



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. Per Capita is one way we enact our covenant as the PC(USA).
- It works like an insurance policy: the churches together provide services for congregations. The churches together decide what the per capita amount will be and in what it will be invested.
- Presbytery, funded by Per Capita, engages, resources, encourages:
 - **Network for help and resources.**
 - Easy access to experienced people: Web, phone, face to face with people.
 - Resource Center
 - **Mission: 100% of contributions go to recipient because staff is paid by per capita**
 - **Helping Churches find, develop, support, leadership**
 - Finding pastoral & professional leaders
 - Requires a process of church-definition
 - Outside support for those leaders
 - Training all church leaders: clergy, elders and volunteers
 - Healthcare and Retirement Benefits
 - **Help during difficulty:** Conflict, Power Struggles, Personality Conflicts, Sexual Misconduct, Employment issues, etc.
 - Committee on Ministry
 - Executive Presbyter
 - Judicial system - Response, Investigation, Discipline
 - Experienced people
 - **Corporate Affairs**
 - Property issues, records, financing, co-signing, backup
 - Liability, insurance, protection
 - Budgets, Audits, Loans,
 - legal issues and advice
 - Church Constitution - A safe ways to exercise power: 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 Meetings and Agencies**
 - How the churches plan, agree, decide what to do together
 - Building of Relationships which will help in the future

Etc. etc. etc. . . The collective wisdom of 35 churches for the benefit of each church.