

# Spanish Fort Presbyterian Church



ANNUAL REPORT  
2019

OUR MISSION

Spanish Fort Presbyterian Church is a welcoming community of faith equipping all persons to joyfully serve Jesus Christ.

OUR VISION

COME...

KNOW Jesus Christ

GROW as His followers

GO...

SOW seeds of the Good News

SHOW the world God's amazing love

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MESSAGE FROM THE PASTOR



"My brothers and sisters, whenever you face trials of any kind, consider it nothing but joy, because you know that the testing of your faith produces endurance; and let endurance have its full effect, so that you may be mature and complete, lacking in nothing." James 1:2-4

In 2019, our church family faced some significant trials. Budgetary challenges, certainly, but also the relational challenges that come alongside financial concerns. Any time a significant adjustment is made, any time change occurs, there is a sense of loss. This is true in all settings, but its a truth that is amplified for a church.

As you know, we've made a handful of adjustments over the past couple of years. Staffing reductions, budget reductions. At every turn, and quite naturally, these changes produce anxiety about the future, apprehensions about the who's and how's of making sure the mission of God is carried out here at SFPC.

The writer of James doesn't shy away from the fact that trials and testing will be part of the Christian journey. He not only acknowledges them, but also writes about the positive attributes that flow from them, namely a sense of holy endurance that grows our spiritual maturity.

SFPC has already entered a new phase of existence, but its a phase that is not completely foreign to us.

There was a time in our own church history where the work of the church was done primarily through the volunteer efforts of her members. Having a large program staff was feasible when our church was larger, and many wonderfully faithful things were accomplished. But, now God is doing a new thing. God is giving us an opportunity to reclaim the ministries we've relied upon staff to accomplish for us in recent years.

I have a great and abiding hope that YOU, that WE, are fully capable of doing the work God is calling us to. I trust that God will provide the volunteers we will need to brainstorm, plan, discern, implement, and evaluate all the events, opportunities, and programs that will draw our community in. More importantly, though, I know that we have what it will take to move beyond our four walls, beyond our sanctuary, and go where the people are.

I'm not saying it will be easy to move into a new pattern of ministry, but I do know that God is already there, waiting for us to catch up. There will be a learning curve. There will be challenges along the way. It will require patience, grace and forgiveness to rule over fear and blame. It will require a serious commitment to listening and speaking from a posture of love.

This congregation is gifted in so many ways. Now is the time to use our gifts to move forward and continue work began by the "Presbyterians on the Hill" 60 years ago.

REV. ROSS REDDICK  
PASTOR  
SFPC

# A CONDENSED HISTORY

God has made everything beautiful in its time. Ecclesiastes 3:11

SFPC was first organized when a small group of Christians on the Eastern Shore began gathering in their homes for worship.

The first building erected was the Chapel, an award winning space designed by Mr. Marshall Fischrupp, one of SFPC's charter members. Worship has always been central to our identity as Presbyterians!



1960

1963

The North and South Wings were added, functioning primarily as SFPC's educational wings. The South wing doubles as a mission field - namely - Spanish Fort Presbyterian Preschool, the longest running preschool program in the area.

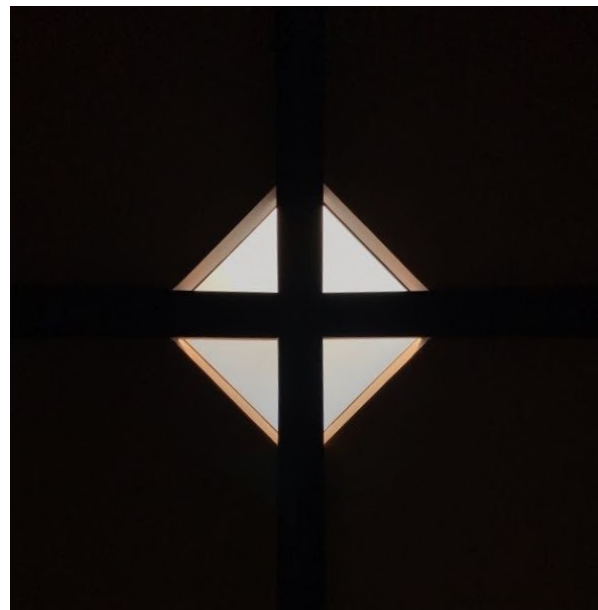
Moved by God's Spirit to invest in our Youth and Music programs, the church broke ground on two wings, flanking the Sanctuary. The cost: \$1.3 million. The steadfast generosity of SFPC's members has helped us pay down 100% of the mortgage on this most recent addition.

1985

2005

1961

The Faith Presbyterian Fellowship, as it was then known, had been meeting in the Old Spanish Fort Motel. On Dec. 31, 1961, Mobile Presbytery officially established SFPC with 60 charter members.



1976

The Fellowship Hall was completed. This room has seen innumerable shared meals, Bible studies, game nights, and social gatherings. God calls us to build community, and we still use our Fellowship Hall to give God the glory!

1987

A new sanctuary was erected to meet the growing needs of the church. Lift your eyes to see the iconic "triple crosses" adorning the western wall; a design also carved on each pew. Thus, we are encompassed by our triune God as we praise and pray, hear and respond to the Word.



2020

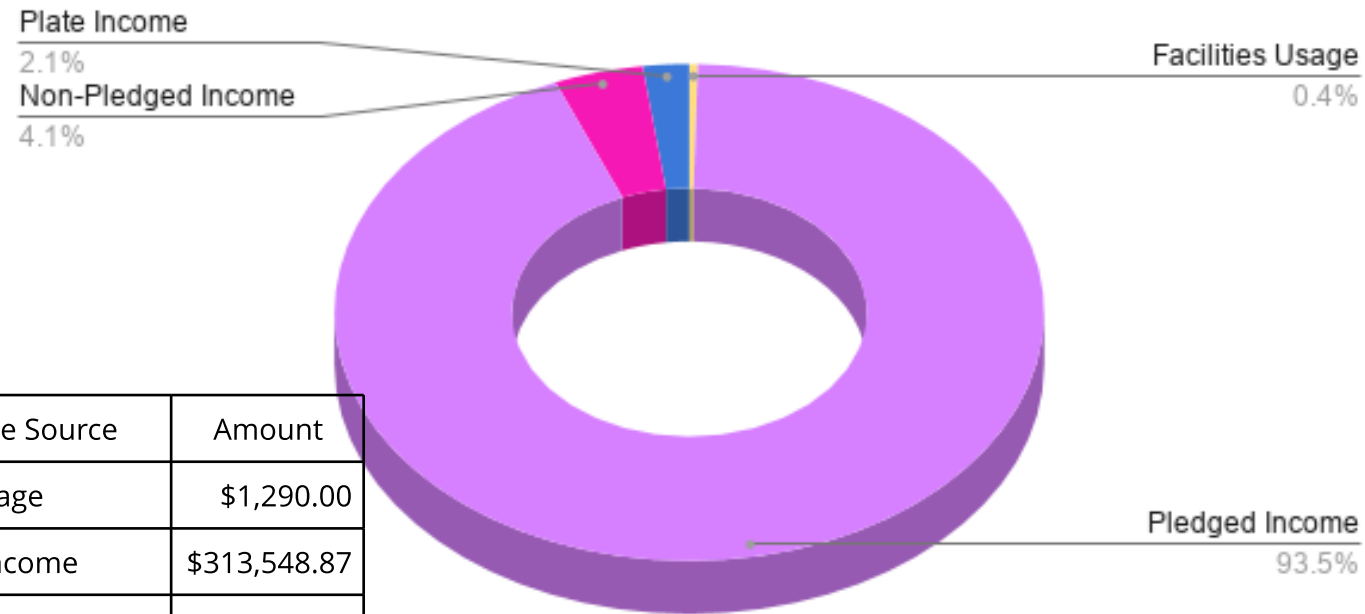
Having completed our Voyage of Faith capital campaign in 2019 to replace roofs and pay off the mortgage, this year finds us in celebration! The mortgage was burned in a special celebration on January 12, 2020! This successful campaign represents the congregation's deep commitment to this mission outpost known as SFPC!



# 2019 YEAR IN REVIEW

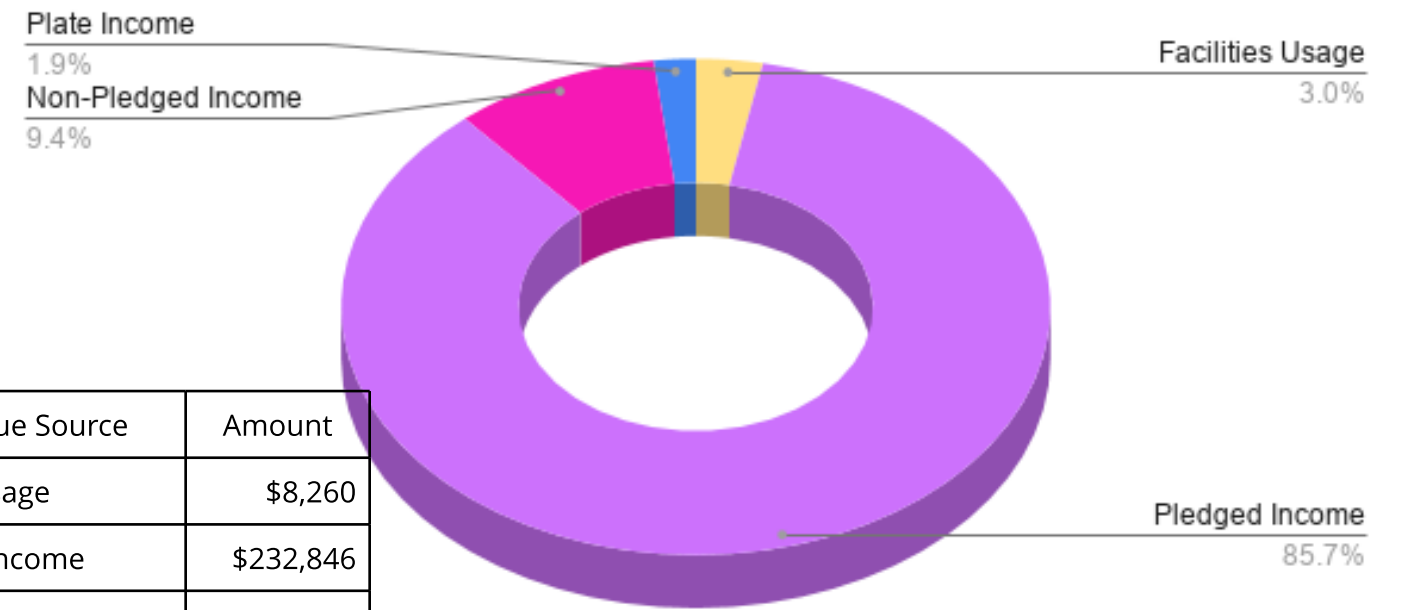
# 2020 LOOKING FORWARD

## 2019 Actual Revenue Sources



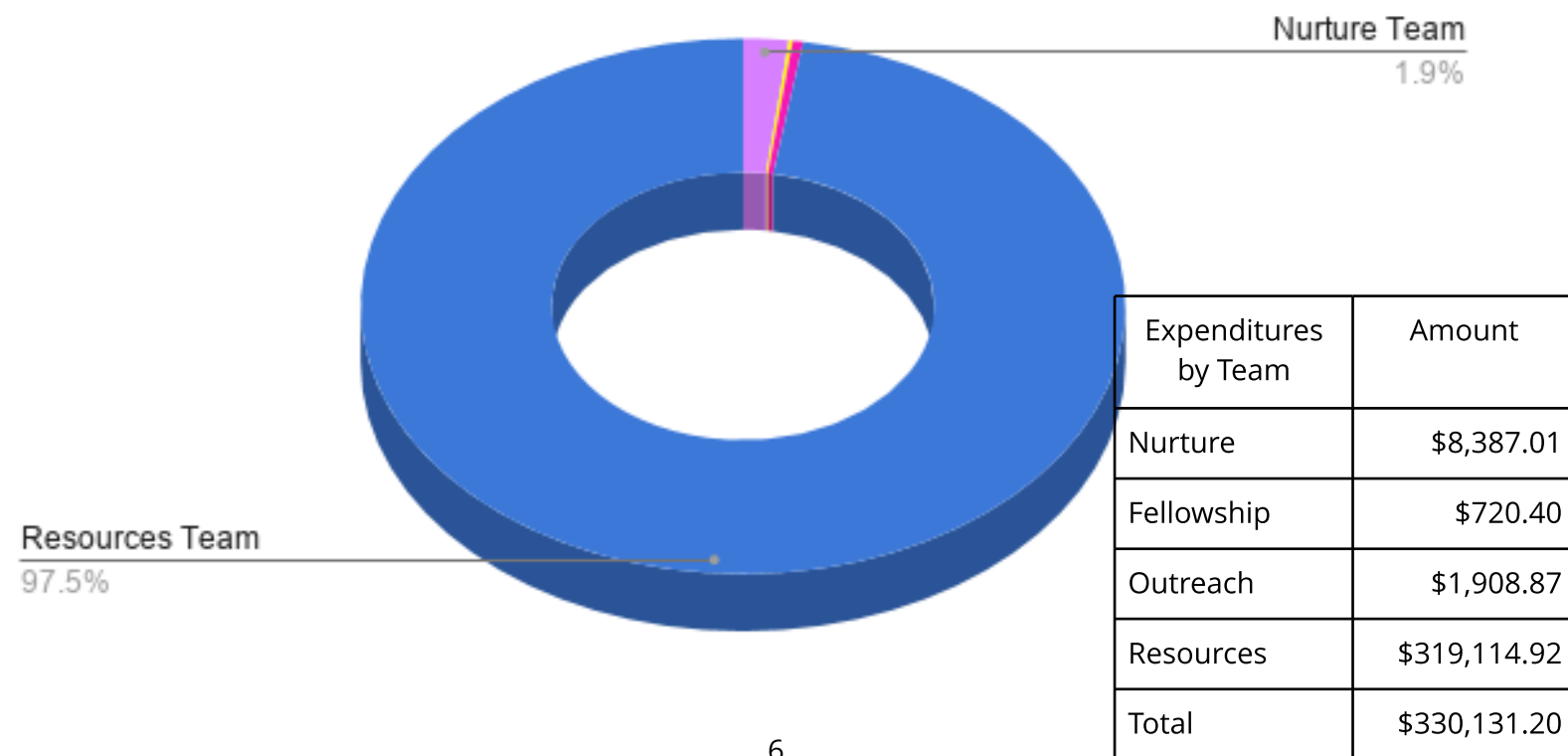
Revenue Source	Amount
Facility Usage	\$1,290.00
Pledged Income	\$313,548.87
Non-Pledged Income	\$13,600.70
Plate Income	\$7,059.69
Total	\$335,499.26

## 2020 Proposed Revenue Sources



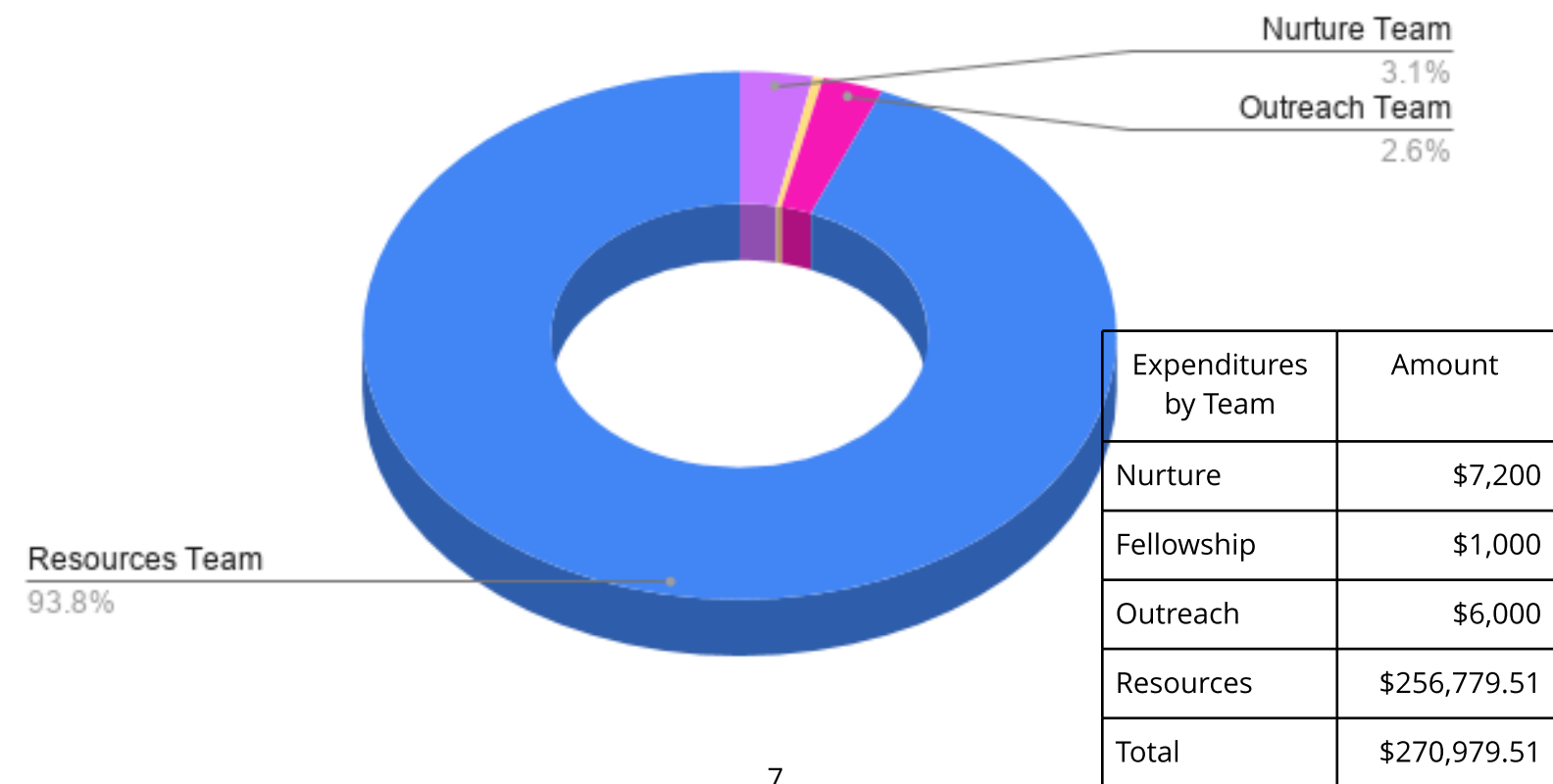
Revenue Source	Amount
Facility Usage	\$8,260
Pledged Income	\$232,846
Non-Pledged Income	\$25,500
Plate Income	\$5,200
Total	\$271,806

## 2019 Actual Expenditures



Expenditures by Team	Amount
Nurture	\$8,387.01
Fellowship	\$720.40
Outreach	\$1,908.87
Resources	\$319,114.92
Total	\$330,131.20

## 2020 Proposed Expenditures



Expenditures by Team	Amount
Nurture	\$7,200
Fellowship	\$1,000
Outreach	\$6,000
Resources	\$256,779.51
Total	\$270,979.51





Easter Sunday 2019, 145 attending

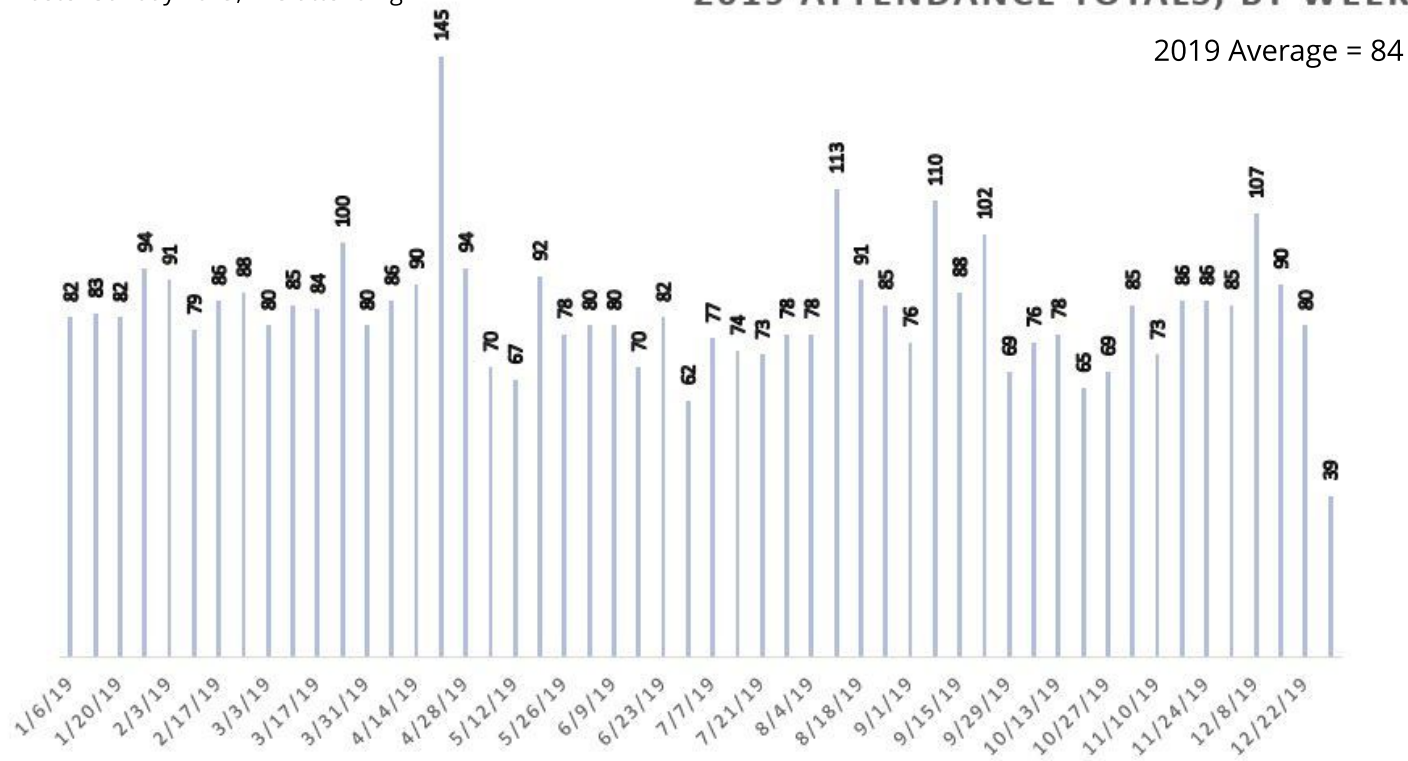
## MEMBERSHIP & ATTENDANCE

<b>2019 BY THE NUMBERS</b>	New Members	3
	Births	1
	Deaths	2
	Transfers Out	2

7 Inactive family units were removed from the rolls in June at Session's initiation. 1 Active family unit was removed in November at their request.

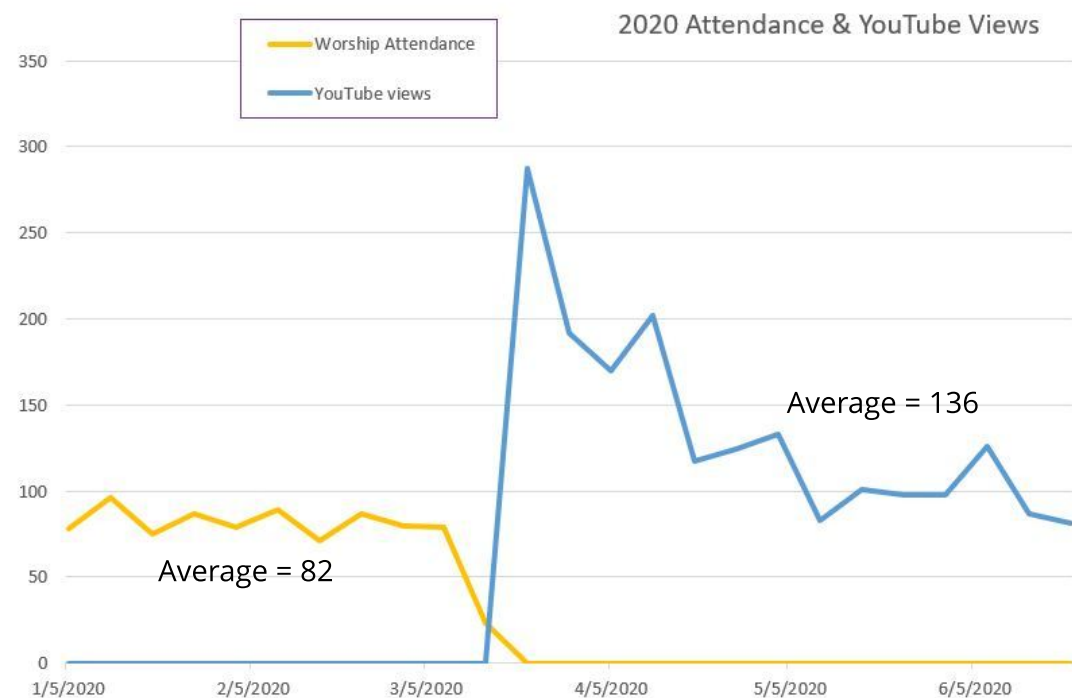
### 2019 ATTENDANCE TOTALS, BY WEEK

2019 Average = 84



### A Digital Peek Into 2020

With the closure of our physical doors on March 22, COVID-19 has clearly impacted our attendance statistics. However, we rejoice at the fact that our reach was nearly tripled on the first at-home week. Online numbers have declined as initial excitement has worn off, but recent weeks of data show that online views are at least consistent with average pre-virus attendance. Actual view counts could be higher if you consider that families may be watching together on one screen. (A family of 4 would count as 4 in the Sanctuary, but only as 1 online.) On the flipside, actual views may be lower than represented: even if a person does not watch the entire video they are still counted.



## MINISTRY TEAMS

All ministries and activities of the church fall under one of four ministry teams: Nurture, Fellowship, Outreach, and Resources.



**nurture**  
Worship & Christian Education

Responsible for assisting with the planning of regular worship as well as seasonal & special services. They oversee all worship supplies and volunteers for ushers, acolytes, liturgists & nursery.

Manages Christian education for all ages: Kingdom Kids, Youth, Sunday School classes, VBS, Small Groups, Leadership Training and both a children's & adult library.

**fellowship**  
Christian Care & Congregational Life

Oversees all caring ministries of the church including Stephen, college, & bereavement ministries. Maintains membership rolls, prayer list, new member packets, and Inquirer's Class for new members.

Coordinates all activities that promote fellowship, community, and communication with members including potlucks, meals, Wednesday night programs, and other annual events.

**outreach**  
Mission & Evangelism

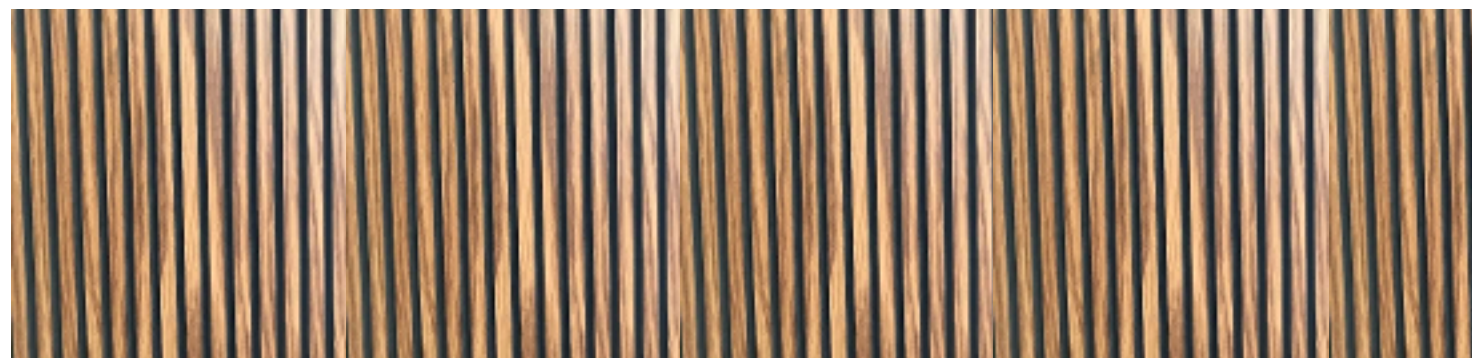
Manages ministries of witness and service at home and around the world. Keeps in touch with missionaries, recommends special projects, and benevolent events.

Oversees evangelism efforts to invite those in our community with no church home to come to know Christ and the Church.

**re\$ources\$**  
Administration, Personnel, Facilities, Stewardship, & Finance

Plans and manages overall church administration, and oversees all church and Preschool staff.

Oversees contractors, cleaning, and routine maintenance of church building, grounds, equipment, & vehicles. Maintains year-round program encouraging faithful stewardship of time, talent, & treasure.

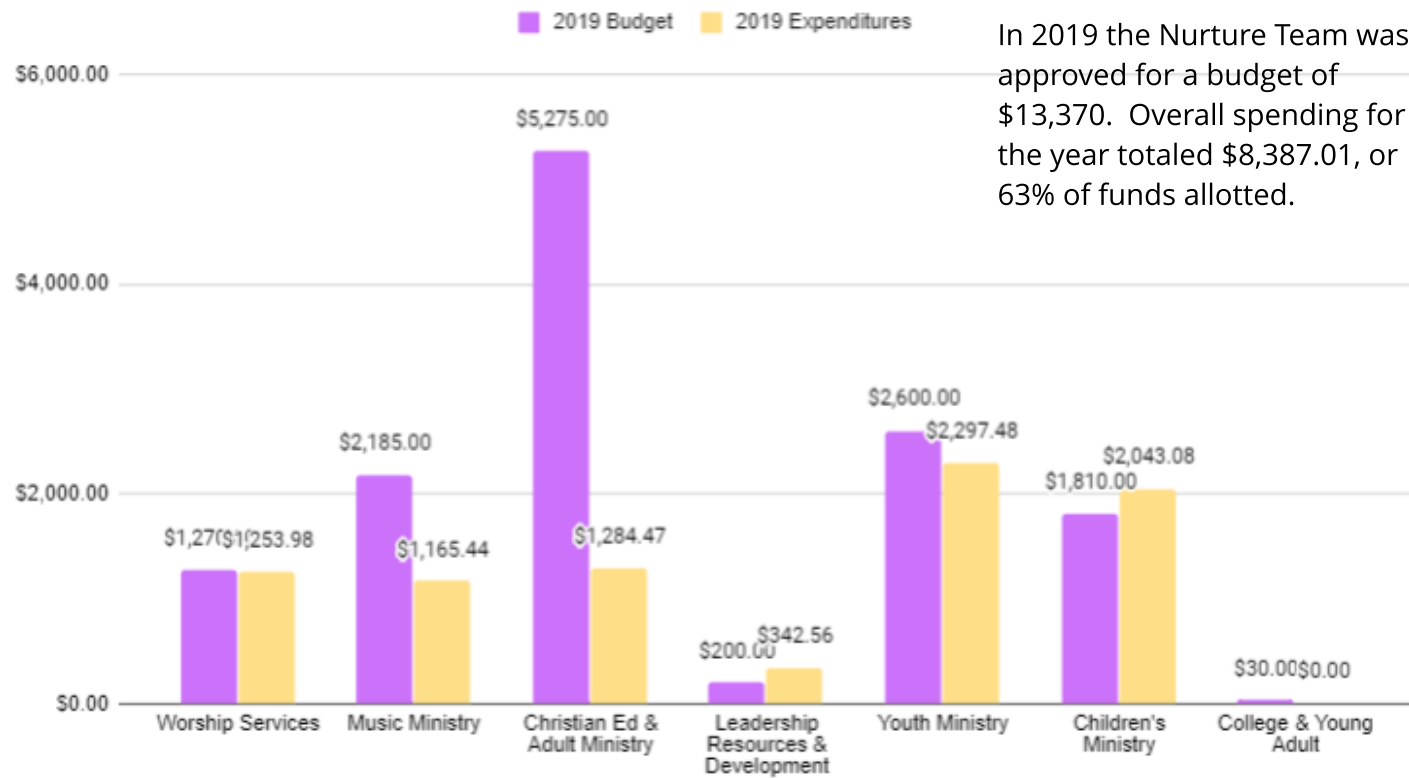




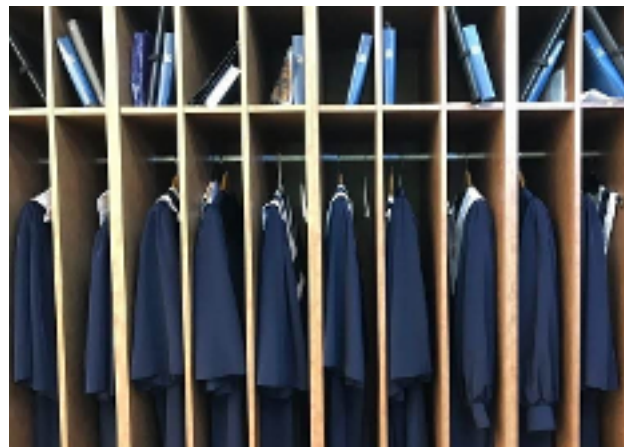
# NURTURE TEAM 2019

Team Financial Overview with Worship & Education Highlights  
Youth & Children's Ministry appears on pages 12-13

## 2019 Budget and 2019 Expenditures



In 2019 the Nurture Team was approved for a budget of \$13,370. Overall spending for the year totaled \$8,387.01, or 63% of funds allotted.



### WORSHIP

In 2019, the worship team helped orchestrate many special services such as the Prayer Shawl Dedication in February, special Easter music, Presbytery pulpit swap in May, Blessing of the Backpacks and a new worship time began in August, and December brought another beautiful Christmas Cantata.

Sadly, we said goodbye to our beloved Organist, Terrell Lemley in August, and then to our beloved Director of Music, Dr. Allanda Small Campbell in December. But the end of 2019 joyously welcomed Monika Cosson, as our new Director of Music.

### EDUCATION

Beginning the year, three adult Sunday School classes continued with varied curriculum. As usual, in the Summer all classes combined for one group, "Leading Congregational Change," taught by Jim Legge.

The Fall program began with a Sunday morning Brunch Kick-Off in the fellowship hall and an overview of the three planned "Christian Living" classes. Two of these materialized and both offered challenging and meaningful topics for those attending. Tom Pastoor led the Bible Study class and a rotating trio, Don Keeler, Carolyn Walthall, and Lynn Krueger, led the SALT (Studying And Learning Together) group.

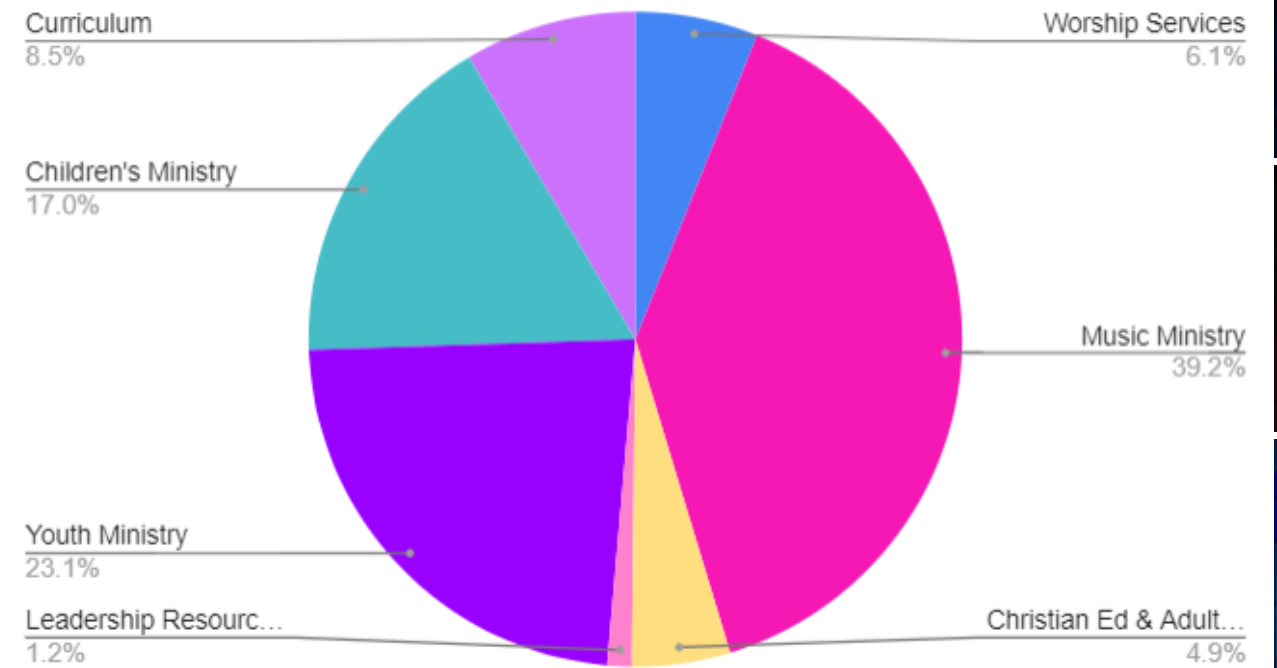
Other gatherings, monthly Ladies Bible Study, Weekly Breakfast group, plus two Small Groups, continued offering opportunities for spiritual growth and fellowship.



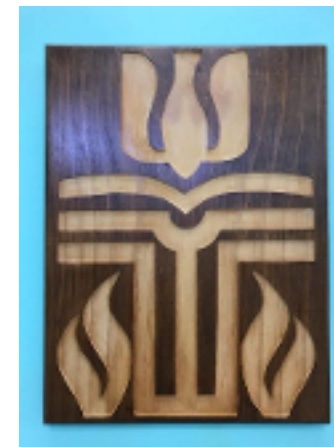
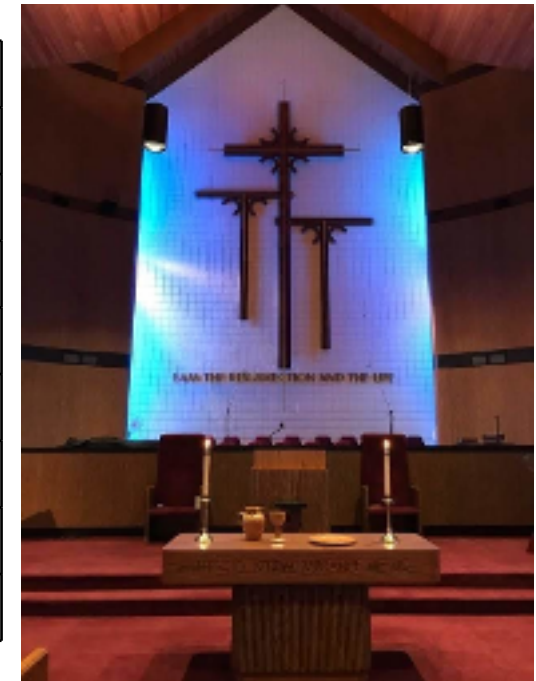
Right: Bread & Wine small group  
10

# NURTURE TEAM 2020

## Nurture Team 2020 Budget



Account	Amount
Worship Services	\$437.50
Music Ministry	\$2,825.00
Christian Ed & Adult Ministry	\$350.00
Leadership Resources & Development	\$87.50
Youth Ministry	\$1,662.50
Children's Ministry	\$1,225.00
Curriculum	\$612.50
Total	\$7,200.00



### TEAM GOALS FOR 2020

To promote experiences that encourage the following:

1. Spiritual growth,
2. Increased Biblical knowledge, and
3. Meaningful relationships.



# YOUTH & CHILDREN'S MINISTRIES 2019

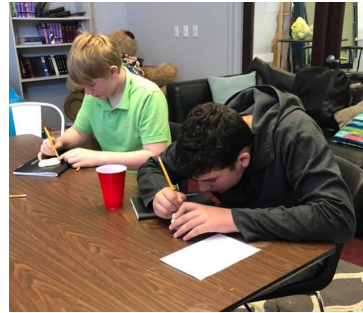


## YOUTH MINISTRY

The youth continued meeting on Sunday evenings with a study of the New Testament, talked about hot topics such as angels & demons, does God exist, and even had Ross as a special guest to discuss any burning questions they may have.

Over the summer our high schoolers went to Montreat, where the theme was "Let Love Lead". Incoming middle schoolers had a surprise day not knowing what they would be doing: we went to OWA together, had a dollar tree challenge, and ended the night at the Reddick house with worship.

In the fall, the youth were very involved in their pumpkin patch fundraiser, and were able to engage in the community through that. Many students began high school, and we had a lot of interesting conversations on how to navigate the first year.



Top: Middle School Surprise Day, Above: Confirmation Class, Right: Montreat & Youth Sunday

## CHILDREN'S MINISTRY

The children continued with their Deep Blue curriculum, a one-room Sunday School class. We extended the Wednesday evening Kingdom Kids



ages to include younger children, since the age range was lower, and adapted the curriculum for those younger children. The curriculum followed the liturgical seasons: Advent, Lent, Pentecost, etc. This curriculum is still in use.

In the fall there was a fall festival aimed at attracting families in the community. Many congregation members volunteered their vehicles for trunk or treat.



Above, left: Vacation Bible School, Left: Wednesday Night Kingdom Kids, Above Right: Kingdom Kids with special guest, Santa Clause, Right: Blessing of the Backpacks Sunday



# YOUTH & CHILDREN'S MINISTRIES 2020

*"The congregation as a whole, on behalf of the universal Church, is responsible for nurturing baptized persons in Christian life."*

Dir. for Worship, Book of Order: W-3.0403

Having said a fond farewell to Abby Bennett, our former Youth and Children's Director in July 2020, Spanish Fort Presbyterian is poised to enter a new, exciting era of ministry to young people.

Abby did a wonderful job building relationships, teaching, and helping our children and youth members learn what it means to be a Christian in today's world. We hope to build on the solid foundation she left us.

Going forward, YOU will have an opportunity to fulfill the promises made when each of these young ones were baptized into the body of Christ here at SFPC.

We've begun the process of creating a Youth Leadership Council, a combination of youth and adults who share leadership in the area of Youth Ministry. Pastor Ross, along with some committed parents and youth members, will meet quarterly to plan events, mission projects, outings, Bible studies, retreats, and more. The Youth Council model is a proven method that not only encourages the inter-generational relationships that are deeply important to maturing young Christians, but also ends up blessing the adult volunteers who invest in this ministry. Youth ministry can be loud, and messy, but its also a LOT of fun.

Going forward, Pastor Ross envisions a rotation of adult volunteers to help implement the programs and events that the Youth Council discerns collectively. Pastor Ross is excited to be involved at the Council level, as well as being part of the regular rotation of adults that "run" the programs (like our Youth Group's long-standing Sunday evening time).

Pastor Ross will be taking a lead role in managing and implementing Confirmation classes for those children who were baptized at a younger age, who are now ready to affirm the faith on their own. We will retain the mentoring component of the Confirmation experience as we shepherd our confirmands through this important milestone in their faith journey.

While the Kingdom Kids won't have it's own Council, our church remains committed to providing solid, age-appropriate programming for our Kingdom Kids. Planning and running programs for these younger children will depend on a similar rotation model of volunteer teachers. Remember, too, that all the educational ministries for all ages, falls under the responsibility of the Nurture Ministry Team. Anyone who has a particular sort of passion for these areas of Youth and Children are strongly encouraged to consider joining the Nurture Team.

How will you be a part of investing in the lives of our younger members? Perhaps God is inviting you to be part of that Youth Council that is forming. Perhaps you could commit to teaching the Kingdom Kids once a month? Because these children are not just the *future* of our church, they are the *present* of our church too!





# FELLOWSHIP TEAM 2019

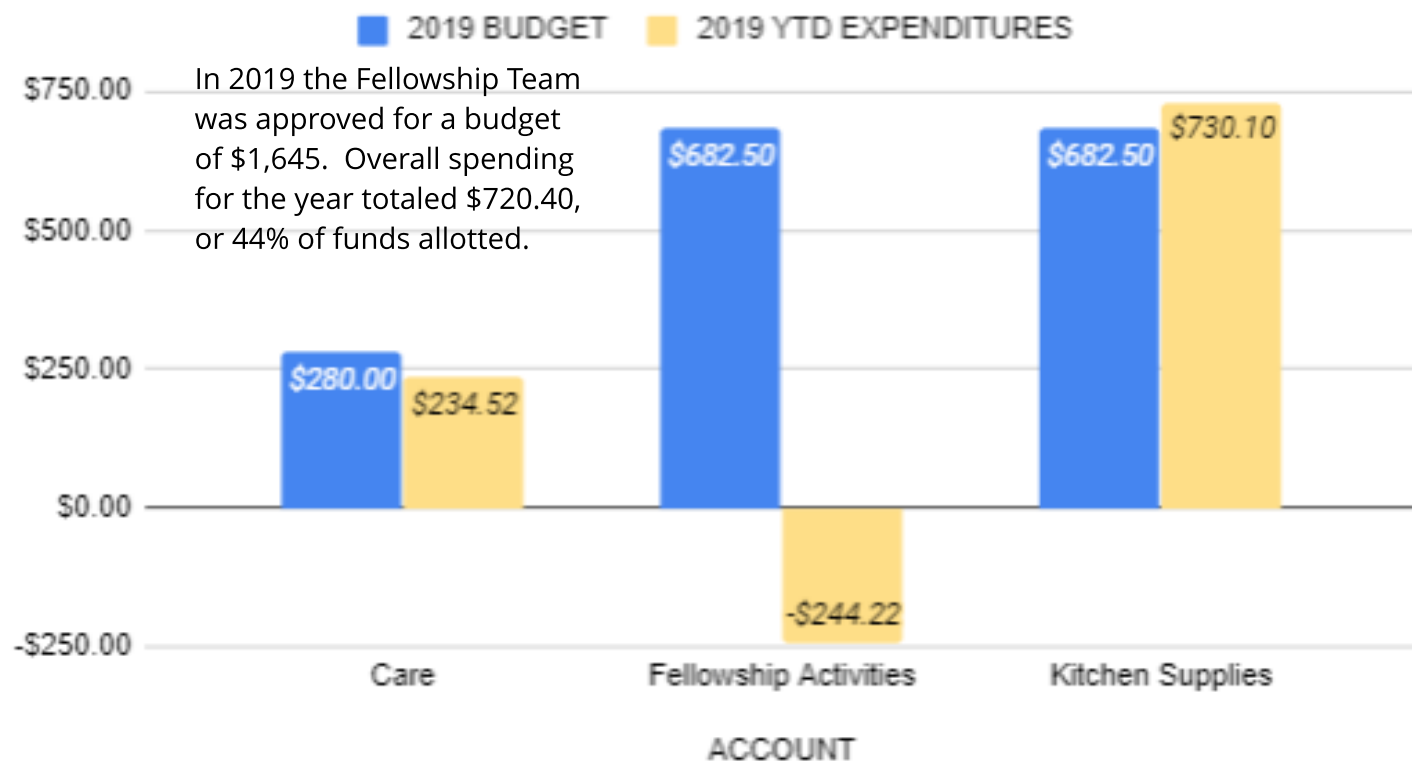
The Fellowship Team continued to host ample opportunities for Christian fellowship among SFPC's members and friends. Some of the highlights of the year included regular 4th Sunday Potluck Lunches, monthly Courtyard Conversations, Wednesday Night Live programming and dinners, special receptions, the church picnic, Hanging of the Greens, pictured below, and the Advent covered dish lunch.

The team also sent Get Well cards and Birthday cards, and has been routinely sending grief books for those members suffering loss of a loved one.

The Fellowship Team budget details for 2019 are below. The Fellowship Activities account shows a negative YTD expenditures because this team actually covered all of their expenses in this category and made \$244 with the cash collected at lunches and Wednesday dinners.

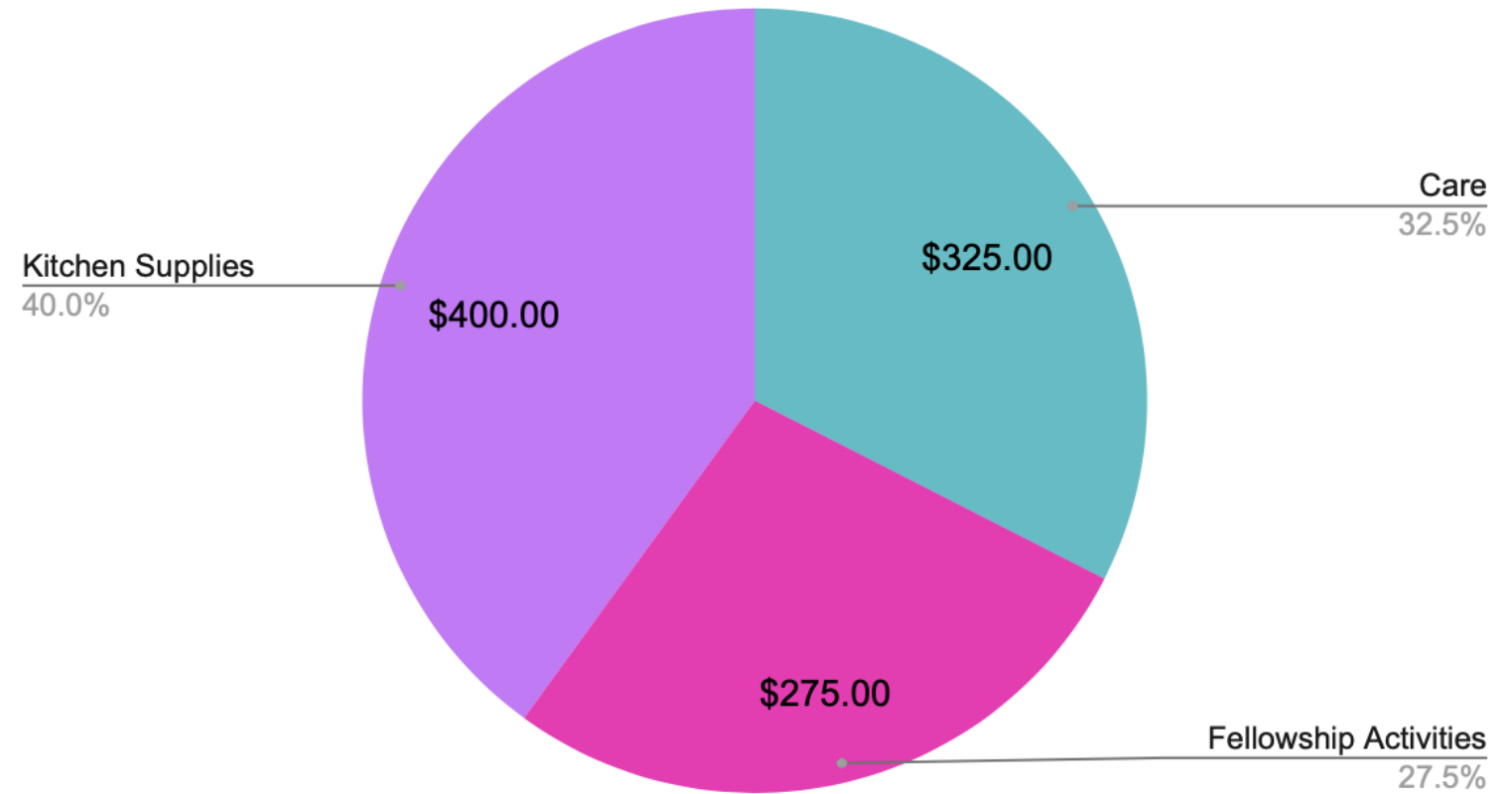


## Fellowship Team 2019 BUDGET and EXPENDITURES

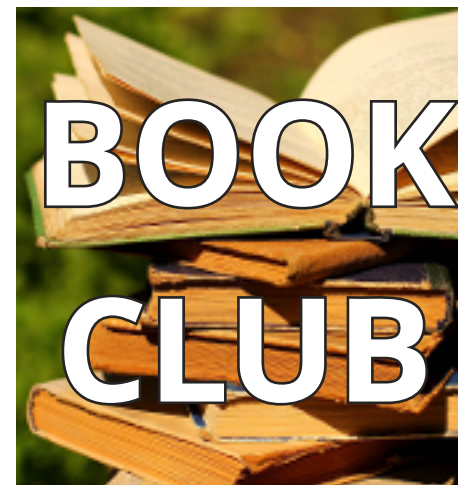


# FELLOWSHIP TEAM 2020

## Fellowship Team 2020 BUDGET



One strategic change that the Session adopted in 2020 was to move the Care branch from the Nurture Team and place it under the Fellowship Team. Having observed the restructured ministry teams in action for a few years (remember, ministry teams were consolidated from 9 teams into 4 teams in 2016), the Session noted that the Nurture Team was overloaded with too many program responsibilities. The Fellowship Team's load had been lighter, so it was first, an attempt at balancing duties. After considering the team functions, Session realized that the Christian Care programs within our church tend to be most utilized to care for our own members. Similarly, the Fellowship Team's activities are frequently given for our own. (Not that caring or fellowship activities can't be used as outreach opportunities - they absolutely can!) Moving the Care ministries and programs to the Fellowship Team became a natural fit.



Fellowship Team has already been hard at work finding ways to keep us connected during COVID-19. They have arranged a drive-by parade, midweek renewal opportunities on Wednesdays, and are kicking off a new book club where participants can call in by phone or video chat.

Once we are able to safely resume our activities, have no fear that our beloved potlucks will return!

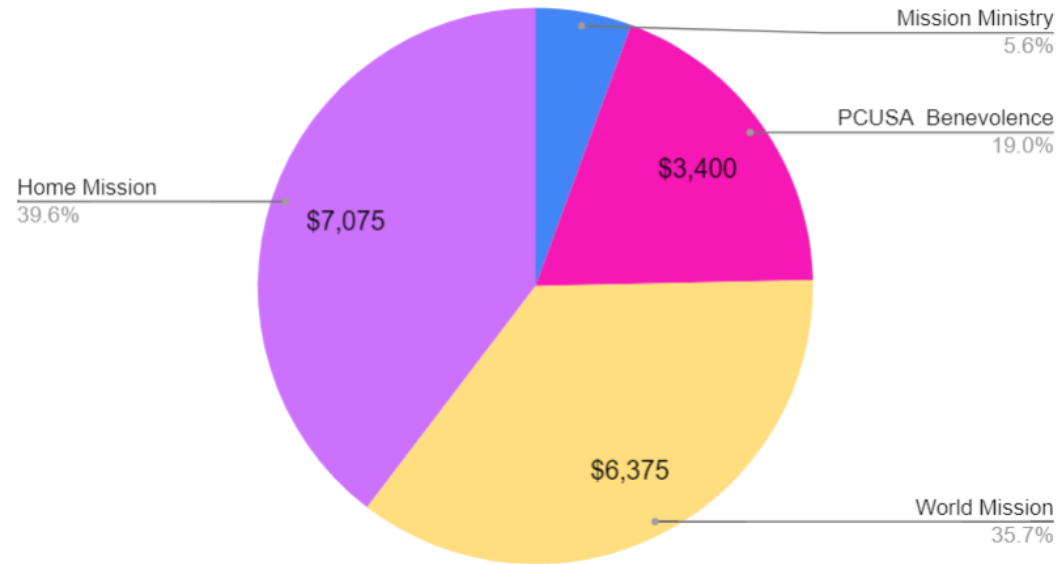




# OUTREACH TEAM 2019

In 2019, the Outreach team proved that funds are not required to promote opportunities for service and charity. The team was approved for a budget of \$17,850 (you can see how they *planned* to spend that money in the pie chart), but ultimately spent roughly 11% of that, with a total spending of \$1,908.87 for the year. Most of that money was spent on local benevolences: gas, hotel rooms, and food for the needy who came to our building seeking assistance.

Outreach Team 2019 BUDGET



The team sponsored a different charity, organization, or event each month and created business cards to hand out as advertising in the community. They also gave out hats, key chains, and magnets to the preschool car line throughout the year with regular invitations to worship with us.



Above: Lana Lemons, presenting area First Responders with homemade cookies from the team.

January	February	March	April

## WINNER: \$1000 GRANT

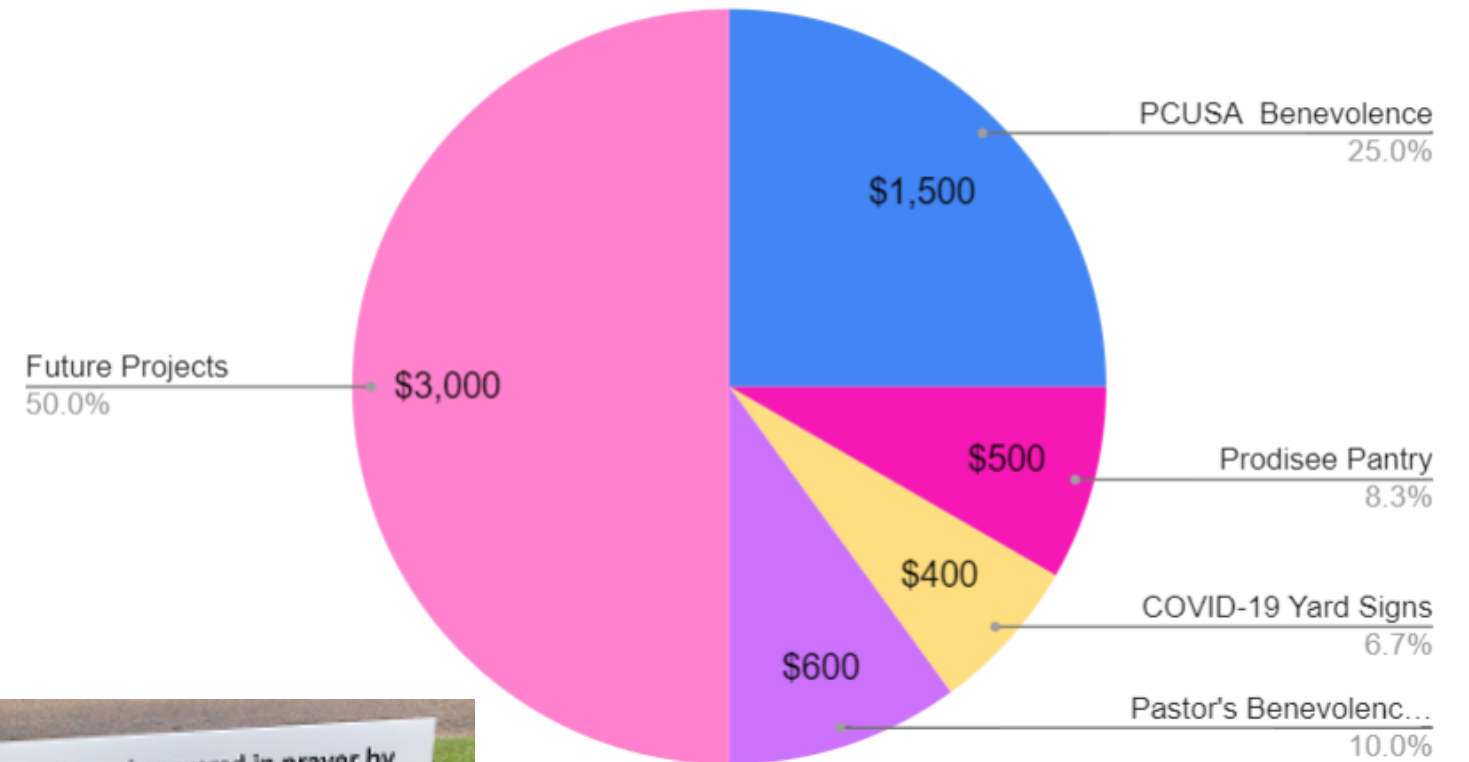
for missional projects from the Presbytery. The grant was used to purchase more Spanish children's books for Libros Para Ninos.

Guatemala missionary Debbie Welch and Elder Judy Persons pictured right with the book collection.



# OUTREACH TEAM 2020

Outreach Team 2020 BUDGET



Outreach team has made and distributed face masks to any among our congregation who have need, and has placed signs in willing members yards (picture, left) to let them know that they are remembered, loved, and prayed for during the pandemic.

Despite the COVID interruption of their first project (a community invited Job Fair), the team looks forward to being able to continue with other plans.



The team joyfully reports that all books on the Libros Para Ninos list have been purchased and they are preparing to send them to Guatemala as soon as COVID restrictions are lifted.

Upon return to the church building, the team will resume training for the new Home Communion Ministry, and plans to partner with Kiwanis Club to collect Shoes for Books.

Outreach team also looks forward to collecting supplies for Baldwin County Family Promise, an amped-up Pumpkin Patch and Trick or Trunk, and the annual participation in Ecumenical Ministries Feed My Sheep program.



The team looks forward to working with all our members and welcomes all suggestions on how we may better serve our community as a church. You can see how they plan to spend their allotted budget of \$6,000 this year in the pie chart above.



# RESOURCES TEAM 2019

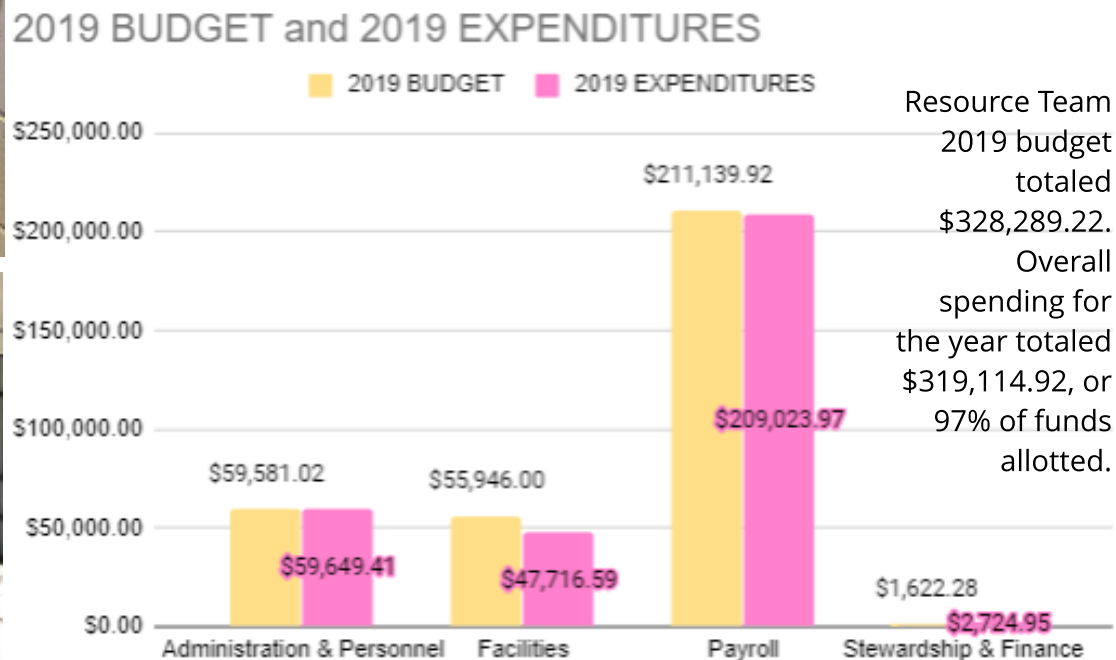
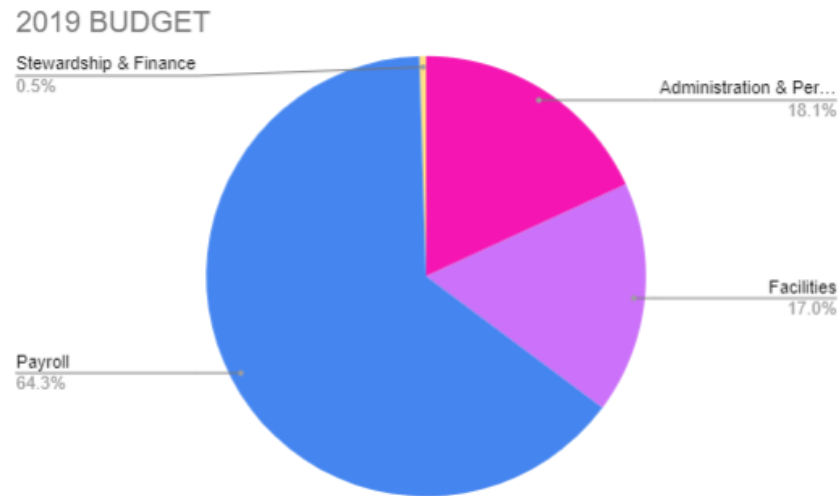
The Resources Team had a very busy year. This team holds the largest portion of the operating budget (see pgs 6-7), and many cost saving measures were adopted in 2019.

As expected, payroll reductions got the most attention, (12.5% reduction of Pastor effective salary and pension, 50% reduction of Administrative Assistant, 20% total reduction across three music staff, and reducing the Director of Youth duties to accommodate the addition of Children's Ministry responsibilities). Despite these heartbreaking changes, there were many victories celebrated along the way.

The team successfully added a Facilities Usage Policy & Pet Policy to the Manual of Organization, Policies, and Procedures (MOPP). Since the adoption of our Facilities Usage Program, we have housed community groups such as Alcoholics Anonymous, Musical Beginnings Music School, Let's Kick Soccer Enrichment Program for Preschoolers, Boy Scouts, and a handful of private events. In 2019 this program brought in over \$1200 in additional revenue and was projected to bring over \$8,000 in 2020.

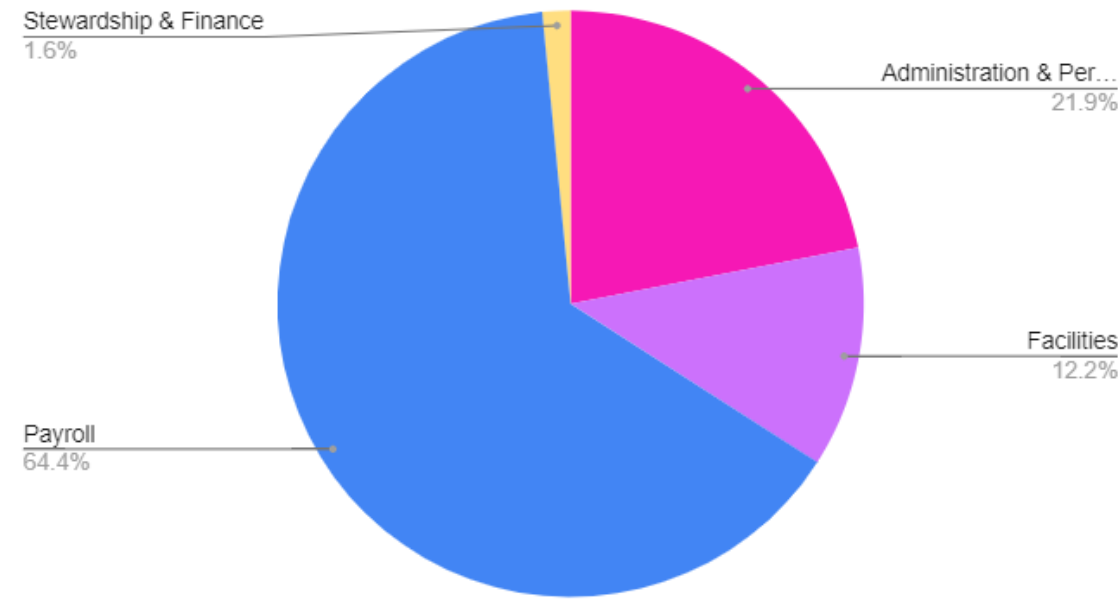
Upon realization that we were spending \$700-800 annually for giving envelopes (many ultimately unused), the team recycled old boxes of envelopes from storage. The total cost for putting new labels on the envelopes was about \$55. Bonus: we freed up some storage space!

On the Facilities side of Resources, the team gained a better understanding of costs in this category: property maintenance, bus, and professional services such as HVAC, Pest Control, Waste, & Yard Services, to name a few. Significant savings were created by switching Waste Management providers, and savings of over \$30,000 was created in one year by hiring a Facility Attendant rather than a Cleaning Service. New LED light bulbs were installed in the Sanctuary and new LED lighting and fresh paint was applied in the breezeway and some soffits. Preschool & South Wing locks were replaced with new electronic push-button locks with programmable features.



# RESOURCES TEAM 2020

## 2020 BUDGET



Category	Amount
Admin & Personnel	\$56,295.60
Facilities	\$31,250.00
Payroll	\$165,243.31
Stewardship & Finance	\$3,990.60
<b>Total</b>	<b>\$256,779.51</b>

The Resources Team has already accomplished several goals in 2020. The first was to obtain a better understanding about our actual regular operating costs. This helped the Session make more educated estimates for 2020, rather than simply copying and pasting last year's budget.

One huge goal was the payoff of the mortgage for the Music and Youth wings - this is such a huge victory (and not one that belongs only to the Resources Team) that it has its own dedicated page (see pg 20)! After the mortgage was satisfied, Session voted to apply some of the remaining capital fund to replacing the Insurance Reserve Fund, bringing that total back up to the recommended \$25,000.00.

Some other goals this year include a biannual self audit, improved financial reporting, automation of bank accounts to allow for online bill pay (reducing the number of physical checks to be cut), MOPP review and updating, and the introduction and integration of Realm church management software.

The passing of the 2020 budget brings more cost-saving measures. Session has decommissioned the church van, saving on maintenance and insurance (don't worry, there are plans in place for our Westminster Village friends upon our return post-COVID).

The team heard how many of you enjoyed worshipping in the Chapel after we were forced to relocate due to an AC outage last year. The team dug into the power bills, determined how much money we saved during that time, and figured that we can potentially save \$6,000 by worshipping in the Chapel during warm summer months and so decided to do that (that was before COVID interrupted these plans, of course).

Additional staff changes were also made. With great sadness, Session voted to eliminate the positions of Administrative Assistant and Director of Youth and Children Ministries. A 37.5% reduction was also made to the Pianist salary. A 4.9% increase was made to the Pastor's package to accommodate for the shift in workload (see pg 22 for an understanding of Pastor's Terms of Call). Though it may be difficult to see how we can continue without these positions, the Session remains hopeful that these changes will inspire us all to pitch in a little more, and force us to see where our needs truly lie. We also joyously look forward to a triumphant return to the Sanctuary.





# CAPITAL CAMPAIGN CONCLUSION



Above: Mortgage Burning Service on January 12, 2020

Cost of Music and Youth Wings August 2007:

**\$1,325,330.00**

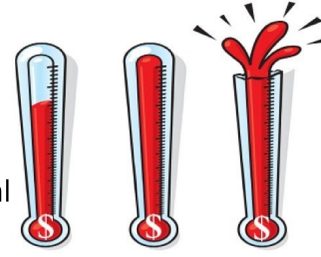
**PAID IN FULL**

## Voyage In Faith Capital Campaign (2017-2019)

Amount Pledged: \$344,650.00

Amount Received: \$350,454.10

**101.68% OF GOAL MET!!**



Voyage In Faith Campaign Special Payments approved by Session:

- \$50,000 principal in March 2018
- \$50,000 principal in March 2019
- \$46,062.41 principal balance in December 2019

This accomplishment is the culmination of four capital campaigns and YEARS of steady mortgage payments, all because of YOUR FAITHFUL GIVING!

Don't forget, we also covered these with no financing:

- \$20,000.00 for a new roof in 2017
- \$12,000.00 for two new AC units in 2017 (Office and Fellowship Hall)
- \$40,000.00 for a renovated Fellowship Hall and Chapel in 2017
- \$18,000.00 for two new AC units in 2019 (Sanctuary)
- And there's still ~\$20,000 left over for future capital expenses

## Voyage in Faith Capital Campaign (2017-2019)



# SPANISH FORT PRESBYTERIAN PRESCHOOL



In 2019, Spanish Fort Presbyterian Preschool operated at full capacity and remained solvent and healthy at year end. An effort is underway in 2020 to determine an estimate of the financial impact of our in-kind donations to this highly successful ministry of Spanish Fort Presbyterian Church.





# UNDERSTANDING PASTOR'S TERMS OF CALL

In the Presbyterian Church (USA), each congregation is required to review the minister's terms of call on an annual basis. Your session discerns faithfully what the church budget will be every year, based on anticipated giving and spending. The budget includes the Pastor's compensation. Our polity gives the church the responsibility to review the terms of call during a duly called congregational meeting.

SFPC pays Pastor Ross what is called an effective salary, composed of several items detailed to the right (the salary is subdivided because some items are not taxable due to his clergy status).

Paid to Pastor	Amount in 2019	Proposed 2020
Salary	\$50,809.00	\$52,855.00
Housing Allowance	\$13,416.69	\$15,333.36
SECA	\$4,618.74	\$4,804.52
<b>EFFECTIVE SALARY</b>	<b>\$68,844.43</b>	<b>\$72,992.88</b>

SFPC also pays dues into the PCUSA Board of Pensions at the amounts determined by a percentage of his effective salary.

Paid to PCUSA Board of Pensions (Percent % of effective salary)	Amount in 2019	Proposed 2020
Pension (11%)	\$7,572.89	\$8,029.22
Death & Disability (1%)	\$688.44	\$729.93
Medical (25%)	\$17,211.11	\$18,248.22
<b>TOTAL BENEFIT DUES</b>	<b>\$25,472.44</b>	<b>\$27,007.37</b>

As a clergy participating member of the Benefits Plan, Pastor Ross enjoys medical and death & disability benefits among others, and will enjoy pension benefits upon his retirement.

The effective salary combined with the Board of Pensions benefits bring the total cost to SFPC for his employment package to a proposed \$100,000.25 for 2020.

Package	Amount in 2019	Proposed 2020
Effective Salary	\$68,844.43	\$72,992.88
Benefit Dues	\$25,472.44	\$27,007.37
<b>Total Package</b>	<b>\$94,316.87</b>	<b>\$100,000.25</b>

The proposed numbers shown here were included in the 2020 budget adopted by the Session. Session recommends that these changes will retroactively become effective July 1, 2020, pending congregational approval.

Pastor Ross is also provided with access to specific funds to be used for his Continuing Education, Book Allowance, and Professional Expenses. These funds total \$3,195, and were also included in the 2020 budget.

Another part of Pastor Ross's terms of call is his leave time. At SFPC we recognize the importance of providing leave for rest, Sabbath, and Continuing Education. Ross enjoys access to four weeks of annual leave (vacation and sick leave) as well as two weeks of study leave (continuing education leave).

## Healthy Pastors, Healthy Congregations Grant Program \$10,000 Awarded to Ross Reddick

When Pastor Ross voluntarily gave up 12.5% of his salary in response to the church's budget challenges of 2018, he sought out creative ways to supplement his loss of income from elsewhere. He discovered the Healthy Pastors, Healthy Congregations Program through the PCUSA Board of Pensions.

"The Healthy Pastors, Healthy Congregations program restores the financial health and wholeness of Presbyterian Church (U.S.A.) pastors so they may revitalize their congregations. This innovative financial education program combines pastor and congregational leader education with grants of up to \$10,000 to qualifying pastors."

[Source: <https://www.pensions.org/your-path-to-wholeness/healthy-pastors-healthy-congregations>]

The PCUSA recognizes that "when pastors are not on solid financial footing, it can hinder their excellence in ministry and erode their personal well-being." It also affirms that "pastoral compensation and benefits are theological as well as practical matters."

Pastor Ross shared information about this program with the Session, and with their approval and willingness to participate on his behalf, he proceeded with his application.

In March 2020, Ross was informed that he had been awarded a one-time personal grant of \$10,000.00 by the program. These funds were given to Ross, personally, and are in no way affiliated with the church's financial resources. There was no cost to the church for his application or award.

Ross and Leah express their gratitude to the elders who participated in the program education components in order to satisfy the grant requirements.





# SPANISH FORT PRESBYTERIAN CHURCH

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Spanish Fort, AL 36527  
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[www.spanishfortpresbyterian.com](http://www.spanishfortpresbyterian.com)

## Ruling Elders

### Nurture

Jean Huddleston (2021)  
Richard Geiger (2022)  
Jim Legge (2022)

### Fellowship

Vicki Nobles (2022)  
Ames Yokel (2022)

### Outreach

Judy Persons (2021)  
Ronald Jarrell (2020)  
Donna Misra (2020)

### Resources

Don Smith (2021)  
Leah Reddick (2020)  
Joe Davis (2021)

