



## **Per Capita: What do You Get for Your Money?**

Per capita pays for the operating overhead of the church at all levels beyond the congregation. It works like an insurance policy: the churches together provide services for congregations. Presbytery, funded by per capita, engages, equips and encourages people and congregations:

**Reformed theology and polity** including Constitution (*Book of Confessions & Book of Order*) and all support for a democratic, constitutional system of Christian governance. Processes for discernment, decision-making, and action responding to God's mission.

**Network of people, expertise, and resources.** All for one and one for all!

**Presbytery Staff:** Executive Presbyter, Stated Clerk, Communications Coordinator and Finance Coordinator. Per Capita pays a portion of staff salaries at Synod and GA.

**Mission--**100% of your mission contributions go to recipient. Operations is paid by per capita.

### **Help churches find, develop, and support leadership**

- ◆ Finding pastoral & professional leaders
- ◆ Assist churches as they define their mission and staffing
- ◆ Outside support for those leaders
- ◆ Training all church leaders: clergy, elders and volunteers
- ◆ Healthcare and Retirement Benefits

### **Help for missional effectiveness and congregational development**

**Help during difficulty:** Conflict, power struggles, sexual misconduct, employment issues, etc.

- ◆ Committee on Ministry
- ◆ Executive Presbyter
- ◆ Judicial system - Response, Investigation, Discipline

### **Corporate Affairs**

- ◆ Property issues, records, financing, co-signing, backup
- ◆ Liability, insurance, protection
- ◆ Budgets, audits, loans
- ◆ Legal issues and advice
- ◆ Church Constitution: advice, interpretation, accountability

### **Records and History**

- ◆ Minutes, Annual Reports
- ◆ Bylaws, Charters, Incorporations
- ◆ History, photos, brochures, bulletins
- ◆ Personnel records
- ◆ Wills, bequests, legal cases, contracts
- ◆ Correspondence

### **Presbytery/Synod/General Assembly Meetings and Agencies**

- ◆ How the churches plan, agree, decide what to do together
- ◆ Building of Relationships which will help in the future

**The collective wisdom and resources of 37 churches in NPS Presbytery and beyond for the benefit of each church.**

*Engage, Equip and Encourage*

