



Dear Fellow Members of Palms,

On Sunday at the Annual Meeting, an update of the proposed 2012 Mission Plan was presented to the congregation. This new plan reflects the work that Session has done following the response of the congregation to the fall giving campaign. The new proposed plan is for \$1,918,769. Even with this change, current pledge commitments are \$121,000 less than plan. So in order to live into the mission to which we believe God has called Palms, we are asking the congregation to “Bridge the Gap.”

Before the Session decided to come back to the congregation, we took the following steps on the expense side:

- Ministries have “trued up” their budgets reducing them by approximately \$88,000 to make them as realistic as possible, based on average expenditures in each ministry area over the last three years. This means that ministries, other than Outreach and Personnel, have reduced their plans compared to our 2011 Mission Plan.
- Due to Palms’ strong commitment to Outreach, no reductions in Outreach from the 2011 to 2012 plan were made.
- At congregational meetings over the past years, there has been a sincere concern that Palms pay its staff fairly. In light of this, the Session has included a 2% increase in staff compensation as part of the 2012 plan.

The Session strongly believes in the plan, and that the issue is now on the income side rather than on the expenditure side. Therefore, the Session has agreed to:

- Increase our pledges (with 100% committed to do so) to help address the problem.
- Ask the congregation to revisit their 2012 pledges and to increase them as best they are able. Every dollar counts. Every dollar is important, but if we all pledge or raise our already committed pledge – even the amount of a weekly Grande Cappuccino – the total should “Bridge the Gap.”
- Provide speakers over the next three Sundays who will keep us informed on our progress to “Bridge the Gap.”
- Keep the congregation informed about our progress through a variety of means.

Please return the enclosed card to our Business Administrator, Jan Redden, by February 15th. For your convenience, you may send your increase by a confidential email to [jan.redden@palmschurch.org](mailto:jan.redden@palmschurch.org) or call her at 904-246-6427. On February 19th, we would like to celebrate our goal of “bridging the gap” with the congregation!

There is a sense of urgency as our Mission Plan, which is our commitment to God’s mission here and around the world, is on hold. Again, Session is strongly committed to this 2012 Mission Plan, which is critical to the communities we serve and will enable Palms to do the many ministries God would have us do.

Please prayerfully consider making or increasing a pledge to help us “bridge the gap.”

Your Session

