, 2024 - 10:00 a.m.  
at First Presbyterian Church, Cleveland, GA

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Call to Order and Opening Prayer Moderator Marc Galvin

Welcome Burnetta Armor

Seating of First-time Commissioners, Corresponding Members,  
and Introduction of Visitors Moderator Galvin

Declaration of Quorum Stated Clerk Ed Rees  
(In Northeast Georgia Presbytery, a quorum is established when there are no less than three ministers of Word and Sacrament who are members of Presbytery, along with at least three ruling elder commissioners from different congregations.)

**pp. 2-4** Approval of Docket Marc Galvin

Approval of Consent Agenda  
Minutes of Presbytery Meeting, August 17, 2024

**pp. 5-7** Stated Clerk's Report Ed Rees

**\*CALL TO WORSHIP (based on Psalm 46)** Burnetta Armour

God is our refuge and strength, a very present help in trouble.  
**Therefore we will not fear, though the earth be moved, and though mountains be toppled into the depth of the sea;**  
though its waters rage and foam, and though the mountains tremble.  
**The Lord of hosts is with us; the Lord of heaven and earth is our refuge.**  
Come now and look upon the works of the Lord!  
**Let us worship God together!**

**\*Hymn #307** *God of Grace and God of Glory* CWM RHONDDA

**PRAYER OF CONFESSION**

**Merciful God, we confess that we have sinned against you in thought, word, and deed. We have not loved you with our whole heart, we have not loved our neighbors as ourselves. We are quick to judge, slow to offer grace, and resistant to your Spirit's leading.**

**Forgive us, we pray. Renew in us the desire to seek your will, and empower us to follow in the way of Christ, who laid down his life for the sake of love. In his name, we offer our confession and our lives, imagination, and love to be your people in all we say and do.**

**SILENT PRAYER  
ASSURANCE OF FORGIVENESS**

**EXCHANGING SIGNS OF PEACE**

pg. 8

Report from Hopewell/Carnesville Administrative Commission

Alex Stevens

**SCRIPTURE READING**

**MESSAGE**

Rev. Nikki Collins

National Coordinator, 1001 New Worshiping Communities

**\*AFFIRMATION OF FAITH - from *A Brief Statement of Faith***

**In life and in death we belong to God. Through the grace of our Lord Jesus Christ, the love of God, and the communion of the Holy Spirit, we trust in the one true God, the Holy One of Israel, whom alone we worship and serve.**

**We trust in Jesus Christ, fully human, fully God. Jesus proclaimed the reign of God: preaching good news to the poor and release to the captives, teaching by word and deed and blessing the children, healing the sick and binding up the brokenhearted, eating with outcasts, forgiving sinners, and calling all to repent and believe the gospel.**

**PRESBYTERIAN DISASTER ASSISTANCE**

Kathy Riley

**COMMUNION OF THE PEOPLE**

**\*HYMN #298**

*Lord, You Give the Great Commission*

ABBOT'S LEIGH

**INVITATION TO GENEROUS GIVING**

*This morning's offering will go to Presbyterian Disaster Assistance.  
Please make checks payable to Northeast Georgia Presbytery.*

*or donate online:*



**PRAYERS OF THANKSGIVING AND THE LORD'S PRAYER**

**\*BLESSING AND CHARGE**

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*\* Please stand in body or in spirit.*

pp. 9-15

Coordinating Team Report

Joslyn Fields

pp. 16-17

Nominating Committee Report

Sue Jacobson

pg. 18

Anti-Racism Task Force Report

John Harrison

pp. 19-21

Vision 26 Collaborative Report

Will Norman

<b>pg. 22</b>	Presbyterian Women Report	Elaine Wiegert
<b>pp. 23-26</b>	Committee on Ministry Report	Steven Barnes
<b>pg. 27</b>	Committee on Preparation for Ministry	Meg Jackson Clark

Announcements      *(Please submit requests in advance to the Stated Clerk)*

**Prayer and Adjournment**

**NEXT STATED MEETING:**

**Saturday, February 22, 2025, 10:00 a.m., Reid Memorial Presbyterian Church**  
(if the way be clear)

## Report of the Stated Clerk

Dear Members of the Presbytery,

Grace and peace to you in the name of our Lord Jesus Christ.

It is wonderful to have the opportunity to gather in-person at Cleveland, and we extend our thanks to both Cleveland and Dahlonga for being such willing and gracious hosts!

Below, you will find the minutes of the Meeting of the Administrative Commission to Install Reverend J. Thomas Buchanan as the pastor of Covenant Presbyterian Church. You will also find a report from the Church Property Commission regarding the approval of two property transactions for two of our member congregations. Finally, you will find the preliminary results of our Session Minutes Review for 2023. If your church has minutes that have not been reviewed, please make arrangements with me to do so by the end of the year.

The report from the Church Property Commission includes a list of churches that exercised the Trust Clause Exemption at the time of Reunion. These churches are exempt from the requirement to seek permission from the Church Property Commission in matters regarding the purchase, sale, lease, or encumbrance of property or indebtedness held by the congregation. This exemption **does not** apply to any congregation seeking dismissal to another reformed denomination. Any congregation seeking dismissal regardless of their status in exercising the Trust Clause Exemption must still receive permission from the presbytery in order to depart. If your congregation is not on this list but you believe your Session took action on the Trust Clause Exemption between 1983 and 1990, please reach out to me, and we can explore ways to verify this information together.

As was reported at the August Presbytery meeting, a formal complaint against a minister member of the Presbytery has been received. The Investigating Committee continues its faithful and diligent work of Preliminary Review. Further updates will be provided at future meetings of the Presbytery, pursuant to D-7.0501.

Grace and peace,  
Jacob Douylliez  
Assistant Stated Clerk

### **Minutes of the Meeting of the Administrative Commission to Install the Reverend J. Thomas Buchanan on September 22, 2024 at Covenant Presbyterian Church, Athens, Georgia**

Present: Ministers of Word and Sacrament: Rev. Jacob Douylliez, Eatonton Presbyterian Church; Rev. Ronald Gilreath, Honorably Retired; Rev. Marianne Bishop Turner, Dahlonga Presbyterian Church. Ruling Elders present: Abby Horvath, Covenant Presbyterian Church, Athens; Marc Galvin, Oconee Presbyterian Church, Moderator.

The Administrative Commission duly elected by Northeast Georgia Presbytery Committee on Ministry to install The Reverend J. Thomas Buchanan as Pastor of the Covenant Presbyterian Church, Athens, Georgia, met in the pastor's office on Sunday, September 22, 2024. Moderator Marc Galvin convened the commission with prayer at 3:40 p.m.

Elder Abby Horvath moved that the Commission proceed, on behalf of the Northeast Georgia Presbytery, to install the Reverend J. Thomas Buchanan as Pastor of Covenant Presbyterian Church, Athens and to consider the benediction of the worship service to be the adjournment of this meeting of the Installation Commission, further moving to request dismissal of the Commission upon presentation of the minutes to the Stated Clerk of Northeast Georgia Presbytery. Rev. Mari Turner seconded the motion. All eligible to participate voted in the affirmative.

The Commission members and the Reverend J. Thomas Buchanan proceeded to the sanctuary to lead worship (copy of Order of Worship attached hereto) which included the installation of the Reverend J. Thomas Buchanan, all to the glory of God, through Jesus Christ.

All requirements of W-4.04 were satisfied in the course of the worship service and the Commission installed the Reverend J. Thomas Buchanan as Pastor of Covenant Presbyterian Church, Athens, Georgia. These minutes were approved with no objections by the Commission.

Respectfully submitted,  
Ruling Elder Marc Galvin, Moderator

**Session Minutes Review** *(as of October 15, 2024)*

Thank you to those who have successfully completed the minutes review for 2023. If your church has not completed a review, please contact Assistant Stated Clerk Jacob Douylliez to set up a time for the review before the end of the year.

**Churches Reviewed**

Christ  
Clarkesville  
Clayton  
Commerce  
Covenant Athens  
Covenant Augusta  
Eatonton  
Elberton  
Hartwell  
Hebron  
Jefferson  
Lavonia  
Milledgeville  
Mount Hermon  
Monticello  
Reid Memorial  
Saint Andrew

**Churches Not Reviewed**

Athens Korean  
Augusta Korean  
Bath  
Belle Terrace  
Calvary  
Clifford Memorial  
Cleveland  
Cornelia  
Dahlongega  
Friendship  
Gainesville  
Greensboro  
Helen  
Homer  
Madison  
Mountain  
Nacoochee  
Oconee  
Pleasant Hill  
Rabun Gap  
Sardis  
Timpson  
Union Point  
Westminster  
Westside  
Wiley  
Winder

## Church Property Commission Report

The Church Property Commission reports that it took action under its commissioning authority to act on behalf of the presbytery to approve the sale of the manse of Dahlonga Presbyterian Church and the sale of the manse of Christ Presbyterian Church.

### List of Churches Exercising the Trust Clause Exemption

Commerce	Greensboro First	Monticello
Eatonton	Helen	Pleasant Hill
Elberton First	Lavonia	Reid Memorial
Gainesville First	Madison	

### **POLICY REGARDING TIME LIMIT FOR PERSONS SPEAKING (Debate) AT PRESBYTERY MEETINGS**

(Approved by Presbytery October 23, 2007)

(Note: Presbytery can set aside such a rule when it deems necessary.)

When speaking at a Presbytery meeting:

1. Individuals are limited to speaking once and for no more than three minutes during discussion of a matter.
2. A bell may be used to signal when the speaker is near and at the end of his/her time.
3. Moderator alternates between "pro" and "con".
4. No one may speak more than once until every person who wishes to speak has had a opportunity to do so.
5. Presbytery may set a maximum time for debating an issue.





**Report of the Administrative Commission for the Carnesville and Hopewell Churches**  
October 2024

In 2019 the commission was created by the North East Georgia Presbytery for the purposes of: disposition of the Carnesville property; and to resolve the Hopewell PC to the end of negotiating their desire to leave the PC(USA) and to settle the property concerns. One of our self-determined and overarching principles was to seek to maximize the concern of the Gospel in all our ways and towards the resolution of these purposes.

This report is intended as a final summary and not as a detailed full account. Critical details have been reported and approved in previous presbytery meetings.

Progress was being made on both fronts when the onset of the pandemic slowed negotiations to a halt. When reconvened, communications with Hopewell were re-established and progress resumed regarding the Carnesville church property.

There being no surviving members or participants at Carnesville, preparations and options for its eventual sale were pursued. Considerations included pursuing options regarding the hand carved front door and the stained glass windows. Columbia Seminary and descendants of Carnesville members were contacted and no real interest was found, especially considering that if someone took those items, functional equivalents would be necessary in order to sell the property. Upon enlisting a real estate agent, a buyer was found and eventually a sales price of \$105,000.00 was agreed upon and the sale has been completed with the check for \$101,750.00 being delivered to presbytery. Of note is the fact that the buyer is a local investor who has stated a hope (not binding) to use the property as a church. The commission recommends that the money go towards New Church Development/1001 New Worshiping Communities in the Northeast Georgia Presbytery.

The Hopewell church negotiations were resumed with all parties operating in a manner appropriate for the Church of Jesus Christ. The small congregation worshipping there agreed to our stipulations including a reversionary clause stating that if their arrangements as an independently operating congregation changed within 5 years ownership of the property would revert to presbytery. The price negotiated with them was based on similar cases within the presbytery and considered per capita in arears. Their congregation has been dissolved as a PC(USA) congregation, and an independent congregation was established to own the property. The quit claim deed has been signed and the check for \$2000.00 has been delivered to presbytery.

Therefore...

Having completed our stated purposes, the AC moves that this commission be dissolved.

**RECOMMENDATIONS TO PRESBYTERY:**

1. The commission recommends that the net proceeds from the sale of the Carnesville property go towards New Church Development/1001 New Worshiping Communities in Northeast Georgia Presbytery.
2. Having completed our stated purposes, the AC moves that this commission be dissolved.



## Report of the Coordinating Team

Joslyn Fields, Chair

The Coordinating Team (CT) met on September 24, 2024 via Zoom. They took the following actions and are making the following recommendations to presbytery:

### For Information:

1. Heard reports from the Committee on Ministry, Committee on Preparation for Ministry, Clergy Care Committee, Presbyterian Women, Personnel Action Team, and Budget/Finance Initiative Team.
2. Reviewed a written recommendation from the Transitional Leadership task force.
3. Reviewed a written report from the V26 Collaborative task force.
4. Reviewed written reports from the Anti-Racism task force.

### Actions:

1. Approved the minutes of the July 30, 2024 meeting.
2. Elected Ruling Elder Wanda Butler to a second term (class of 2027) and Ruling Elder Sylvia McDonald to a first term (class of 2027) on the Personnel Action Team.
3. Approved the revised job description for the Business Administrator.
4. Authorized the Stated Clerk/Acting GP to determine a recipient for the offering collected at the October Stated Meeting, in consultation with the host church.
5. Authorized the Stated Clerk/Acting GP and the Presbytery Moderator to finalize the docket for the October Stated Meeting.
6. Approved a 2025 compensation package for the Business Administrator of \$49,261 that incorporates a 2.9% cost of living adjustment.
7. Approved \$1,000 in professional expenses for the Treasurer for 2025.
8. As recommended by the Personnel Action Team, approved recommending to Presbytery the election of Rev. Jacob Douylliez to a three-year term as Stated Clerk effective January 1, 2025.
9. Approved the recommendation from the Transitional Leadership task force that we seek a Transitional General Presbyter, a contract position with an initial one-year term, with the option to renew in six-month increments. Further, it was approved that this position be part-time. The maximum compensation package of a full-time Transitional General Presbyter was set as \$108,324. Furthermore, the person selected as the Transitional General Presbyter will not be eligible for the permanent position.
10. Elected, if the way be clear, the following to a Transitional General Presbyter search committee: Rev. Steven Barnes, Rev. Jacob Douylliez, Ruling Elder Steven Brown, and Ruling Elder Elaine Wiegert.
11. Approved the final report of the V26 Collaborative and recommended the Collaborative present its Vision Statement to Presbytery for a first reading.

### Recommendations:

1. Re-elect Ruling Elder Sylvia McDonald as Recording Clerk of Presbytery for a three-year term (2025-2027).
2. Elect the following to the Nominating Committee:
  - a. Ruling Elder Elaine Fields (second term, class of 2027)
  - b. Rev. Melvin Lowry (first term, class of 2027)
  - c. Ruling Elder Louise Welch (first term, class of 2027)
3. Approve combining the Nominating Committee and the Committee on Representation. Current members of both committees will serve on the new committee.
4. Elect Rev. Jacob Douylliez to a three-year term as Stated Clerk, effective January 1, 2025, with a salary equal to the current Stated Clerk salary.
5. Approve the proposed 2025 Operating Budget of \$356,506, which provides for a balanced budget (see attached).
6. Approve the following resolution to accompany the budget:

"In the event of extraordinary circumstances in the coming fiscal year that require emergency expenditures by the Committee on Ministry, Permanent Judicial Commission, Property

Commission, or Sexual Misconduct Pastoral Response Committee, the presbytery authorizes the Coordinating Team to spend up to \$5,000 from Undesignated Reserves, which shall be reported at the subsequent presbytery meeting. In the event that the Committee on Preparation for Ministry adds inquirers or candidates which necessitate additional expenditures, then they are permitted to exceed their budget accordingly.”

7. Approve the following dates/locations for the 2025 Stated Meetings of Presbytery:
  - February 22, 2025 (Saturday) at Reid Memorial Presbyterian Church
  - May 20, 2025 (Tuesday), location tbd
  - August 16, 2025 (Saturday), location tbd
  - October 21, 2025 (Tuesday), location tbd

**NORTHEAST GEORGIA PRESBYTERY  
2025 PROPOSED BUDGET**

	<b>2024 BUDGET</b>	<b>2025 PROPOSED BUDGET</b>	<b>INCREASE / (DECREASE)</b>
<b>INCOME</b>			
SHARED MISSION	243,120	218,066	(25,054)
PER CAPITA	120,039	123,940 <sup>1</sup>	3,901
INVESTMENT INCOME	5,000	14,500	9,500
<b>TOTAL</b>	<b>368,159</b>	<b>356,506</b>	<b>(11,653)</b>
<b>EXPENSES</b>			
CAMPUS MINISTRY AT UGA - Annual Support	18,000	18,000	0
CAMPUS MINISTRY - Montreat College Conference	2,600	2,600	0
CLERGY CARE	6,170	6,170	0
COMMITTEE ON MINISTRY	2,500	3,500	1,000
COMMITTEE ON PREPARATION FOR MINISTRY	2,955	2,985	30
COMMITTEE ON REPRESENTATION	100	100	0
CONGREGATIONAL CONNECTIONS	3,500	5,500	2,000
COORDINATING TEAM	36,439	43,450	7,011
GENERAL ASSEMBLY PER CAPITA APPORTIONMENT	56,830	61,799	4,969
GENERAL ASSEMBLY SHARED MISSION	3,500	3,500	0
NOMINATING COMMITTEE	500	500	0
PERMANENT JUDICIAL COMMISSION	250	250	0
PROPERTY COMMISSION	100	100	0
SEXUAL MISCONDUCT RESPONSE TEAM	170	200	30
STAFF SALARIES	254,467	195,300	(59,167)
SYNOD PER CAPITA APPORTIONMENT	8,697	8,552	(145)
SYNOD SHARED MISSION	1,500	1,500	0
THE BACKYARD MINISTRY	2,500	2,500	0
<b>TOTAL PRESBYTERY EXPENSES</b>	<b>400,778</b>	<b>356,506</b>	<b>(44,272)</b>
<b>BALANCE</b>	<b>(32,619) <sup>2</sup></b>	<b>0</b>	

<sup>1</sup> Based on no increase in the rate of presbytery's and Synod's portions of per capita, 4.09% increase in General Assembly rate.

<sup>2</sup> Undesignated Reserves will be used to cover shortfall. Current balance in Undesignated Reserves is \$154,961.14.

CLERGY CARE COMMITTEE

Proposed Budget 2025

	2024 Budget	2025 Proposed Budget	Increase / (Decrease) Budget
Cohort support, presbytery portion	5,500	5,500	0
HR minister gatherings	500	500	0
Clergy pictorial directory	120	120	0
Supplies and miscellaneous	50	50	0
<b>TOTAL EXPENSES</b>	<b>6,170</b>	<b>6,170</b>	<b>0</b>

COMMITTEE ON MINISTRY

Proposed Budget 2025

	2024 Budget	2025 Proposed Budget	Increase / (Decrease) Budget
Background Checks	300	300	0
Committee Meeting Expense	2,000	2,000	0
Administrative Commissions, Other Exp.	200	1,200	1,000
<b>TOTAL EXPENSES</b>	<b>2,500</b>	<b>3,500</b>	<b>1,000</b>

COMMITTEE ON PREPARATION FOR MINISTRY

Proposed Budget 2025

	2024 Budget	2025 Proposed Budget	Increase / (Decrease) Budget
Aid to Candidates	2,125	2,125	0
Career Assessment	330	660	330
Committee Meeting Expense	500	200	(300)
<b>TOTAL EXPENSES</b>	<b>2,955</b>	<b>2,985</b>	<b>30</b>

CONGREGATIONAL CONNECTIONS COMMITTEE

Proposed Budget 2025

	2024 Budget	2025 Proposed Budget	Increase / (Decrease) Budget
Connectional Youth Ministry Partnership	0	2,000	2,000
Mental Health Training	500	500	0
Matthew 25 Grants	3,000	3,000	0
<b>TOTAL EXPENSES</b>	<b>3,500</b>	<b>5,500</b>	<b>2,000</b>

COORDINATING TEAM  
Proposed Budget 2025

	2024 Budget	2025 Proposed Budget	Increase/ (Decrease)
Committee Meeting Expenses	1,000	1,000	0
Communications Contracting	4,064	7,250	3,186
Copier Support	1,200	1,000	(200)
Financial Review (CPA)	7,500	7,500	0
GA/Synod Commissioners Exp	300	2,750	2,450
GP Discretionary Fund	1,000	1,000	0
Insurance	3,500	2,500	(1,000)
IT Support/Software	4,700	4,700	0
Miscellaneous	500	500	0
Moderator Expenses	1,250	1,800	550
Office Equipment	1,000	5,000	4,000
Office Supplies	1,200	1,000	(200)
Postage	400	450	50
Presbytery Meeting-Expense	4,750	1,500	(3,250)
Recording Clerk Stipend	900	1,150	250
Recording Clerk Expenses	300	400	100
Telephone	2,275	2,450	175
Workers' Compensation	600	1,500	900
<b>TOTAL EXPENSES</b>	<b>36,439</b>	<b>43,450</b>	<b>7,011</b>

Staff Salaries  
Proposed Budget 2025

	2024 Budget	2025 Proposed Budget	Increase / (Decrease)
<b>Medicare-Employer Portion</b>	<b>562</b>	<b>361</b>	<b>(201)</b>
<b>Social Security-Employer Portion</b>	<b>2,379</b>	<b>1,544</b>	<b>(835)</b>
<b>Stated Clerk</b>			
Travel/Professional Expenses	1,400	1,400	0
Continuing Education	650	650	0
Salary	32,760	32,760	0
<b>Total Stated Clerk</b>	<b>34,810</b>	<b>34,810</b>	<b>0</b>
<b>Assistant Stated Clerk</b>			
Salary	3,500	<sup>1</sup> 0	(3,500)
<b>Total Assistant Stated Clerk</b>	<b>3,500</b>	<b>0</b>	<b>(3,500)</b>
<b>General Presbyter</b>			
Travel/Professional Expenses	8,500		
Board of Pensions Dues	37,523		
Continuing Education	1,600		
Social Security & Medicare	7,360		
Salary	66,213		
Housing Allowance	30,000		
<b>Total General Presbyter</b>	<b>151,196</b>	<b>108,324</b> <sup>2</sup>	<b>(42,872)</b>
<b>Business Administrator</b>			
Travel/Professional Expenses	2,500	2,500	0
Board of Pensions Dues	15,329	14,751	(578)
Matching Contribution to RSP	1,500	1,500	0
Gross Wages	41,691	30,510 <sup>3</sup>	(11,181)
<b>Total Business Administrator</b>	<b>61,020</b>	<b>49,261</b>	<b>(11,759)</b>
<b>Treasurer</b>			
Travel/Professional Expenses	1,000	1,000	0
<b>Total Treasurer</b>	<b>1,000</b>	<b>1,000</b>	<b>0</b>
<b>TOTAL EXPENSES</b>	<b>254,467</b>	<b>195,300</b>	<b>(59,167)</b>

<sup>1</sup> Temporary position for 2024 only.

<sup>2</sup> Maximum allotted for a for a full-time Transitional General Presbyter position to achieve a balanced budget.

<sup>3</sup> Calculated at P/T for full year, plus 2.9% COLA.

## What is CAT? Questions and Answers

1. **What does CAT stand for?** CAT stands for Communication Action Team.
2. **What does CAT do?** The Communication Action Team works with the Communication Service Plan of the Synod of the Sun to provide email, newsletter, social media, and website communications.
3. **Who serves on the Communications Action Team?** Currently, the Communication Action Team is comprised of representatives from the Coordinating Team, the Committee on Ministry, and the Congregational Connections Committee. The General Presbyter and Stated Clerk are also members of the Team. Your Current CAT Members are as follows:
  - Rev. Burnetta Armour, Congregational Connections and CAT Chair
  - Rev. Steven Barnes, COM chair
  - Rev. Jacob Douylliez, Assistant Stated Clerk
  - Rev. Ed Rees, Stated Clerk and Acting General Presbyter
  - Rev. Mari Turner, CT designee
4. **How does the Communication Action Team collect and disseminate information?** The CAT collects information for the newsletter, emails, and social media through our email address at [newsletter@negapby.org](mailto:newsletter@negapby.org). This information is forwarded to CSP who sends the emails and newsletters. CSP also oversees the website. Any issues with the site are forwarded to them. Please note that any death notices will be sent to CSP at the end of the day with other important information to prevent an overflow of Presbytery emails in your inbox.
5. **What does the Communication Actions Team need from the Presbytery?** We need...
  - your newsletter information by the 10<sup>th</sup> of each month, including your good news stories.
  - your prayers and patience. The Communication Action Team is still working out the details of managing communication for our Presbytery. We ask for your patience as we learn and grow.
6. **If you have any questions, please contact, Rev. Burnetta Armour at [pastorb@fpcleveland.org](mailto:pastorb@fpcleveland.org)**





**Nominating Committee Report**  
Rev. Sue Jacobson & Rev. Bob Prim, co-chairs

The Nominating Committee met numerous times during the year via Zoom and contacted one another by email, text and telephone. The members of the committee sought to discern those persons whom God has called to serve the Northeast Georgia Presbytery. The committee took the following actions and are making the following recommendations to presbytery:

Recommendations:

<b>I. Moderator</b>	<b>(2025)</b>		
Joslyn Fields	F- RE	Covenant Augusta	Greater Augusta MC
<b>II. Moderator-in-Nomination</b>	<b>(2026)</b>		
Matt Henderson	M-TE	Clarksville Presbyterian	Mountain MC
<b>III. Coordinating Team Chair</b>	<b>(2025)</b>		
Marc Galvin	M-RE	Oconee Presbyterian	Greater Athens MC
Immediate Past Moderator, NEGA Presbytery			

**IV. In consultation with committees and other units, the committee presents for Presbytery’s approval the 2024 Coordinating Team:**

<b>Congregational Connections Committee</b>	Elaine Wiegert	F-RE	Cleveland	Mountain MC
<b>Clergy Care Committee</b>	Ross Brown	M-RE	Oconee PC	Greater Athens MC
<b>Committee on Ministry</b>	Steven Barnes	M-RE	Oconee PC	Greater Athens MC
<b>Committee on Preparation for Ministry</b>				
<b>Black Presbyterian Caucus</b>	Joy Brown	F-RE	Belle Terrace	Greater Augusta MC
<b>Presbyterian Women</b>	Elaine Wiegert	F-RE	Cleveland First	Mountain MC
<b>Coordinating Team Chair</b>	Marc Galvin	M-RE	Oconee PC	Greater Athens MC
<b>Moderator of Presbytery</b>	Joslyn Fields	M-RE	Covenant Aug	Greater Augusta MC
<b>Presbyterian Campus Ministry</b>	Will Norman	M-TE	The Table	Greater Athens MC
<b>Stated Clerk</b>	Jacob Douylliez	M-TE	Eatonton PC	Greater Augusta MC
<b>Treasurer</b>	Bob Prim	M/TE	Hon. Retired	Mountain

<b>V. Committee on Ministry</b>				
<b>Chair</b>	Steven Barnes	M-TE	Oconee PC	Greater Athens MC

Class of 2027

Amy Hobby Rickard	Validated Ministry	F/TE	Greater Augusta MC
Teresa Franklin	Member at Large	F/TE	Mountain MC
Mari Turner	Dahlonega Presbyterian Church	F/TE	Mountain MC
Lisa Deaton	Nacoochee Presbyterian Church	F/RE	Mountain MC

**VI. Committee on Preparation for Ministry**

Chair Mike Williams	Bath Presbyterian Church	M/TE	Greater August MC
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Class of 2027

Barbara Robbins	Greensboro Presbyterian Church	F/RE	South Central MC
Mike Williams	Bath Presbyterian Church	M/TE	Greater Augusta MC
Ryan Baer	Athens First Presbyterian Church	M/TE	Greater Athens MC

**VII. Committee on Representation**

<b>Chair</b> Phyllis McCannon	Mt Hermon Presbyterian Church	F/RE	Greater Athens
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Class of 2027

Hoyt Jackson	Madison Presbyterian Church	M/RE	South Central
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**VIII. Permanent Judicial Commission**

Moderator *(Per Book of Order D-5.0201, the PJC shall elect from its members a moderator.)*

There were no vacancies

**IX. Church Property Commission**

<b>Chair</b> Dea Deverau	Dahlonega Presbyterian Church	F/RE	Mountain
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Class of 2027

John Stork	Monticello Presbyterian Church	M/RE	South Central
Charles Colbert	Sardis Presbyterian Church	M/RE	North Central

**X. Congregational Connections Committee**

<b>Chair</b> Elaine Wiegert	Cleveland Presbyterian Church	F/RE	Mountain
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Class of 2027

Elaine Wiegert	Cleveland First Presbyterian Church	F/RE	Mountain
Rick Billingslea	Hebron/ Homer Presbyterian Churches	M/CRE	North Central

**XI. Clergy Care Committee**

<b>Chair</b> Ross Brown	Oconee Presbyterian Church	M/RE	Greater Athens MC
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Class of 2027

Ross Brown	Oconee Presbyterian	M/RE	Greater Athens MC
Souvanh Touralack	Backyard Ministries	M/TE	Mountain MC

Class of 2026

Anna McArthur	Athens First Presbyterian Church	F/TE	Greater Athens MC
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**XII. Sexual Misconduct Pastoral Response Committee**

<b>Chair</b> Marsha Moorman	Belle Terrace Presbyterian Church	F/RE	Greater Augusta
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Class of 2027

Robbie Gardner	Christ Presbyterian Church	F/RE	Greater Augusta
Cindy Lesniewski	St Andrew Presbyterian Church	F/RE	Greater Augusta
Elaine Fields	Sardis Presbyterian Church	F/RE	North Central

**XIV Synod Commissioners**

Travis Adams 2025-2026	Honorably Retired	M/TE	Mountain
Kenya Colbert 2025	Sardis Presbyterian Church	F/RE	North Central

**Georgia Lodge Representative**

*Vacancy 2025-2028*

Respectfully submitted with gratitude, Sue Jacobson-Co-Chair, Bob Prim-Co-Chair, Elaine Wiegert, John Stork, Elaine Fields, Jack Spencer, Joy Brown



## Anti-Racism Policy Taskforce

August 29, 2024, 10-11AM Zoom

Attending: Maretta Arnold-Franklin, Joslyn Fields, Ross Brown, Jacob Douylliez, John Harrison

Context: The General Assembly has asked all mid-councils to develop an anti-racism policy

We started with the question “What are we missing out on in our presbytery without an anti-racism policy or a structure for having this conversation?”

Reflections from the meeting with leaders from Giddings-Lovejoy last month.

-One participant observed that the first step in AA is acknowledging there is a problem, and that we can each do some discerning about how the church is complicit in systems that are racist.

-We had a great discussion about how each member of the group needs to be doing their own self-education between meetings. Our plan for integrating this self-education into the group is to take no more than three minutes each to share what we have been reading that has “rocked our world” since the last meeting should anything be inspiring to others. -We also decided a physical gathering at a site of racial violence within the presbytery would be an effective catalyst for the deeper spiritual work that will guide this policy into action, Moore’s Ford and Linnentown, on Thursday, September 12, Story of Linnentown, 1962 Story of Moore’s Ford, 1946 Statue of Eugene Talmadge at GA Capitol

We each pledged to assigned reading and will reflect on: 1) What feels applicable to Northeast GA presbytery

2) What we have questions about or need help understanding 3) What tools/documents/sub policies/committee practices we need to build. We set a goal of having something to present at February’s presbytery meeting.

Respectfully  
Joslyn Fields

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On Thursday, September 12, your Anti-Racism Task Force gathered for a pilgrimage. Jacob Douylliez, Joslyn Fields, John Harrison, Whitney Booth Lockard, and Ross Brown were present.

We travelled first to the site of the Moore's Ford Bridge lynching. Two young, black couples were murdered on July 25, 1946, by a dozen and a half local white residents.

When we arrived, the day was overcast, seeming on the verge of rain. Indeed, we felt a few small drops until we gathered under the bridge for prayer and contemplation. As we stood in the space where the atrocity was perpetrated, I felt a mixture of shame, deep regret, and bottomless sorrow. I was frankly astonished that people could have done something so heinous, so evil, almost within my life span?

The river flowed quietly through the grassy, wooded area. To me, it seemed almost offensive that nature seemed so indifferent when God's heart was breaking.

I'll leave the horrific details for your private reading.

Our next destination was Linnentown, where fifty or so black families were forced from their homes to build UGA dormitories Russell, Creswell, and Brumby Hall. It was a mostly poor area, but it was a community, and it was their home. Low income housing was built, and still stands nearby. But that is a poor substitute for growing up in your family's house, with friends living all around.

We drove by the Tree That Owns Itself a couple of blocks away. The irony was striking. A tree could own itself, but a tight-knit community was not afforded the same respect.

We ate lunch together at Weaver D's. Automatic For The People.

**V26 Collaborative**  
Report to Presbytery  
October 2024

The V26 Collaborative believes that we have been faithful to the spirit of Christ and the feedback of this Presbytery in completing the work with which we were charged.

We present for your consideration a statement of identity, core values, and vision to frame and guide this Presbytery through the coming 3-5 years (on the next two pages)

Respectfully Submitted

Rev. Amy Hobby Rickard, Audrey Markham, Betty-Jean Jordan, Brooks Benton, Rev. Burnetta Armour, Rev. Cheryl Barnes, Joslyn Fields, Rev. Nadine Ellsworth Moran, Paulo Santos, Rev. Tom Buchanan, & Rev. Will Norman (chair)

# **The Vision of the Northeast Georgia Presbytery is the joy of life in Christ through worship, education, compassion, and radical hospitality.**

## **[WHO ARE WE? - IDENTITY]**

We are a diverse community of faith called into being by the grace of the Triune God to re-member Christ in our life together and ministry in the world.

## **[WHAT DO WE VALUE? - CORE VALUES]**

### **1. Openness**

- a. We expect and welcome change.<sup>1</sup>
- b. We are reformed and always being reformed according to the word of God and the movement of the Spirit<sup>2</sup>

### **2. Learning**

- a. We embrace faith that seeks understanding through intellectual curiosity and spiritual formation.
- b. We value critical thinking and theological reflection in the life of faith.
- c. We strive to grow inwardly to impact outwardly.

### **3. Connection**

- a. We abide by a polity of shared, distributed power through collaboration and cooperation.
- b. We value the many voices that come to the table.
- c. We look after one another. We share our joys and burdens as a community of faith to ensure all are built up.

### **4. Servanthood**

- a. We believe that we are called to actively engage in the world, to serve our communities, and to love our neighbors.
- b. We recognize the ability and gifts of each congregation and ministry to participate in the leadership of the presbytery and in their own local settings.

### **5. Inclusion**

- a. We seek to practice authentic diversity in our outreach, inclusion, participation, and leadership exhibiting the fullness of God's kingdom here and now.<sup>3</sup>
- b. We seek and welcome those who have been neglected by and excluded from the church and society.<sup>4</sup>

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<sup>1</sup> 'Behold, I am doing a new thing ...' (Is. 43:19, Rev. 21:5)

<sup>2</sup> Augustine (allegedly), Calvin, Barth, & others

<sup>3</sup> Great ends of the church: 'the demonstration of social righteousness'

<sup>4</sup> Jn. 9: Jesus goes to find the cast-out man; Mk. 7: Jesus commends faith of Syrophonecian woman

## **[WHAT FAITHFULNESS TO OUR VALUES PRODUCES]**

**Our vision is the joy of life in Christ through worship, education, compassion, and radical hospitality.**

We seek to:

- **Faithfully worship**
- **Continuously learn**
- **Compassionately serve** and care for others and ourselves
- **Earnestly pursue** the **inclusion** of the fullness of God's community
- **Bravely engage** an ever-changing world, seeking where the Holy Spirit is leading us

### **STAFFING IMPLICATIONS:**

- \* Strong GP resources and coordinates efforts between committees, commissions, task forces that carry out the work.
- \* Strong Administrative staff, skills in graphic design, savvy in social media.
- \* Central information point / hub for opportunities, events, resources; relies on strong info submission
- \* Presbytery communications person; newsletter and website
- \* Pastor to pastors
- \* Committees and work groups contribute to caring for presbytery needs / people
- \* Committees execute, communicate, coordinate
- \* GP is creative vision and decision making

### **CONGREGATIONAL APPLICATIONS:**

- \* Shared education
- \* Shared service projects and mission trips
- \* Invitations to shared efforts for action and thought leadership that lower the barriers to faithful living
- \* Develop and share worship resources
- \* Encourage joint worship services, especially in times of crisis/observations
- \* Partnerships for officer education
- \* Lay educational events
- \* Identify and train candidates for Commissioned Ruling Elder
- \* Develop leadership of younger generations in/for African American, Asian congregations
- \* Partnerships in youth ministry
- \* Intentional partnerships between congregations of varied racial makeup
- \* Connecting pastors to pastors for support and development
- \* Connecting churches through combined events (internal mostly)
- \* Connecting churches through pulpit exchanges
- \* Connecting small churches and all churches
- \* Connecting through mission projects
- \* Pastor to Pastors
- \* Supporting person to person relationships
- \* Putting the unique context of each local church at the forefront
- \* Addressing poverty and mission/outreach to the local community
- \* Welcoming those who feel unwelcome



**Presbyterian Women Northeast Georgia Presbytery**

October 22, 2024

Elaine Wiegert, Moderator

The Annual Fall Workshops of the Presbyterian Women of Northeast Georgia Presbytery (PW NEGA) were held at Covenant Presbyterian Church in Athens. Women from our Presbytery were warmly welcomed by the Presbyterian Women of Covenant Presbyterian Church. During our worship service, we were pleased to welcome as our featured speaker, Constance Watson, author of *His Girl! A Love Story*, her daughter, and granddaughter. Constance shared a bit of her personal story, then shared how she was able to reignite “the little light” within her soul, the principles and scriptures that allow her to feed her soul to keep that light burning, and how that affects the work she continues to do with the His Girls Workshops. After worship, three workshops were offered, Ms. Watson shared information about the His Girls Workshops she offers; Judy Grieve shared information about resources that complement this year’s Horizons Bible Study; and Nancy Miller shared information about service opportunities in our communities.

It was my honor to attend the Installation of Officers Service at First Presbyterian Church Greensboro on September 21.

During the summer, daily devotionals, *Words to Build On* were shared electronically with everyone on our e-mail distribution list.

The Triennial Churchwide Gathering of Presbyterian Women was held August 8 -11 in St. Louis, Missouri. Two women from NEGA Presbytery attended.

Upcoming activities for 2025 include the PW NEGA Annual Gathering, March 15, 2025, at First Presbyterian Church Cleveland, Cleveland, GA, and the Triennial Gathering of Presbyterian Women in the Synod of South Atlantic, October 17-19, 2025, at Epworth by the Sea, St. Simon’s Island, GA. Registration information will be shared when available.

Respectfully Submitted,

Elaine Wiegert



**Committee on Ministry**  
Rev. Steven Barnes, Chair

Meetings: September 12 and October 3

For Information:

1. Heard liaison reports from the following churches and ministries: Athens First, Covenant (Athens), Friendship, Milledgeville,

Actions:

1. Approved the following members of the installation commission for the installation service of the Rev. Tom Buchanan on Sunday, September 22, 2024, at 4:00pm at Covenant Presbyterian Church:
  - Jacob Douylliez (TE - Eatonton)
  - Marianne Bishop Turner (TE - Dahlonega)
  - Ron Gilreath (TE - Honorably Retired)
  - Marc Galvin (RE - Oconee), *Moderator of the Commission*
  - Abby Horvath (RE - Covenant)
2. Approved the Rev. Craig Topple for service as the part-time interim/transitional pastor at Friendship Presbyterian Church, Athens. His interim/transitional pastor covenant was also approved.
3. Acknowledged that the Rev. Peter Thornton completed his work at Presbyterian Village Athens on 9/13/24. COM notes his status change from validated ministry to member-at-large.

Recommendations:

1. That Northeast Georgia Presbytery approve the 2025 Minimum Salary Standards for Ministers (Minimum Terms of Call).



## 2025 Minimum Salary Standards for Ministers (proposed) Northeast Georgia Presbytery

The purpose of this policy is to

1. Aid Pastor Nominating Committees in negotiating Terms of Call or Contracts/Covenants with new pastors
2. Assist sessions with the annual review of installed, interim, and contract pastors.

These minimum standards are intended to apply to all full-time ministers who are members of Northeast Georgia Presbytery. The minimum standards should be prorated for part-time ministers.

### Cash Compensation

	Full-time Ministers without Manse	Full-time Ministers with Manse	Part-time Ministers without Manse	Part-time Ministers with Manse
<b>Minimum Cash Salary<sup>1</sup></b>	\$32,465	\$32,465	Prorated percentage of \$32,465	Prorated percentage of \$32,465
<b>Minimum Housing Allowance</b>	\$18,106	-	Prorated percentage of \$18,106	-
<b>Minimum Utilities Allowance</b>	-	Actual cost of all utilities	-	Prorated percentage of actual cost of all utilities
<b>Housing Equity Allowance<sup>2</sup></b>	-	To be negotiated and reported on NEGP Annual Salary Standards Review Form, Line 8	-	To be negotiated and reported on NEGP Annual Salary Standards Review Form, Line 8
<b>Social Security &amp; Medicare Allowance<sup>3</sup></b>	7.65% of Effective Salary as defined by Board of Pensions	7.65% of Effective Salary as defined by Board of Pensions	7.65% of Effective Salary as defined by Board of Pensions	7.65% of Effective Salary as defined by Board of Pensions

### Benefits

	Full-time Ministers without Manse	Full-time Ministers with Manse	Part-time Ministers without Manse	Part-time Ministers with Manse
<b>Paid Vacation</b>	4 weeks including 4 Sundays	4 weeks including 4 Sundays	4 weeks including 4 Sundays	4 weeks including 4 Sundays
<b>Study Leave</b>	2 weeks including 2 Sundays	2 weeks including 2 Sundays	2 weeks including 2 Sundays	2 weeks including 2 Sundays
<b>Family Medical Leave</b>	<b>Installed:</b> 12 weeks	<b>Installed:</b> 12 weeks	<b>Installed:</b> 12 weeks	<b>Installed:</b> 12 weeks
<b>Pension through the Board of Pensions</b>	<b>Installed:</b> Congregational Pastors Package (or Transitional 2025) paid by church. <b>Contracted:</b> Congregational or Covenant Pastors Package (or Transitional 2025) paid by church. (optional)	<b>Installed:</b> Congregational Pastors Package (or Transitional 2025) paid by church. <b>Contracted:</b> Congregational or Covenant Pastors Package (or Transitional 2025) paid by church. (optional)	<b>Installed:</b> Congregational Pastors Package (or Transitional 2025) paid by church. <b>Contracted 20+ hr/wk:</b> Congregational or Covenant Pastors Package (or Transitional 2025) paid by church. (optional)	<b>Installed:</b> Congregational (or Transitional 2025) Participation Plan paid by church. <b>Contracted 20+ hr/wk:</b> Congregational or Covenant Pastors Package (or Transitional 2025) paid by church. (optional)

<b>Death &amp; Disability through the Board of Pensions</b>	<b>Installed:</b> included in Congregational or Transitional Package. <b>Contracted:</b> included in Congregational, Covenant, or Transitional Package.	<b>Installed:</b> included in Congregational or Transitional Package. <b>Contracted:</b> included in Congregational, Covenant, or Transitional Package.	<b>Installed:</b> included in Congregational or Transitional Package. <b>Contracted 20+ hr/wk:</b> included in Congregational, Covenant, or Transitional Package.	<b>Installed:</b> included in Congregational, Covenant, or Transitional Package. <b>Contracted 20+ hr/wk:</b> included in Congregational, Covenant, or Transitional Package.
<b>Medical coverage through the Board of Pensions<sup>4</sup></b>	<b>Installed:</b> member only PPO coverage, included in Congregational or Transitional Pastors Packages. Coverage for spouse, children, or family optional. <b>Contracted:</b> member only PPO coverage, included in Congregational or Transitional Pastors Packages. Coverage for spouse, children, or family optional. No coverage included in Covenant Pastors Package.	<b>Installed:</b> member only PPO coverage, included in Congregational or Transitional Pastors Packages. Coverage for spouse, children, or family optional. <b>Contracted:</b> member only PPO coverage, included in Congregational or Transitional Pastors Packages. Coverage for spouse, children, or family optional. No coverage included in Covenant Pastors Package.	<b>Installed:</b> member only PPO coverage, included in Congregational or Transitional Pastors Packages. Coverage for spouse, children, or family optional. <b>Contracted 20+ hr/wk:</b> member only PPO coverage, included in Congregational or Transitional Pastors Packages. Coverage for spouse, children, or family optional. No coverage included in Covenant Pastors Package.	<b>Installed:</b> member only PPO coverage, included in Congregational or Transitional Pastors Packages. Coverage for spouse, children, or family optional. <b>Contracted 20+ hr/wk:</b> member only PPO coverage, included in Congregational or Transitional Pastors Packages. Coverage for spouse, children, or family optional. No coverage included in Covenant Pastors Package.

## Other Compensation

	<b>Full-time Ministers without Manse</b>	<b>Full-time Ministers with Manse</b>	<b>Part-time Ministers without Manse</b>	<b>Part-time Ministers with Manse</b>
<b>Moving Expense</b>	Actual amount	Actual amount	Actual amount	Actual amount
<b>Continuing Education<sup>5</sup></b>	\$400	\$400	Prorated percentage of \$400	Prorated percentage of \$400

Professional expense reimbursements should be made through an accountable reimbursement plan and should include-

- expenses necessary for the performance of the job
- professional subscriptions and books
- mileage for use of a personal automobile at the current Internal Revenue Service standard mileage rate for business travel.

## Additional Information

- The Committee on Ministry conducts an Annual Salary Standards Review to ensure all pastors' compensation packages meet or exceed that year's minimum salary standards. Reporting forms are emailed to clerks of session each January, to be completed by March 31.
- The Board of Pensions provides a guide to structuring ministers' terms of call, *Living by the Gospel*, as well as a dues calculator on its website, [www.pensions.org](http://www.pensions.org).
- Northeast Georgia Presbytery has adopted a Sabbatical Leave Policy, which states that pastors, associate pastors, and certified educators who have completed 6 years of consecutive credited service in the same call are eligible for 3 months of fully paid leave. Please contact your Committee on Ministry liaison for more information.

## Committee on Ministry Recommendations

- The Committee on Ministry recommends that the base minimum salary be increased by 1% for each year the minister has been ordained.
- The General Assembly of the PC(USA) approved a revision of G-2.0804 which provides for a minimum of 12 weeks paid Family Medical Leave for all called and installed Ministers of Word and Sacrament. The Committee on Ministry encourages church sessions with contract pastors to prayerfully discern and make generous provision for their own family medical leave policies.
- The Committee on Ministry strongly recommends that both churches and clergy take advantage of the resources offered by The Board of Pensions and its website ([www.pensions.org](http://www.pensions.org)). These resources include information about benefits selection and administration, tax questions, changes to healthcare, retirement planning, and much more.

<sup>1</sup> Updated 8/14/2024 by a 2.9% increase, based on Bureau of Labor Statistics, Consumer Price Index.

<sup>2</sup> The Committee on Ministry recommends that pastors living in a manse receive compensation for the equity that they forego by not owning their own residence.

<sup>3</sup> Unless the minister has properly followed IRS rules to opt out of Social Security.

<sup>4</sup> The Committee on Ministry acknowledges the increase in cost in 2025 for spouse, children, or family coverage may present a hardship for churches, but in as much as it may be financially possible, we encourage churches to maintain the same level of medical coverage in 2025 as was offered in 2024.

<sup>5</sup> Unused continuing education funds may be carried forward for up to three years.



## **Committee on Preparation for Ministry**

### **For information:**

Thaddeus Dixon, graduate of Columbia Theological Seminary, remains under our care as a candidate.

Kris Steinmann, who had been an inquirer, requested to be removed from our rolls.

Wesley Applebury, once he is enrolled as an inquirer, will receive a monthly stipend of \$125 as he continues his studies at Columbia Theological Seminary. (Wesley, a child of our Milledgeville church, is a second year student).

### **For recommendation:**

That Presbytery enroll Wesley Applebury as an Inquirer.



## **Congregational Connections Committee Report**

The Congregational Connections Committee met on September 2, 2024 via Zoom. Great ideas about ways to connect in ministry were shared, including a Presbytery resource clearing house where churches can share educational/administrative resources. The discussion of the clearing house will be continued at our next meeting on October 28<sup>th</sup> at 2 PM.

Submitted by:

Rev. Burnetta Armour  
First Presbyterian Church of Cleveland  
Chair, Congregational Connections Committee

**The Table Athens, Inc.**  
Report to Presbytery  
October 2024

The Table is off to a great start this fall semester. We are in regular contact with just over of 240 students, about 1/3 of whom are actively participating in at least one programmatic offering of our ministry.

On Friday October 4th, we held the annual **Homecoming Dinner**, welcoming over 70 students, alumni, and friends of the ministry in for a home-cooked BBQ dinner provided by Ed Latham and the saints of Madison Presbyterian Church, and by Pat Waldrip of First Presbyterian Church of Athens.

Homecoming Dinner serves as the kickoff of The Table's **Fall Annual Fund Campaign**, which supports and enables the day to day ministry to continue to thrive. Our Fall Campaign goal for 2024 is \$28,000 in honor of this year's newest class of '28. Every dollar helps, and recurring gifts count toward that goal for each installment received before Dec. 31 2024. As we said at homecoming dinner, our 'congregation' is college students, so if all of them tithed, we would have \$13 to run this ministry. The support of this presbytery and our new denominational partners makes this important ministry possible, so thank you!

You may make a donation online at [tableuga.org/donate](https://tableuga.org/donate), or by check made out to:

**The Table Athens, Inc.**  
**1250 S Lumpkin Street**  
**Athens, GA 30605**

With gratitude to this Presbytery for its recent vote to invest in **student housing** at 1250 S Lumpkin Street, we are beginning conversations, both on the land-planning and development side of things, and fundraising. The addition of housing to the back half of the property will now be included in the **NEXT80 campaign**, raising our total fundraising goal for that campaign to \$4.4M, with \$400K already committed in addition to the \$1M designated by this Presbytery. The remaining \$3M should be enough to complete the last half of the renovation of the 1959 Student Center in addition to funding construction of the new housing complex.

To clear up any confusion from the August vote: the proposal that was approved in principle did not put forward a finalized financial arrangement, but rather an example of what that arrangement may look like. Note the language from that report:

*"The Table is [likely] willing to renegotiate our property agreement with NEGA to allow a portion of the net annual revenue from this development to be returned to the Presbytery, while continuing to be financially and organizationally responsible for all management and maintenance of the property. This re-negotiation would require the involvement of The Table board of directors, but may take a form similar to the following: ...*

All that is to say, as construction plans develop (while the funds are still in the possession of this Presbytery) financial details will be finalized in conversation between The Table Board of Directors and the Northeast Georgia Presbytery, and I have no doubt that we will be able to reach an agreement that satisfies both parties.

This is an exciting time for The Table, and we are grateful as always for the long and faithful support that this Presbytery gives to campus ministry.

Respectfully submitted,  
Rev. Will Norman  
Executive Campus Minister  
The Table Athens, Inc.

**NORTHEAST GEORGIA PRESBYTERY  
GENERAL OPERATING BUDGET  
SEPTEMBER 2024**

	<b>JAN - SEP 2024</b>	<b>BUDGET</b>	<b>OVER (UNDER) BUDGET</b>	<b>% OF BUDGET</b>
<b>INCOME</b>				
SHARED MISSION - CURRENT YEAR	153,154.69	243,120	-89,965.31	63.0%
PER CAPITA	89,252.63	120,039	-30,786.37	74.35%
INVESTMENT INCOME	10,860.17	5,000	5,860.17	217.2%
TRANSFER FROM UNDESIGNATED RESERVES		32,619		0.0%
<b>TOTAL INCOME</b>	<b>253,267.49</b>	<b>400,778</b>	<b>-147,510.51</b>	<b>63.19%</b>
<b>EXPENSES</b>				
CAMPUS MINISTRY AT UGA - Annual Support	13,500.00	18,000	-4,500.00	75.0%
Campus Ministry - Montreat College Conference	2,600.00	2,600	0.00	100.0%
CLERGY CARE	4,411.18	6,170	-1,758.82	71.49%
COMMITTEE ON MINISTRY	554.19	2,500	-1,945.81	22.17%
COMMITTEE ON PREPARATION FOR MINISTRY	915.00	2,955	-2,040.00	30.96%
COMMITTEE ON REPRESENTATION		100	-100.00	0.0%
CONGREGATIONAL CONNECTIONS	600.00	3,500	-2,900.00	17.14%
COORDINATING TEAM	21,302.73	36,439	-15,136.27	58.46%
GENERAL ASSEMBLY PER CAPITA APPORTIONMENT	42,661.91	56,830	-14,168.09	75.07%
GENERAL ASSEMBLY SHARED MISSION	2,625.03	3,500	-874.97	75.0%
NOMINATING COMMITTEE		500	-500.00	0.0%
PERMANENT JUDICIAL COMMISSION		250	-250.00	0.0%
PROPERTY COMMISSION		100	-100.00	0.0%
SEXUAL MISCONDUCT PASTORAL RESPONSE		170	-170.00	0.0%
STAFF SALARIES	173,284.83	254,467	-81,182.17	68.1%
SYNOD PER CAPITA APPORTIONMENT	6,523.92	8,697	-2,173.08	75.01%
SYNOD SHARED MISSION	1,125.00	1,500	-375.00	75.0%
THE BACKYARD MINISTRY	2,500.00	2,500	0.00	100.0%
<b>TOTAL PRESBYTERY EXPENSES</b>	<b>272,603.79</b>	<b>400,778</b>	<b>-128,174.21</b>	<b>68.02%</b>
<b>BALANCE</b>	<b>-19,336.30</b>	<b>0</b>	<b>-19,336.30</b>	

NORTHEAST GEORGIA PRESBYTERY  
CLERGY CARE  
September 2024

	Jan - Sep 2024	Budget	Over (Under) Budget	% of Budget
Clergy pictorial directory	114.00	120	(6.00)	95.0%
HR minister gatherings	97.18	500	(402.82)	19.44%
Pby Support for cohorts	4,200.00	5,500	(1,300.00)	76.36%
Supplies & miscellaneous		50	(50.00)	0.0%
<b>TOTAL EXPENSES</b>	<b>4,411.18</b>	<b>6,170</b>	<b>(1,758.82)</b>	<b>71.49%</b>

COMMITTEE ON MINISTRY  
September 2024

	Jan - Sep 2024	Budget	Over (Under) Budget	% of Budget
A/C & Other Expense	428.19	200	228.19	214.1%
Background Checks	126.00	300	(174.00)	42.0%
Committee Meeting Expense		2,000	(2,000.00)	0.0%
<b>TOTAL EXPENSES</b>	<b>554.19</b>	<b>2,500</b>	<b>(1,945.81)</b>	<b>22.17%</b>

COMMITTEE ON PREPARATION FOR MINISTRY  
September 2024

	Jan - Sep 2024	Budget	Over (Under) Budget	% of Budget
Aid to Candidates	900.00	2,125	(1,225.00)	42.35%
Career Assessment		330	(330.00)	0.00%
Committee Meeting Expense	15.00	500	(485.00)	3.00%
<b>TOTAL EXPENSES</b>	<b>915.00</b>	<b>2,955</b>	<b>(2,040.00)</b>	<b>30.96%</b>

CONGREGATIONAL CONNECTIONS COMMITTEE  
September 2024

	Jan - Sep 2024	Budget	Over (Under) Budget	% of Budget
Matthew 25 support to congregations	600.00	3,000	(2,400.00)	20.00%
Mental Health Training		500	(500.00)	0.00%
<b>TOTAL EXPENSES</b>	<b>600.00</b>	<b>3,500</b>	<b>(2,900.00)</b>	<b>17.14%</b>



Northeast Georgia Presbytery  
Coordinating Team  
September 2024

	<u>Jan - Sep 2024</u>	<u>Budget</u>	<u>Over/(Under) Budget</u>	<u>% of Budget</u>
Committee Meeting Expenses	683.32	1,000	-316.68	68.33%
Communications Contracting	1,670.00	4,064	-2,394.00	41.09%
Copier Support	483.16	1,200	-716.84	40.26%
Financial Review (CPA)	6,790.00	7,500	-710.00	90.53%
GA/Synod Commissioners' Expense	30.00	300	-270.00	10.00%
GP Discretionary Fund		1,000	-1,000.00	0.00%
Insurance	2,403.59	3,500	-1,096.41	68.67%
IT Support/Software	2,762.72	4,700	-1,937.28	58.78%
Miscellaneous	718.75	500	218.75	143.75%
Moderator Expenses	40.00	1,250	-1,210.00	3.20%
Office Equipment	250.99	1,000	-749.01	25.10%
Office Supplies	439.85	1,200	-760.15	36.65%
Postage	400.42	400	0.42	100.11%
Presbytery Meeting Expenses	957.98	4,750	-3,792.02	20.17%
Recording Clerk Stipend	700.00	900	-200.00	77.78%
Recording Clerk Expense	195.00	300	-105.00	65.00%
Telephone	1,413.29	2,275	-861.71	62.12%
Workers' Compensation Insurance	1,363.66	600	763.66	227.28%
<b>TOTAL EXPENSES</b>	<u>21,302.73</u>	<u>36,439</u>	<u>-15,136.27</u>	<u>58.46%</u>

Staff Salaries  
September 2024

	Jan - Sep 2024	Budget	Over/(Under) Budget	% of Budget
Medicare-Employer Portion	462.23	562	-99.77	82.25%
Social Security-Employer Portion	1,976.44	2,379	-402.56	83.08%
<b>Stated Clerk</b>				
Travel/Professional Expenses	3,830.45	1,400	2,430.45	273.6%
Continuing Education		650	-650.00	0.0%
Acting GP Salary (7/16/24 - 12/31/24)	2,445.85			
Stated Clerk Salary	24,570.00	32,760	-8,190.00	75.0%
<b>Total Stated Clerk</b>	<b>30,846.30</b>	<b>34,810</b>	<b>-6,409.55</b>	<b>88.61%</b>
<b>Assistant Stated Clerk (6/1/24 - 12/31/24) *</b>				
Salary	7,000.00	3,500	3,500.00	200.0%
<b>Total Assistant Stated Clerk</b>	<b>7,000.00</b>	<b>3,500</b>	<b>3,500.00</b>	<b>200.0%</b>
<b>General Presbyter</b>				
Travel/Professional Expenses	5,748.71	8,500	-2,751.29	67.63%
Pension, Health, D&D	21,888.51	37,523	-15,634.49	58.33%
Continuing Education	230.00	1,600	-1,370.00	14.38%
Social Security & Medicare	3,986.71	7,360	-3,373.29	54.17%
Salary	35,865.44	66,213	-30,347.56	54.17%
Housing Allowance	16,250.00	30,000	-13,750.00	54.17%
<b>Total General Presbyter</b>	<b>83,969.37</b>	<b>151,196</b>	<b>-67,226.63</b>	<b>55.54%</b>
<b>Business Administrator (transition to p/t 7/1/2024)</b>				
Travel/Professional Expenses	1,348.11	2,500	-1,151.89	53.92%
Pension, Health, D&D	11,813.97	15,329	-3,515.03	77.07%
Matching Contribution to RSP	1,500.00	1,500	0.00	100.0%
Gross Wages	34,278.01	41,691	-7,412.99	82.22%
<b>Total Business Administrator</b>	<b>48,940.09</b>	<b>61,020</b>	<b>-12,079.91</b>	<b>80.2%</b>
<b>Treasurer</b>				
Travel/Professional Expenses	90.40	1,000	-909.60	9.04%
<b>TOTAL EXPENSES</b>	<b>173,284.83</b>	<b>254,467</b>	<b>-83,628.02</b>	<b>68.1%</b>

\* As of 7/16/24, the Assistant Stated Clerk's hours and compensation were increased.

Northeast Georgia Presbytery  
Balance Sheet  
As of September 30, 2024

ASSETS

Current Assets

Cash-Synovus Checking	159,823.11
First American Money Market Checking	317,111.31
ILP 15 Month Note	105,107.16
Certificate of Deposit - Synovus	1,150,000.00
New Covenant Balanced Income Fund	147,666.61
Prepaid Expenses	83.33
Notes Receivable - Short Term (GDMS)	<u>-2,009.52</u>

Total Current Assets 1,877,782.00

Fixed Assets

Land (1250 Lumpkin St.)	71,492.66
Student Center Building	491,019.39
Computer Equipment	9,950.10
Other Fixed Assets	1,086.61
Accumulated Depreciation	<u>-64,036.99</u>

Total Fixed Assets 509,511.77

Other Assets

Notes Receivable - Long Term (GDMS)	<u>18,606.03</u>
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Total Other Assets 18,606.03

TOTAL ASSETS 2,405,899.80

LIABILITIES & EQUITY

Current Liabilities

Credit Card	692.87
Payroll Liabilities	<u>-422.69</u>

Total Current Liabilities 270.18

Total Liabilities 270.18 <sup>1</sup>

Equity

Temporarily Restricted Net Assets (Designated Funds)

Assistance Fund	16,043.69
Beth Duncan Fund (PW)	36,334.50
Carnesville/Hopewell Churches Fund	75,068.75
Clergy Care Fund	11,637.45
Connectional Events Fund	19,051.58
Georgia Domestic Missionary Society Fund	384,009.95
Justice & Peacemaking Fund	9,577.39
Property Protection & Defense Fund	83,270.88
Spiritual Direction Fund	5,000.00

Trinity Church Fund:

The Table Student Housing Development	1,000,000.00
1001 New Worshipping Communities	<u>37,971.53</u>

Total Temporarily Restricted Net Assets (Designated Funds) 1,677,965.72

Unrestricted Net Assets	
Undesignated Reserves	154,961.14
Other Unrestricted Net Assets	579,034.02
Total Unrestricted Net Assets	<u>733,995.16</u>
Net Ordinary Income	-19,336.30
Unrealized Gains/Losses	12,995.04
Total Equity	<u>2,405,619.62</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,405,889.80</u></u>

<sup>1</sup> *The Presbytery also guarantees loans to member churches from Presbyterian Investment & Loan Program. The current balance of those loans is \$577,046.94.*

#### CASH ASSETS BREAKDOWN

Cash Assets as September 30, 2024	
Cash-Synovus Checking	159,823.11
First American Money Market Checking	317,111.31
ILP 15 Month Note	105,107.16
Certificate of Deposit - Synovus	1,150,000.00
New Covenant Balanced Income Fund	<u>147,666.61</u>
<b>Total Cash Assets</b>	<b>1,879,708.19</b>

*The amounts in the banking/investment accounts listed above do NOT represent any particular designated funds on the Presbytery Balance Sheet. Rather, the monies are invested in particular accounts based on short-term/long-term cash flow needs, and in order to achieve the highest interest yield.*

Designated Funds	1,677,965.72
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*Designated Funds are funds with specific purposes which may only be spent on those purposes. Depending on the fund, approval is required from Coordinating Team, Presbyterian Women, Clergy Care Committee, or Presbytery for disbursements.*

Undesignated Reserves	154,961.14
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*Undesignated Reserves are surplus funds from the annual Operating Budget which have accumulated over the years. Undesignated Reserves may be used for any purpose, with Presbytery approval. Presbytery Policy requires that Undesignated Reserves maintain a minimum balance of \$20,000.*

<b>Net Cash Assets with No Restrictions</b>	<b><u><u>46,781.33</u></u></b>
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*Net Cash Assets with no restrictions represents the funds available on any given day to support the Operating Budget.*

NORTHEAST GEORGIA PRESBYTERY  
CHURCH GIVING  
SEPTEMBER 2024

CHURCH	MEMBERS 12/31/2022	SHARED MISSION COMMITMENT	SHARED MISSION RECEIPTS	REMAINING BALANCE	GENERAL ASSEMBLY BENEVOLENCES	PER CAPITA ASSESSMENT	PER CAPITA RECEIPTS	REMAINING BALANCE	TOTAL RECEIPTS
ATHENS FIRST	968	57,000.00	28,500.00	28,500.00	3,819.48	20,037.60	10,019.00	10,018.60	42,338.48
ATHENS KOREAN	81			0.00		1,676.70	1,676.70	0.00	1,676.70
AUGUSTA KOREAN	60		1,458.00	-1,458.00		1,242.00	1,242.00	0.00	2,700.00
BATH	31			0.00	935.00	641.70	641.70	0.00	1,576.70
BELLE TERRACE	96	1,500.00	1,500.00	0.00	1,363.00	1,987.20	1,987.20	0.00	4,850.20
CALVARY	17	1,456.00	1,066.03	389.97		351.90	351.90	0.00	1,417.93
CHRIST	24		400.00	-400.00		496.80	496.80	0.00	896.80
CLARKESVILLE FIRST	130	0.00		0.00		2,691.00	2,018.25	672.75	2,018.25
CLAYTON	46	1,000.00	1,000.00	0.00		952.20	952.50	-0.30	1,952.50
CLEVELAND FIRST	100	2,070.00	1,552.50	517.50		2,070.00	1,552.50	517.50	3,105.00
CLIFFORD MEMORIAL	40			0.00		828.00		828.00	0.00
COMMERCE	48	800.00	600.00	200.00		993.60	745.20	248.40	1,345.20
CORNELIA FIRST	136			0.00	1,143.00	2,815.20	1,500.00	1,315.20	2,643.00
COVENANT, ATHENS	230	36,000.00	28,500.03	7,499.97	100.00	4,761.00	3,570.75	1,190.25	32,170.78
COVENANT, AUGUSTA	207	15,000.00	11,250.00	3,750.00	1,934.40	4,284.90	3,213.69	1,071.21	16,398.09
DAHLONEGA	31			0.00	100.00	641.70	641.70	0.00	741.70
EATONTON	41	0.00		0.00		848.70	848.70	0.00	848.70
ELBERTON FIRST	11		499.30	-499.30	224.00	227.70	227.70	0.00	951.00
FRIENDSHIP	81	1,200.00	900.00	300.00		1,676.70	1,676.70	0.00	2,576.70
GAINESVILLE FIRST	540	8,822.00	7,351.70	1,470.30		11,178.00	9,315.00	1,863.00	16,666.70
GREENSBORO FIRST	49	1,000.00	1,000.00	0.00		1,014.30	1,014.30	0.00	2,014.30
HARTWELL FIRST	36			0.00		745.20		745.20	0.00
HEBRON	12			0.00		248.40		248.40	0.00
HELEN	40	500.00	500.00	0.00	40.20	828.00	828.00	0.00	1,368.20
HOMER	26			0.00		538.20	538.20	0.00	538.20
HOPEWELL	13			0.00		269.10	269.10	0.00	269.10

NORTHEAST GEORGIA PRESBYTERY  
CHURCH GIVING  
SEPTEMBER 2024

CHURCH	MEMBERS 12/31/2022	SHARED MISSION COMMITMENT	SHARED MISSION RECEIPTS	REMAINING BALANCE	GENERAL ASSEMBLY BENEVOLENCES	PER CAPITA ASSESSMENT	PER CAPITA RECEIPTS	REMAINING BALANCE	TOTAL RECEIPTS
JEFFERSON	48	0.00		0.00		993.60	993.60	0.00	993.60
LAVONIA	21	400.00	400.00	0.00		434.70	434.70	0.00	834.70
MADISON	296	3,000.00	3,000.00	0.00	425.00	6,127.20	6,127.20	0.00	9,552.20
MILLEDGEVILLE FIRST	138	3,600.00	2,925.00	675.00	1,803.00	2,856.60	2,856.60	0.00	7,584.60
MONTICELLO	215		7,499.50	-7,499.50	1,819.94	4,450.50	4,450.50	0.00	13,769.94
MOUNT HERMON	62		2,544.10	-2,544.10	1,160.00	1,283.40	1,283.40	0.00	4,987.50
MOUNTAIN	29	500.00	500.00	0.00		600.30	600.30	0.00	1,100.30
NACOOCHEE	247	12,000.00	8,000.00	4,000.00	1,591.00	5,112.90	3,592.00	1,520.90	13,183.00
NEW HOPE	20			0.00		414.00		414.00	0.00
OCONEE	251	2,200.00	2,200.00	0.00		5,195.70	5,195.70	0.00	7,395.70
PLEASANT HILL	30	1,600.00	800.00	800.00		621.00	621.00	0.00	1,421.00
RABUN GAP	201			0.00		4,160.70		4,160.70	0.00
REID MEMORIAL	708	46,878.00	35,158.50	11,719.50	4,519.97	14,655.60	10,991.97	3,663.63	50,670.44
SAINT ANDREW	116	2,000.04	1,500.03	500.01		2,401.20	1,800.90	600.30	3,300.93
SARDIS	102			0.00		2,111.40		2,111.40	0.00
TIMPSON	21			0.00		434.70		434.70	0.00
UNION POINT FIRST	18		1,800.00	-1,800.00	657.00	372.60	372.60	0.00	2,829.60
WESTMINSTER	40	500.00		500.00		828.00	300.00	528.00	300.00
WESTSIDE	45	0.00		0.00		931.50	931.50	0.00	931.50
WILEY	26			0.00		538.20	538.20	0.00	538.20
WINDER FIRST	55			0.00		1,138.50	1,138.50	0.00	1,138.50
TOTAL:	5,783	199,026.04	152,404.69	46,621.35	21,634.99	119,708.10	87,556.26	32,151.84	261,595.94