

The Presbytery of Mid-Kentucky
Stated Meeting
Monday, May 18, 2026
First Presbyterian Church, Shelbyville, KY
AGENDA

Moderator: Teaching Elder Joel Weible
Vice-Moderator: Ruling Elder Betty Muse
Interim Stated Clerk: Teaching Elder Jenny Edlin
Recording Clerk: Teaching Elder Andrew Hartmans

9:00 a.m. Registration, Refreshments, Fellowship

9:10 a.m. Session Minutes/Records Peer Review

10:00 a.m. Gathering All Together Moderator, Rev. Joel Weible

- Welcome to first time members, commissioners, and guests
- Welcome and seating of any corresponding members
- Welcome from First Presbyterian Church, Shelbyville, KY
- Declaration of a quorum and approval of the docket

10:05 a.m. Consent Agenda

- Approve the minutes of the Feb. 21, 2026 meeting
- Nominations and Representation:
 - Appoint Austin Green to Commission on Ministry class of 2027 to fill vacancy
 - Elect General Assembly 2026 Alternate Commissioner (Ruling Elder) - Ms. Sylvette N. Rivera Pabon

10:10 a.m. Worship at The Presbytery of Mid Kentucky*

Call to Worship

Rev. Rick Roderick

Our help is in the name of the Lord,
maker of heaven and earth.

What does the Lord require of us?

To do justice, love kindness, and walk humbly with God.

Opening Hymn

Help Us Accept Each Other

PH 358

A Confession in Remembrance of Racial Terror and Lynching in Shelby County, KY

God of justice and mercy,
you created all people in your image
and called us to love our neighbors as ourselves.

Rev. Dr. Perzavia Praylow,
Rev. David Wallace

Yet we come before you
acknowledging the brokenness of our shared life
and the weight of sins too long unspoken.

**We remember before you the history of racial terror in this land—
in Shelby County, Kentucky,
and in communities across this nation
where Black people were lynched,
and where such violence was carried out, tolerated, and ignored.**

*The names of six persons lynched in Shelby County are spoken.
Then a time of silence is kept.*

We lament, O God, the lives taken ...
... to stand in solidarity with our Black neighbors.

Worshippers are invited to echo this response:

Have mercy on us, O God.
Have mercy on us, O God.

Together we pray:
**Disturb our comfort, awaken our conscience,
and lead us beyond words
into lives marked by justice and truth.**

**Teach us to be a Church that remembers rightly,
loves boldly, and walks humbly with you.
Through Jesus Christ we pray. Amen.**

Draft liturgical resource prepared by the Chair of the Racial Justice Committee for adaptation by the Presbytery worship team.

10:30 a.m.	Board of Pensions Regional Representative	Keenan Rodgers
10:45 a.m.	Commission for Preparation on Ministry <ul style="list-style-type: none">● Introduction of newly enrolled inquirer, Aquil Javed	Rev. Carl Horton
10:55 a.m.	Ask the General Presbyter	Rev. Joanna Kim
11:10 a.m.	Coordinating Commission Report <ul style="list-style-type: none">● Update of the Portland Ave Presbyterian Church (Rev. Dave Bush)<ul style="list-style-type: none">○ FOR ACTION: At the request of the congregation and the administrative commission, the Coordinating Commission recommends that the Presbytery of Mid-Kentucky approve the dissolution of Portland Avenue Presbyterian Church, giving thanks to God for 171 years of faithful worship, witness, service, and ministry; and authorizes the appropriate officers, commissions, and entities of the presbytery to oversee and manage the congregation's remaining assets in accordance with the Book of Order (G-4.0203) and the presbytery's policies, and ensure that membership transfers and records are collected and deposited with the Presbyterian Historical Society and any other appropriate entity. The effective dissolution date and final worship celebrating the ministry of	RE Betty Muse

Portland Ave. Presbyterian Church is to be held on Sunday
September 13, 2026.

- Racial Justice Committee - Antiracism Policy
 - **FOR ACTION:** The Coordinating Commission recommends the Antiracism Policy, as revised, for approval.
- Manual of Administrative Operations (formerly known as the Standing Rules), as required by the Book of Order (G-3.0106).
 - **FOR ACTION:** The Coordinating Commission recommends the approval and adoption of the *The Presbytery of Mid-Kentucky Manual of Administrative Operations*.
- Update from Hispanic Latino Committee (Rev. Tom Vandergriff)
- Update from UKirk - Student Experience Update (Grey Hoffman)

11:50 a.m. **Update from UKirk Board** RE Bob Williams-Neal

- **FOR INFORMATION:** Nell Herring and Ross Hartmans are transitioning from their roles with UKirk. We give thanks for their faithful leadership, creativity, and care for students, and we are deeply grateful for the many ways their ministry has shaped this community.

12:00 p.m. **Lunch**

12:50 p.m. **Commission on Ministry** Rev. Marissa Galvan-Valle

- New Member Introduction – Rev. Hunter Farrell
- Ordination examination of Shannon Bostrom

**A Liturgy for the Examination of a Candidate for Ordination
To the Ministry of Word and Sacrament**

Moderator:

Merciful God, through the mouth of your beloved child,
Our Lord Jesus Christ, you said to us,
‘The harvest is plentiful, but the laborers are few;
therefore ask the Lord of the harvest to send out laborers into the harvest.’

Presbyters:

**We respond to your divine command, O Lord,
and beseech you to richly bestow the Holy Spirit
on our candidate this evening,
and on all of us who are called to your ministry,
that we, with a great multitude,
may be your evangelists, true and steadfast.
So may your name be hallowed, your kingdom come,
and your will be done. Amen.**

Examination of the Candidate for Ordination
Shannon Bostrom

Service of the Word

Prayer for Illumination	Spirit of the Living God	PH 322
Scripture	Ephesians 2:14–22	Shannon Bostrom
Sermon		Shannon Bostrom
Hymn	When We Are Living (first stanza)	PH 400

Commemoration of Those Who Have Died - Necrology Report 2025

RE Gayle King	Anchorage
RE Connie Knepshield	Anchorage
RE Doris Dee Hoge	Anchorage
RE Judith Long	Anchorage
RE Charles Alan Clark	Beulah
RE Don Mead	Crescent Hill
TE Robert W. Abrams	Crescent Hill
RE William Bell	First, Elizabethtown
RE Bea Mooney	First, Glasgow
RE Esther Sparks	Fourth
RE Michaelle Steier	Fourth
TE Helen Janine Wilson	Greensburg
RE Gordon Coe	Harvey Browne
RE Gary Luhr	Harvey Browne
RE Karen Byler Overpeck	Harvey Browne
RE Michael Ricketts	Harvey Browne
RE Robert “Bob” Roberts Jr.	Harvey Browne
RE Gerald Palmer	Highland
RE Bob Trabue	Highland
RE Richard “Dick” Wilson	John Knox
RE Natalie “Nam” Hopkins	John Knox
RE Sharon Stern	Second
RE Clayton Neff	Second
RE Diana Joy Andrews	South Frankfort
RE Norma Adams	Springdale
RE Sandra Koukola	Trinity

Prayer

God of all generations,
we praise you for all your servants
who, having been faithful to you on earth,
now live with you in heaven:

RE Carol Pye

Names are spoken. The ringing of a bell follows each name.

After all the names are spoken, the leader continues:

Keep us in fellowship with them,
until we meet with all your children
in the joy of your eternal realm;

through Jesus Christ our Lord. **Amen.**

Hymn

For All the Saints (first stanza)

PH 526

Ordination examination of Shannon Bostrom

The COM chairperson asks Shannon to share a brief word of his faith journey and hopes for serving in the ordered ministry of a teaching elder. The presbytery examines Shannon, excuses him from the meeting room, and acts on the recommendation of the Commission on Ministry to ordain. Shannon is escorted back into the room, and the moderator announces the presbytery's action, with appropriate remarks. If the examination has been sustained, the presbytery approves plans for the Candidate's ordination.

1:30 p.m.

Announcements

Please keep announcements to one minute or less

1:40 p.m.

New Business

1:45 p.m.

Interim Stated Clerk Report

Rev. Jenny Edlin

- Attendance and offering reports
- Session minutes review
- Appreciation

1:50 p.m.

Adjourn with Service of Commissioning

RE Betty Muse

**Service of Commissioning
Delegates to the 227th General Assembly (2026)**

Sentences of Scripture

Rev. Joel Weible, RE Betty Muse

As many of you as were baptized into Christ
have clothed yourselves with Christ.

Gal. 3:27–28

**There is no longer Jew or Greek,
there is no longer slave or free,
there is no longer male and female;
for all are one in Christ Jesus.**

Lead a life worthy of the calling
to which you have been called,
making every effort to maintain the unity of the Spirit
in the bond of peace.

Eph. 4:1–6

There is one body and one Spirit,
just as we were called to the one hope of our calling,
**one Lord, one faith, one baptism,
one God and Father of all,
who is above all and through all and in all.**

Call to Discipleship

We are called by God to be the church of Jesus Christ,
a sign in the world today
of what God intends for all humankind.

Book of Order, F-1.0304

The great ends of the Church are

**the proclamation of the gospel
for the salvation of humankind;
the shelter, nurture, and spiritual fellowship
of the children of God;
the maintenance of divine worship;
the preservation of the truth;
the promotion of social righteousness;
and the exhibition of the Kingdom of Heaven to the world.**

The presider introduces the following persons:

Ruling Elder Alicia Bloos, Commissioner
Teaching Elder Rev. Dr. Angela Johnson, Commissioner
Lawson Zaring, Young Adult Advisory Delegate
Rev. Joanna Kim, General Presbyter, Mid-Kentucky Presbytery
Rev. Jenny Edlin, Stated Clerk, Mid-Kentucky Presbytery

Others who will serve at General Assembly are invited to stand and respond to the questions that follow.

The presider addresses those being commissioned:

God has called you to particular service.
Show your purpose by answering these questions.

Who is your Lord and Savior?
Jesus Christ is my Lord and Savior.

Will you be Christ's faithful disciple,
obeying his word and showing his love?
I will, with God's help.

Do you welcome the responsibility of this service
because you are determined to follow the Lord Jesus,
to love neighbors,
and to work for the reconciling of the world? **I do.**

Will you serve the people
with energy, intelligence, imagination, and love,
relying on God's mercy
and rejoicing in the power of the Holy Spirit?
I will, with God's help.

The presider addresses all present:

Do we, members of Mid-Kentucky Presbytery
accept these persons for this service,
chosen by God through the voice of the church,
to guide us in the way of Jesus Christ? **We do.**

Do we promise to support and encourage them
as they seek to fulfill their responsibilities in this ministry? **We do.**

Commissioning Prayer

Faithful God, in baptism you claimed us ...
... and be faithful disciples of Jesus Christ.

All may pray together:

**Be with all who gather to serve you
through the 227th General Assembly
of the Presbyterian Church (U.S.A.).
Help them to welcome new things
you are doing in the world
and to respect old things you keep and use.
In their deliberation,
bring about what is best for us and for all people.
As they meet, let your Spirit guide
so that the whole church may be joined
in love and service to Jesus Christ,
who, having gone before us,
is coming to meet us
in the promise of your eternal realm. Amen.**

Blessing and Charge

May the God of peace make you holy in every way,
and keep your whole being, spirit, soul, and body,
free from every fault at the coming of our Lord Jesus Christ. Alleluia!

1 Thess. 5:23

Whatever you do, in word or deed,
do everything in the name of the Lord Jesus,
giving thanks to God through him. **Thanks be to God.**

Col. 3:17

Hymn

Here I Am, Lord (refrain)

PH 525

Upcoming Presbytery Meetings:

Saturday August 29, 2026 @ Cedar Ridge Camp

Saturday Nov. 13 & 14; Tri-Presbytery Meeting @ Nazareth Retreat Center; Bardstown, KY.

Feb. 20, 2027 @ TDB

**Offering recipient: Veterans Rural Outreach (VRO) provides for the needs of veterans in Shelbyville/Shelby County, Kentucky and surrounding counties with food assistance, emergency shelter, transitional housing for the homeless, counseling, and community engagement. The mission of VRO is restoring total health to local veterans in an environment of compassion, mercy, and love.*

The Presbytery of Mid Kentucky
Nominations and Representation Committee Report
May 18, 2026

Co-chair Sara Sutphin and Pamela Clinger reporting.

The following teaching, ruling elders and congregation members were asked and accepted our committee/commission request.

For Presbytery approval:

Commission on Preparation for Ministry
Mr. Austin Green, RE First Shelbyville (class of 2027)

General Assembly 2026
(Alternate commissioner – ruling elder) Ms. Sylvette N. Rivera Pabon - Beechmont

**The Presbytery of Mid Kentucky
Commission on Preparation for Ministry Report
May 18, 2026**

REPORT FOR ACTION:

None

REPORT FOR INFORMATION ONLY

The Commission met on February 17 and April 21, 2026. Highlights include:

- **Candidate Shannon Bostrom** completed his final assessment and was certified ready to be examined for ordination pending a call.
- **Candidate Meg Buckner** completed her final assessment and was certified ready to be examined for ordination pending a call.
- **Aqil Javed** (Grace Hope) was enrolled as an Inquirer. Angela Johnson is serving as his session liaison and Yohan Kim will serve as his CPM liaison. A session orientation will be provided to Grace Hope at a future date.
- **Candidate Alicia Demartra-Pressley** took the 2026 Spring Polity Exam on April 24-26 by an alternative means approved by the presbytery and administered by the CPM. Exam readers are TE Andrew Bowman, TE Cynthia Campbell and RE Greg Cohen.
- **Presbyterian Connection** had a graduation dinner on April 30 and hosted a study week break in early May.
- The Commission is considering partnering with COM to provide a **Commissioned Ruling Elder (CRE) program**.
- The Commission is considering providing **guidance for first-call seekers**.

Respectfully submitted,

Carl E. Horton

CPM Moderator

**Presbytery of Mid Kentucky
Coordinating Commission Report
May 18, 2026**

Chair: Alicia Bloos

Coordinating Commission Members: Charlie Kendell, Kathy Costanza, Ellen Sherby, Katherine Kuper, Nolan Huizenga, Dianne White, Joel Weible, Betty Muse, Marcus Long, Tom Vandergriff, Paul Seebeck, Kim Tribolet, Tom Hughes, David Gambrell, Mary Nebelsick, Marissa Galvan-Valle, Carl Horton, Sara Sutphin, Pam Klinger, Candi Cabbage, Perry Chang.

Advisory Members: Joanna Kim, Jenny Edlin, Andrew Hartmans and Michael Puritan

Recent activities:

- 1) The Commission gathered for a retreat on March 21, discussing the structure of Mid-Kentucky Presbytery and its various ministries and entities, and exploring issues, concerns, questions, and opportunities for the Presbytery.
- 2) The Commission met on May 7 to continue the discussions from the retreat, hear from committees and commissions, and to consider recommendations for action items for the May 18 Presbytery meeting.

Items Requiring Presbytery Attention:

Action Items:

Approved and recommend approval by MKP of the updated Anti-Racism Policy

Approved and recommend approval by MKP of the updated Manual of Administrative Operations

Upcoming Dates and Opportunities:

The Commission will meet next on June 4 at 12:30 P.M. at Harvey Browne Presbyterian Church (hybrid).

Requests for Prayer or Support: Prayers are always welcomed for the work and the members of the Coordinating Commission and all Commissions and Committees of Mid-Kentucky Presbytery.

To: Mid-Kentucky Presbytery

From: Dave Bush, Moderator of the Portland Avenue Presbyterian Church
Administrative Commission

Date: May 7, 2026

Subject: Update on the Portland Avenue Presbyterian Church Administrative
Commission

This is my update and not a report from the full AC.

Mid-Kentucky Presbytery created the Portland Avenue Presbyterian Church Administrative Commission (PAPC AC) at its November 16, 2024 meeting. The PAPC AC began meeting and took on the role of session on November 20, 2024.

By February 26, 2025, the members of the PAPC AC included: Jenny Edlin, TE (Moderator); Linda Reichenbecher, TE; Nancy Troy, TE (Clerk); Bill Williamson, TE (member of the MKP Commission on Ministry); Dustin Morganett, RE (PAPC Session Member), Stew Bridgeman, RE (Crescent Hill PC and member of the MKP Finance Committee), and Janet Kelly, RE (PAPC) as a “back-up” vote when Dustin is unable to attend AC meetings.

At the end of the March 25, 2026 PAPC AC meeting, Dave Bush, TE, was elected a PAPC AC member and moderator of the AC. Jenny stepped down from those roles because, as of January 2026, she is MKP’s Interim Stated Clerk.

MKP charged the PAPC AC with eleven (11) tasks:

- 1) Assume original jurisdiction for the governance of Portland Avenue Presbyterian Church.
 - This occurred on November 20, 2024.
- 2) Assess the current state of ministry of Portland Avenue Presbyterian Church, including all mission activities that are conducted on property currently held in trust for the Presbyterian Church (U.S.A.) and take such steps as are necessary to sustain those ministries the Commission determines are needed and/or desired.
 - The work of fulfilling this task is ongoing.
 - Currently there is a music ministry (teaching music to youth) housed at the church.
 - The Renewed Hope Community Church rents part of the PAPC building.
 - Maryhurst Renewal rents the Rose Center house.
 - PAPC has about 18 members on the books. At most, about 12 members attend worship.
 - PAPC worship services transitioned from weekly meetings to meetings only on the first Sunday of the month beginning on Easter Sunday, April 5, 2026.

- The P APC AC voted on April 22, 2026 to forward the following motion to MKP for its action according to G-3.0301a:
 - **Pending approval at the May 3 P APC Congregational Meeting, approve the recommendation of Portland Avenue Presbyterian Church to dissolve the congregation on September 13, 2026, after 171 years as a Christian community of faith, hope, love and witness in Louisville’s Portland neighborhood, throughout the city, and beyond the region, and request Mid-Kentucky Presbytery to dissolve the congregation on that date.**
- 3) Evaluate the congregation’s relationship with the local community.
 - The work of fulfilling this task is ongoing.
 - See report on Task 2.
 - 4) Assess the staffing needs of Portland Avenue Presbyterian Church.
 - After the retirement of long-time pastor, Rev. Willa Fae Williams, pulpit supply pastors supported the congregation for several months.
 - In February 2025, on recommendation from the P APC congregation, the P APC AC approved entering into a Temporary Pastor Agreement with Rev. Whit Malone pending approval of Whit and the MKP Commission on Ministry. The initial six-month agreement was extended and continues to the present.
 - 5) Retrieve or reconstruct the session minutes for Portland Avenue Presbyterian Church for the past 20 years.
 - The work of fulfilling this task is ongoing.
 - 6) Retrieve or reconstruct all financial records for Portland Avenue Presbyterian Church for the past 30 years.
 - The work of fulfilling this task is ongoing.
 - 7) Examine all documentation related to the creation of any subordinate, subsidiary and/or other legal entities by staff, session, and/or involved members of Portland Avenue Presbyterian Church.
 - The work of fulfilling this task is ongoing.
 - See Task 8 for additional information.
 - 8) Examine all property transactions conducted by the staff and/or session of Portland Avenue Presbyterian Church to determine chain-of-custody and current legal status of all property held in trust for the Presbyterian Church (U.S.A.), in accordance with G-4.0203 and G-4.0204 of *The Book of Order*, and take any actions necessary to fulfill those requirements and any other requirements of G-4.02 of *The Book of Order*.
 - The work of fulfilling this task is ongoing.
 - The members of P APC that I have met are good people and care deeply about the P APC community, its current ministry, and continuing the legacy and memory of the congregation.

- It seems to me the following occurred in recent years:
 - The previous PAPC pastor did not trust the previous MKP Executive Presbyterian and thought the EP was out to take PAPC property, so the pastor advised the transfer of property.
 - As I understand it, members of PAPC then contacted a member of another MKP congregation who was an attorney for assistance, and that person then suggested the PAPC folks contact a specific attorney located in another state for support.
 - In May 2024, some members of PAPC then created “For the Least of Them Ministries, LLC” and then “transferred” the PAPC property at 3126 Portland Ave. Louisville, KY 40212 that was held in trust for MKP to the FLTM, LLC. It seems this was done without the approval of MKP as required in G-4.0206a.
 - ❖ The deed for the 3126 Portland Ave. property signed on May 29, 2024 by a RE of PAPC includes the sentence, “Grantor covenants that it is lawfully seized of the estate hereby conveyed, [and] has full right and power to convey same” However, the constitution of the PC(USA) makes clear that all property of a congregation is held in trust for the PC(USA) (G-4.0203), so PAPC did not have the full right and power to transfer the property.
 - ❖ The ruling elders involved in this transfer had promised at their ordination to “be governed by our church’s polity” (W-4.0404e).
 - ❖ The PAPC member I spoke with acknowledged that they were aware that by transferring the property they would be able to thwart the governance of MKP.
 - ❖ Also, the March 2026 appraisal on 3126 Portland Ave. incorrectly states that, “The subject is owned by For the Least Of Them Ministries, LLC.”
 - This spring, Louisville’s local Habitat for Humanity organization was interested in some of the PAPC properties as possible locations for building homes. Before Habitat was willing to do an initial investigation into the feasibility of the properties, Habitat asked for a Memorandum of Understanding (MOU) which could after 60 days with 15 days’ notice be terminated for any reason. Officers of FLTM refused to sign the MOU; therefore, Habitat is no longer considering the property at this time.
 - It seems to me, based on the above:
 - ❖ There is a serious issue with the deed for MKP property that PAPC holds in trust for MKP.
 - ❖ At least several breaches of the constitution have taken place:
 - *Book of Confessions* 2016, 4.110, 4.112, 7.251, and 7.254
 - *Book of Order* 2023-2025, G-1.0102; G-3.0201c; G-4.0206a; and W-4.0404c, d, e, f, and g

- 9) Dissolve the session of Portland Avenue Presbyterian Church if it deems that action to be necessary to restore order in the congregation.
 - The PAPC Session has not been dissolved, but the PAPC AC has original jurisdiction and is the Acting Session of PAPC.
- 10) Engage with the congregation, through listening sessions, to understand congregational dynamics and help restore trust. This can also provide members with transparency about the commission's work.
 - The work of fulfilling this task is ongoing.
- 11) Report regularly to the Presbytery of Mid-Kentucky on its activities, findings of fact and actions taken to restore order at Portland Avenue Presbyterian Church.
 - The work of fulfilling this task is ongoing.
 - An update on recent PAPC AC actions was sent to the Commission on Ministry, the Finance Committee, and the Coordinating Commission in early May 2026.
 - Other real property issues:
 - The appraisal on 3126 Portland Ave. was conducted and the value is estimated at \$1,900,000.
 - The PAPC AC met (on May 6) with Story's Lighthouse (<https://storyslighthouse.com/>) as a possible purchaser of the church and or the Rose Center.
 - The PAPC AC is scheduled to meet with Northeast Christian Church (<https://www.necchurch.org/>) (on May 20) as a possible purchaser of some of the church property.
 - This update is submitted to the May 18, 2026 meeting of MKP.

**The Presbytery of Mid-Kentucky
Presbyterian Church (USA)
Anti-Racism Policy**

Background: The Presbytery of Mid-Kentucky adopted this Anti-Racism Policy in February of 2025 as a faithful response to its call to address racism and to fulfill the requirements of the Book of Order (G-3.0106). Since that time, changes in presbytery structure and practice have made it necessary to revise the policy so that it remains aligned with current leadership, procedures, and lines of accountability, ensuring clarity, consistency, and faithfulness in its implementation.

Goal: To satisfy the requirements outlined in the Book of Order (G-3.0106), to offer a path for educating congregations, worshipping communities, and ministers in the presbytery, provide benchmarks, and to engage in an ongoing process for addressing the sin of racism.

Introduction: The Presbytery of Mid-Kentucky is committed to the radical, transformative work of anti-racism. Rooted in the Christian teachings of love, justice, and equality, we recognize the pervasive nature of racism—individual, institutional, and systemic—across our society and within the church itself. We understand racism as a sin that distorts the image of God in every human being and commits us to a lifelong journey of learning, unlearning, and action. This policy outlines our commitment to dismantling white supremacy, promoting racial equity, and building a racially just and inclusive church.

What does the Lord require of you but to do justice, love kindness, and walk humbly with your God? Micah 6:8

1. Defining Racism: Racism, as we understand it, encompasses both conscious and unconscious acts of bias, discrimination, and prejudice based on race. It exists on multiple levels—personally, interpersonally, and institutionally—and is rooted in historical systems of power and privilege, primarily benefitting white people while marginalizing people of color. This policy also recognizes the intersectionality of race with other social identities, such as gender, class, and ability, acknowledging the compounded impact of racism on these groups.

2. Commitment to Racial Equity: The presbytery affirms its commitment to racial equity, recognizing that simply treating everyone equally does not address the disparities and historical disadvantages faced by communities of color. Racial equity involves acknowledging these systemic barriers and taking specific steps to ensure fair outcomes, which may require additional resources and support for marginalized groups.

3. Anti-Racism Training: We will require all teaching elders (including retired teaching elders and commissioned ruling elders active in any organized ministry) along with all presbytery staff, to participate in anti-racism training on a regular basis. Mandatory training will be held annually, covering topics such as the history of racism in the United States, the impact of implicit bias, white privilege, microaggressions, and how to actively dismantle white supremacy in our church and communities. These trainings will be facilitated by people with expertise in racial justice issues and will evolve based on current social contexts and feedback from participants.

4. Inclusive Leadership and Decision-Making: The presbytery will work to create racially diverse and inclusive leadership. This includes setting targets for representation of people of color across committees, boards, and other decision-making bodies within the presbytery. These targets are aimed at ensuring diverse voices have a meaningful role in shaping the future of the church. We will also develop leadership programs specifically designed to support clergy of color and lay leaders of color, providing mentorship and development opportunities.

5. Racial Justice Committee: The Racial Justice Committee will be tasked with monitoring the implementation of this antiracism policy, reviewing and suggesting amendments to the Manual of Administrative Operations through the Coordinating Commission, and holding the presbytery accountable for progress. Additionally, the committee will spearhead racial justice initiatives, engage in community outreach, and work with community organizations to advocate for racial justice beyond the church walls. The recommended composition of the Racial Justice Committee is 6 people including 1 from Personnel Committee, 1 from Nominations and Representation Committee, and at least 2 people of color who belong to presbytery congregations and/or worshipping communities made up mainly of people of color.

6. Accountability and Reporting ^[1]: The Racial Justice Committee may provide accompaniment and advocacy for any individual who wishes to report an incident of racial discrimination, bias, or harassment. The committee may assist the complainant in discerning next steps and identifying appropriate courses of action. To support this work, a Response Team may be convened. This team may include the chair (or designee) of the Racial Justice Committee, the chair (or designee) of the Personnel Committee, the general presbyter and/or stated clerk, the chair (or designee) of the Permanent Judicial Commission, and an at-large member of the Coordinating Commission.

The Presbytery of Mid-Kentucky is committed to fostering an environment in which racial discrimination, bias, and harassment are not tolerated. In alignment with this commitment, the Coordinating Commission, in consultation with the Racial Justice Committee, may appoint an investigative team to review reported incidents of racism or racial bias within the presbytery. Such incidents may include, but are not limited to, discrimination or bias in hiring, elections, appointments, financial disbursement, and funding decisions (including grants, loans, and mission support), as well as within the shared life of the presbytery.

Complaints must be submitted verbally or in writing to one or more of the following: the individual's immediate supervisor (if applicable), the general presbyter, the stated clerk, the chair of the racial justice committee or the chair of the Personnel Committee. A complainant may also seek assistance from individuals within or outside the Presbyterian Church (U.S.A.) in preparing and submitting a written complaint. Additionally, individuals retain the right to pursue redress through external agencies, including the Equal Employment Opportunity Commission, the Kentucky Commission on Human Rights, or the Kentucky Personnel Board.

When a supervisor, the general presbyter, the stated clerk, the chair of the racial justice committee or the chair of the Personnel Committee becomes aware of a complaint they shall promptly confer (unless one of them is the subject of the complaint) to determine next steps. A Cease-and-Desist Memorandum shall be issued to the respondent as appropriate, and the

Personnel Committee and/or Commission on Ministry shall be notified as soon as possible to determine whether a formal investigation is warranted.

All information gathered during any review or investigation shall be treated with the highest level of confidentiality possible, consistent with the need to conduct a thorough and fair process.

7. Support for Congregations Made Up Mainly of People of Color: The presbytery will prioritize supporting congregations and worshipping communities made up mainly of people of color through dedicated financial grants (including help with salaried positions), leadership development, mentorship programs, etc. We will ensure that the voices, experiences, and spiritual needs of communities of color are centered in church life and ministry. We also commit to identifying and removing any institutional barriers that have historically limited the full participation of people of color in the life of the church.

8. Congregational Engagement with the Larger Community: Congregations and worshipping communities will be encouraged to actively engage in racial justice work within their larger communities. This may include actions such as partnering with other congregations and worshipping communities across racial/ethnic lines, cooperating with local racial justice organizations, advocating for legislative changes that promote equity, and providing educational forums on race and racism open to the wider community. The presbytery will allocate funding and resources to support congregations in these efforts.

9. Historical Truth-Telling: As part of our commitment to anti-racism, we will engage in truth-telling about the history of racism in our church and the broader community. This involves acknowledging the church's role in both perpetuating and resisting racism, and working toward reconciliation through educational events, memorials, and open dialogues about the past. Congregations and worshipping communities will be encouraged to explore the racial history of their local communities and confront any complicit roles in perpetuating racial injustice.

10. Inclusive Worship Practices: Worship planners are encouraged to reflect in worship services the diverse cultural expressions of faith found among the body of Christ. The Worshipful Work Committee in presbytery worship, will model resources and examples for churches to try. This includes incorporating hymns, prayers, and liturgies from various racial and ethnic traditions, so that worship can be a space where all people feel seen, heard, and valued.

11. Regular Policy Review: This Anti-Racism Policy will be reviewed every two years by the Racial Justice Committee. During this review process, we will seek feedback from clergy, staff, congregation, and worshipping community members, to assess the policy's effectiveness and identify areas for improvement. We will check with our partners on our effectiveness in community engagement. Updates and amendments will be made as necessary to respond to evolving challenges and contexts.

12. Measurable Outcomes: The Racial Justice Committee will review the presbytery's progress on these measurable policy goals including but not limited to:

- Increase the percentage of people of color in leadership roles by a specified amount over the next five years

- Host a minimum of two anti-racist educational events per year
- Provide financial support and fund-raising assistance to the congregations/ministries of the Presbytery made up mainly by people of color
- Provide financial support to at least three community-based racial justice initiatives per year
- Increase the percentage of congregations/ministries that have developed and adopted their anti-racism policy and implemented anti-racism initiatives.

Conclusion: This policy is a living document, one that evolves as we continue to learn and grow in our understanding of racism and racial justice. We, as the Presbytery of Mid-Kentucky, commit to this journey with humility, dedication, and the conviction that true discipleship requires the dismantling of all forms of oppression, including racism. Guided by the gospel's call to love and justice, we pledge to be a body of believers that not only denounces racism but actively works to eradicate it from our lives, our church, and our world.

Find resources at <https://facing-racism.pcusa.org/>

^[1] The accountability and reporting process outlined in this antiracism policy is intended to provide both a journey of accompaniment and a pathway for addressing concerns. Individuals bringing forward a complaint will be supported through a process that may lead to educational engagement, restorative action, or, when appropriate, formal judicial review and resolution. This process is designed to align with existing presbytery policies.

**The Presbytery of Mid Kentucky
Manual of Administrative Operations**

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1. Constitutional Authority [\[Return to Table of Contents\]](#)
 - 1.1 The Presbytery of Mid-Kentucky shall be governed by the Constitution of the Presbyterian Church (U.S.A.), Part One (The Book of Confessions) and Part Two (The Book of Order), the latest edition of Robert’s Rules of Order Newly Revised, and this Manual of Administrative Operations.

2. Name [\[Return to Table of Contents\]](#)
 - 2.1 This organization is named “The Presbytery of Mid-Kentucky.” Prior names, legally retained, include “The Presbytery of Louisville-Union” and “The Presbytery of Louisville.”

3. Vision Statement [\[Return to Table of Contents\]](#)
 - 3.1 “Spiritual leaders empowering life-giving congregations for the transformation of the world by faith in God through Jesus Christ.”

4. Bounds [\[Return to Table of Contents\]](#)
 - 4.1 The bounds of this presbytery include the Commonwealth of Kentucky counties of Adair, Barren, Breckinridge, Bullitt, Carroll, Casey, Clinton, Cumberland, Franklin, Gallatin, Green, Hardin, Hart, Henry, Jefferson, Larue, Marion, Meade, Metcalfe, Monroe, Nelson, Oldham, Owen, Russell, Shelby, Spencer, Taylor, Trimble, and Washington.

5. Higher Governing Body Relationships [\[Return to Table of Contents\]](#)
 - 5.1 The Presbytery of Mid-Kentucky is a presbytery of the Presbyterian Church (U.S.A.) and a member presbytery of the Synod of Living Waters.

6. Meetings [\[Return to Table of Contents\]](#)
 - 6.1 Stated Meetings
 - 6.1.1 There shall be at least four meetings of the presbytery each year. The time and place of meetings shall be determined by the Coordinating Commission.
 - 6.1.2 Ordinarily, notice for stated presbytery meetings shall be given at least one month in advance and ordinarily notice for special meetings shall be given at least one week in advance.
 - 6.1.3 If a session would like its church to host a presbytery meeting, an official invitation will be sent to the presbytery moderator or stated clerk.
 - 6.1.4 In emergencies, the date, place, and hour of a stated meeting may be changed by the moderator in consultation with the vice-moderator, stated clerk, and the general presbyter.
 - 6.1.5 The quorum for a stated meeting of the presbytery shall be 10 ruling elders, each from a different congregation, and 10 minister members of the presbytery.

6.1.6 The quorum for meetings of all presbytery-related entities shall be one-half plus one of the total membership of the entity or three members.

6.2 Agenda for the Meetings

6.2.1 A provisional docket for each stated meeting shall be prepared by the stated clerk with input from the Coordinating Commission. The Coordinating Commission shall finalize the provisional docket. The general presbyter, stated clerk, moderator, and vice-moderator shall meet prior to the presbytery meeting to coordinate the docket.

6.2.2 Undocketed new business shall be submitted to the stated clerk within the first hour of a stated meeting and be placed on the docket of the meeting by a simple majority of those present and voting. Ordinarily, the presbytery shall refer all items of new business to an entity of the presbytery unless, by a two-thirds vote, it decides to consider the item in the same meeting.

6.2.3 The first stated meeting of the presbytery each year shall be designated as the annual meeting of the corporation (G-4.0101).

6.2.4 The Lord's Supper shall be celebrated at the second stated meeting of the year, and at other times as determined by the Coordinating Commission.

6.2.5 The docket of the presbytery meeting shall ordinarily include a consent agenda which shall contain recommendations deemed by the Coordinating Commission to be of a routine nature. Any item may be removed from the consent agenda by the request of any one ruling elder commissioner or minister member. Any removed item shall be considered during the docketed time for the report of the committee or commission of presbytery or other time as necessary.

6.3 Special Meetings

6.3.1 Special meetings may be called by the moderator in consultation with the vice-moderator, the stated clerk, and the general presbyter. (G-3.0304)

6.3.2 The quorum for a special meeting of the presbytery shall be 6 minister members of the presbytery and 6 ruling elders, each from a different congregation.

6.4 Commissioner Parity

6.4.1 Each year, it is the responsibility of the stated clerk and the general presbyter, in consultation with other entities as seems wise, to evaluate the number of teaching elders and ruling elders on the rolls as active members of the Presbytery of Mid-Kentucky, and to determine the number of ruling elder commissioners needed to achieve a balanced representation.

6.4.2 The following formulas shall be used in determining representation.

- 6.4.2.a All members on the roll of Teaching Elders in Active Ministry shall be counted, with the exception that those who are unable to attend, or who do not live within the bounds of the presbytery, shall not be counted.
- 6.4.2.b All members on the roll of Retired Teaching Elders shall be contacted during December of each year to determine whether they intend to attend presbytery meetings for the coming year. All those who indicate they intend to come to presbytery meetings shall be counted.
- 6.4.2.c All ruling elders on the rolls of Commissioned Ruling Elder, Certified Christian Educator, and commissioners by virtue of presbytery office shall be counted.
- 6.4.3 Ruling elder commissioners to the presbytery shall be apportioned among the congregations as follows.
 - 6.4.3.a Church membership size is determined by the number reported to the denomination in the immediately previous calendar year's Statistical Report.
 - 6.4.3.b The number of ruling elder commissioners shall be at least 2 for all congregations of the presbytery regardless of size. Additional commissioners – beyond 2 – shall be assigned based on membership size.
 1. Up to 199 members: No additional Ruling Elder Commissioner
 2. 200-299 members: 1 additional Ruling Elder Commissioner (total of 3)
 3. 300 members and above: 2 additional Ruling Elder Commissioners (total of 4)

6.5 Electronic and Hybrid Meetings

- 6.5.1 In accordance with the *Book of Order* (G-3.0105), meetings of the presbytery, its commissions, committees, and other entities may be held in person, by electronic means, or in a hybrid format.
- 6.5.2 Electronic or hybrid meetings shall be conducted in a manner that allows for full and simultaneous participation of all members. All participants must be able to hear and be heard, and to engage in the deliberations of the body.
- 6.5.3 Members participating by electronic means shall be considered present for the purpose of establishing a quorum and shall have the same rights and responsibilities as those participating in person, including the right to speak, make motions, and vote.
- 6.5.4 Voting during electronic or hybrid meetings shall be conducted in a manner that ensures fairness, accuracy, and, when required, confidentiality.

6.6 Electronic Voting Between Meetings

- 6.6.1 When necessary to conduct the work of committees or commissions between meetings, committees and commissions may act by electronic means, including email, provided such action is consistent with the connectional and deliberative nature of the church.

- 6.6.2 All voting members shall receive timely notice of the proposed action, including the exact wording of the motion and any supporting materials necessary for informed discernment. A clear deadline for response shall be included, and reasonable time shall be provided for consideration.
- 6.6.3 A quorum of voting members must participate in the electronic vote for the action to be valid. Approval shall require the same voting threshold as would be required at a duly called meeting, unless otherwise specified in these Standing Rules or the *Book of Order*.
- 6.6.4 All actions taken by electronic vote shall be recorded in the minutes of the next stated meeting of the committee or commission, including the motion, method of voting, and the outcome, in keeping with the requirements of the *Book of Order* (G-3.0107).
- 6.6.5 Electronic voting shall not be used for matters requiring extended deliberation, pastoral sensitivity, or judicial process.

7. Officers

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7.1 Moderator

- 7.1.1 The moderator and vice-moderator will be elected at the third stated presbytery meeting each year and installed at the fourth stated meeting to a term of one year beginning January 1 of the following calendar year. The moderator shall preside over all presbytery meetings and appoint all entities except those elected by presbytery or otherwise named. The moderator shall have the privilege of service as an ex-officio member of all entities of the presbytery. Ordinarily, the moderator shall have served as vice-moderator prior to serving as moderator and shall chair the Coordinating Commission the year after serving as moderator.
- 7.1.2 The moderator shall have authority to organize commissions for the purpose of ordaining and installing ministers and commissioning ruling elders. The moderator of the presbytery, or someone designated by the moderator, shall ordinarily preside over, and participate in these commissions, and shall report to the next stated presbytery meeting.
- 7.1.3 The moderator shall have the authority to appoint ministers and ruling elders to committees of the Coordinating Commission as needed and/or, investigating committees, as called for in the Church Discipline (D-7.0501). Such appointments shall be done in consultation with the stated clerk, the general presbyter, the chairperson of the Commission on Ministry, and one ruling elder at large member of the Coordinating Commission.
- 7.1.4 Vice-Moderator: The vice-moderator shall, in the absence or at the request of the moderator, perform the duties required of the moderator. The vice-moderator shall be elected to a term of one year, to coincide with the term of the moderator. Ordinarily the vice-moderator shall stand for election as moderator for the following year.

7.2 Stated Clerk

- 7.2.1 The stated clerk shall be elected at the third stated meeting and installed at the fourth stated meeting to a term of three years, beginning on January 1 of the following year.
- 7.2.2 The stated clerk shall:
 - 7.2.2.a Work with the Coordinating Commission and the general presbyter, moderator, and vice-moderator to prepare a provisional docket for each stated meeting of the presbytery.
 - 7.2.2.b Be responsible for recording and publishing all presbytery minutes and shall be custodian of them.
 - 7.2.2.c Distribute the minutes as required by presbytery after each meeting.
 - 7.2.2.d Present the minutes to the synod for its approval
 - 7.2.2.f Communicate all order of presbytery to those members of presbytery involved.
 - 7.2.2.g Keep an accurate roll of all the churches, clerks of session, and ministers.
 - 7.2.2.h Assemble the annual necrology report to be included in the presbytery's minutes.
 - 7.2.2.i Sign and issue promptly all official papers of the presbytery not otherwise provided for.
 - 7.2.2.j Prepare the presbytery's annual statistical reports to the General Assembly from the reports of sessions.
 - 7.2.2.k Serve as parliamentarian at meetings of presbytery and the Coordinating Commission.
 - 7.2.2.l Propose to presbytery at its first stated meeting each year the reestablishment of parity voting between ruling elders and ministers (G-3.0301). If a ruling elder is elected moderator or vice-moderator of the presbytery or is a voting member of the Coordinating Commission, that ruling elder shall be enrolled as a member of the presbytery for the term of office, whether or not commissioned by his/her/their session.
 - 7.2.2.m Provide for a regular review of the session minutes and registers of all the churches in the presbytery and report the results of the review to the presbytery.
 - 7.2.2.n Develop and review guidelines for inclusion in "The Handbook for Clerks of Session" for keeping session minutes and registers and shall offer training to the clerks of session of members congregations.
 - 7.2.2.o Provide staff support to presbytery entities as needed in coordination with the general presbyter.
 - 7.2.2.p Perform all duties required by the Constitution of the Presbyterian Church (U.S.A).

- 7.2.2.q Authorized to sign retirement documents required by the Board of Pension when benefits plan members apply for retirement benefits, with the approval of the Commission on Ministry. Such actions shall be reported to the presbytery by the Commission on Ministry. Additionally, the stated clerk is authorized to sign any retirement papers from the Board of Pensions for ministers who are retiring from active service between meetings of the presbytery, and prior to presbytery's action on their retirement.
- 7.2.2.r Retain all records of proceedings under the Rules of Discipline for a minimum of two years.

7.3 Recording Clerk

7.3.1 The recording clerk shall be recommended by the stated clerk and nominated by the Committee on Nominations and Representation. Presbytery shall elect the recording clerk to a term of three years at the third stated meeting, following the election of the stated clerk. The recording clerk shall be installed at the fourth stated meeting of the presbytery and the term of service shall begin on January 1 of the following year. The recording clerk shall be paid a salary as determined by the presbytery upon recommendation of the Personnel Committee. The work and salary of the recording clerk shall be included in the presbytery's annual review of its staff.

7.3.2 The recording clerk shall:

7.3.2.a Record all proceedings of the meetings of presbytery and submit them promptly, with supporting documents, to the stated clerk.

7.3.2.b Assist the stated clerk in the duties of parliamentarian for the meetings of presbytery.

7.3.2.c Serve as recording clerk to the Coordinating Commission when the stated clerk is not available.

7.4 Treasurer

7.4.1 The treasurer shall be elected by the presbytery at the third stated meeting and installed at the fourth stated meeting to a term of three years, beginning January 1 of the following year, and to succeeding terms as the presbytery chooses. The treasurer shall be paid a salary as determined by the presbytery upon recommendation of the Personnel Committee. The work and salary of the treasurer shall be included in the presbytery's annual review of its staff.

7.4.2 The treasurer shall:

7.4.2.a Serve as ex officio advisory member of the Finance Committee.

- 7.4.2.b Oversee the reception, administration, and disbursement of all money of the presbytery and shall suggest policies and procedures for oversight and control to the Coordinating Commission through the Finance Committee.
- 7.4.2.c Be bonded and designated as Treasurer of the Presbytery for any requirements as a corporate entity.
- 7.4.2.d Assume care and responsibility for all financial records and papers in cooperation with the presbytery's office manager.
- 7.4.2.e Make available to the Finance Committee all financial information and records and submit them for review by that committee.
- 7.4.2.f Present a regular report on the presbytery's finances to each meeting of the Finance Committee, which shall make said report available to the Coordinating Commission and the presbytery, and upon request shall regularly furnish to the leadership of any committee or commission of the presbytery information regarding the financial accounting status of that committee or commission.

8. Structure¹

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8.1 Coordinating Commission:

8.1.2 Composition

- 8.1.2.a The immediate past moderator shall ordinarily serve as chair.
- 8.1.2.b The moderator and vice-moderator of the presbytery
- 8.1.2.c Six at-large members elected by presbytery for three-year, staggered terms.
- 8.1.2.d A representative from each of the presbytery's committees and commissions.
- 8.1.2.e Members with voice but not vote: general presbyter, stated clerk, recording clerk, treasurer.

8.1.3 The commission shall:

- 8.1.3.a Provide general coordination and strategic leadership for the presbytery's mission and ministry.
- 8.1.3.b In consultation with the stated clerk, set the agenda for each presbytery meeting including theme development and worship leadership.
- 8.1.3.c Oversee the work of each of the presbytery's committees and receive reports from and offer counsel to the presbytery's commissions.
- 8.1.3.d Relate to organizations with which the presbytery has a covenant, ecumenical relationships, and/or denominational affiliations.
- 8.1.3.e Appoint task forces.

¹ Unless otherwise specified, all elected terms shall be for three calendar years, renewable for a second consecutive term only.

- 8.1.3.f Affirm the establishment of networks.
- 8.1.3.g Approve request for contract positions as described in the staffing rationale.
- 8.1.3.h Move the annual budget to the presbytery for adoption.
- 8.1.3.i Approve the requests of congregations to list portions of their property for sale up to \$500,000 in value, upon recommendation of the Finance Committee.
- 8.1.3.j Apply for grants through churchwide special offerings.
- 8.1.3.k In conjunction with the stated clerk, prepare an annual calendar for the presbytery.
- 8.1.3.l Maintain a continuing study of the presbytery's needs for general staff, and when convinced of the need for a particular staff position, recommend to presbytery the descriptions of both the position and person needed. The presbytery's search for persons to fill the positions shall be subject to the provisions contained in the Book of Order.
- 8.1.3.m Nominate members to the Nominations and Representation Committee to be elected by the presbytery.

8.2 Coordinating Commission Committees²

8.2.1 Each committee is composed of six members: at least two teaching elders and two ruling elders, and two qualified active members of a presbytery worshipping community. Each committee will elect a chair and a recording clerk from their membership and will appoint a representative to the Coordinating Commission, ordinarily the chair.

8.2.2 Church Growth and Transformation Committee – This committee shall foster and encourage vital congregations, developing new worshipping communities and shared ministries between congregations, and promoting new and transformational endeavors within the congregations of the presbytery.

8.2.3 Finance Committee — This committee supports the faithful stewardship of shared resources, ensuring that financial practices reflect the mission and values of the presbytery. The committee shall:

- 8.2.3.a Coordinate all fiscal matters for the presbytery including the annual designation of those permitted to prepare or sign checks from presbytery accounts.
- 8.2.3.b Prepare annually a proposed budget for presbytery to be submitted by the Coordinating Commission.

² These committees report to the presbytery through the Coordinating Commission

- 8.2.3.c Ensure that the presbytery ordinarily maintains a reserve fund equal to 50% of the sum of presbytery operations, office operations, and personnel expenses.
- 8.2.3.d Consider any financial request beyond the presbytery budget. The Coordinating Commission will be notified of any unbudgeted request over \$25,000 that the Finance Committee approved.
- 8.2.3.e Ensure an annual review of the presbytery's financial records and report the findings to the presbytery.
- 8.2.3.f Serve as the Board of Trustees of the Corporation of the Presbytery of Mid- Kentucky and shall act as such when instructed by the presbytery or when accomplishing those legal transactions assigned as specific responsibilities in the standing rules. The stated clerk of the presbytery shall act as the agent for the trustees of the corporation for the purchase and sale of property or other legal matters and shall be the custodian of all related deeds and papers. The chair and vice-chair of the Finance Committee shall serve as president and vice-president of the corporation.

8.2.4 Hispanic/Latino Ministries - This committee supports and nurtures the presence, leadership, and vitality of Hispanic and Latino ministries within the presbytery. It seeks to listen to and advocate for the unique gifts, needs, and experiences of these communities, helping the presbytery engage more fully in culturally responsive and inclusive ministry.

8.2.5 Leader Development and Christian Education Committee – This committee is composed of six members, one representative from UKirk and one representative from Cedar Ridge Camp Board. This committee will coordinate and foster educational and leader development opportunities in the presbytery.

8.2.6 Mission Committee - This committee will be composed of six members plus a representative of Self-Development of People. The committee shall:

- 8.2.6.a Encourage appropriate, effective mission presbytery-wide and within the presbytery's congregations and worshiping communities.
- 8.2.6.b Maintain the status of the presbytery's Self-Development of People efforts and promote its program in the presbytery.
- 8.2.6.c Foster vitality in the ecumenical and mission partnerships the presbytery commits to the committee's care.

8.2.7 Personnel Committee - This committee is composed of six members plus the general presbyter. The committee shall:

- 8.2.7.a Review the work of the presbytery's staff each year.

- 8.2.7.b Appoint interim officers, with confirmation by the presbytery, when vacancies occur.
- 8.2.7.b Review and recommend changes in the presbytery's office equipment and office space each year.
- 8.2.7.c In consultation with the Finance Committee, recommend to the Coordinating Commission and to the presbytery any changes in contract terms or terms of call for all staff members.
- 8.2.7.d Coordinate background checks on potential and current staff.
- 8.2.7.e Hear and respond appropriately to staff grievances.
- 8.2.7.f Provide ongoing support for personal and professional development of staff.
- 8.2.7.g Review the presbytery's personnel manual bi-annually (odd numbered years) and recommend any proposed changes to the Coordinating Commission.
- 8.2.7.h Responsible for naming a member to the Racial Justice Committee and other committees as designated.
- 8.2.7.i The committee will meet a minimum of quarterly.

8.2.8. Racial Justice Committee - This committee is composed of six members, including one from the Personnel Committee, one from the Nominations and Representation Committee, and at least two people of color who belong to the presbytery worshipping communities made up mainly of people of color. The committee shall:

- 8.2.8.a Advise the Coordinating Commission on how to establish clearer, confidential procedures for reporting and investigating incidents of racism or racial bias within the church.
- 8.2.8.b Review the presbytery's progress on measurable policy goals such as:
 1. Increase the percentage of People of Color in leadership roles by a specified amount over the next five years.
 2. Host a minimum of two anti-racist educational events per year.
 3. Provide financial support and fund-raising assistance to the Presbytery congregations/ministries made up mainly by People of Color.
 4. Provide financial support to at least three community-based racial justice initiatives per year.
 5. Increase the percentage of congregations/ministries that have developed and adopted their anti-racism policy and implemented anti-racism initiatives.
- 8.2.8.c Review the presbytery's Anti-Racism Policy every two years, seeking feedback from clergy, staff, and congregation members to assess the

policy's effectiveness and identify areas for improvement, checking with presbytery partners on our effectiveness in community engagement, and proposing updates/amendments to the policy as necessary to respond to evolving challenges and contexts.

8.2.9 Worshipful Work Committee – This committee will coordinate and create worship experiences for presbytery meetings and other presbytery-related events.

8.3 Entities of the presbytery reporting directly to the presbytery, in consultation with Coordinating Commission

8.3.1 Each of these entities will elect a chair and a recording clerk from their elected membership and will appoint a representative to the Coordinating Commission, ordinarily the chair.

8.3.2 Commission on Ministry - Composed of eighteen elected members, all of whom are ordained and no more than 10 of whom shall be ministers and no more than 10 of whom shall be ruling elders. The commission shall:

8.3.2.a Supervise the churches of presbytery without pastors; arrange for the appointment of moderators in churches without pastors; assist in arranging for pulpit supplies; act for presbytery in an advisory capacity in initiating and maintaining relations between ministers and churches. These actions shall be reported to the presbytery at every stated meeting.

8.3.2.b Correspond with members of presbytery working within its bounds in roles other than pastor or associate pastor, with those laboring outside the bounds of presbytery, and with those who are retired.

8.3.2.c Be responsible for presbytery's work relating to the Board of Pensions and the Benefits Plan of the Presbyterian Church (U.S.A.); be designated as the presbytery's correspondent with these programs; and receive requests for ministerial relief and direct appropriate recommendations to the Committee on Finance.

8.3.2.d Work in conjunction with the Commission on Preparation for Ministry whenever the duties of the two committees overlap.

8.3.2.e Assign and conduct examinations before presbytery of all candidates in Mid-Kentucky Presbytery for ordination.

8.3.2.f Act, on behalf of presbytery, to find in order calls issued by churches; approve and present calls for services of ministers; to approve the examination of ministers transferring from other presbyteries; to dissolve the pastoral relationship in cases where the congregation and pastor concur; to grant permission to ministers to labor within or outside the

bounds of the presbytery; to dismiss ministers to other presbyteries; to act on behalf of presbytery to approve contracts for all temporary pastoral relationships; and to appoint moderators of sessions in churches without a pastor. All such actions shall be reported to the next stated meeting of the presbytery.

8.3.2.g Recommend to presbytery minimum terms of call, including salary (including housing allowance) and other compensation for minister members of the presbytery, and shall hear appeals from churches who wish to be relieved from meeting minimum standards.

8.3.2.h Maintain these standards among ministers and churches:

1. No church may engage a minister in any capacity until all financial obligations to former pastors, interim or supply pastors, including pension or annuity payments, have been discharged.
2. The pastor nominating committee of a vacant church shall consult with this commission in the very early stages of their work, and before engaging a pastor, associate pastor, stated supply or temporary supply.
3. No full-time pastoral relationship shall be approved in which the minister's salary and allowances are less than the sum adopted by presbytery as its minimum salary and allowances unless an appeal has been made and approved by the Commission Ministry.

8.3.2.i Establish training for commissioned ruling elders to particular service and have oversight of all commissioned ruling elders serving congregations in Mid-Kentucky Presbytery.

8.3.3 Commission on Preparation for Ministry - Composed of twelve members, six of whom shall be teaching elders, three ruling elders, and three qualified active members elected from the presbytery at-large. The commission shall:

8.3.3.a Perform the general duties of the Commission on Preparation for Ministry and the entire process of candidacy described in the Book of Order and as otherwise provided in the standing rules of the presbytery.

8.3.3.b Enroll inquirers and dismiss candidates, with the provision that all such actions be reported to the next stated meeting of the Presbytery as provided in the Book of Order (G-2.06).

8.3.3.c On behalf of Presbytery, elect ruling elders and ministers to serve as readers for examinations for candidates for ordination at the request of the Presbyteries Cooperative Committee on Examination of Candidates.

8.3.3.d Recommend to presbytery some disposition of every application which comes before the commission.

- 8.3.3.e Receive and process all communications from the General Assembly committees and from theological institutions which pertain to candidates.
- 8.3.3.f Work in conjunction with the Commission on Ministry whenever the duties of the two commissions overlap.

8.3.4 Nominations and Representation Committee - Composed of nine members, as evenly divided between ministers and ruling elders as possible. The members shall be nominated by the Coordinating Commission and elected by the presbytery. The Coordinating Commission shall endeavor to assure that the membership of the committee represents the diversity priorities of the presbytery. Those priorities include diversity according to race/ethnicity, gender, age, class, sexual orientation, gender identity, differing abilities, theology, and geography. The committee shall:

- 8.3.4.a Nominate to presbytery all officers, committee and commission members, Coordinating Commission at-large members and commissioners for other governing bodies of the church. The list of nominees shall ordinarily be submitted to the presbytery at the September stated meeting each year.
- 8.3.4.b Initiate and maintain a human resource pool of all ministers and ruling elders of the presbytery and qualified active members to serve as a “human resource pool” from which committees may create task groups.
- 8.3.4.c Endeavor to nominate for membership a balanced number of ministers and ruling elders for all commissions and committees of the presbytery.
- 8.3.4.d Name a member to the Racial Justice Committee and other committees as designated.
- 8.3.4.e Advise the Presbytery of any need for nominations in particular categories needing increased representation.
- 8.3.4.f Regularly inform the presbytery of its progress toward fair representation of diverse categories.

8.3.4 The Permanent Judicial Commission - Composed of nine members for a term not to exceed six years. These members will be placed in three classes and will elect a chair from their membership. When called for service in judicial matters, they shall conduct their proceedings according to the Book of Order (primarily the section on Church Discipline) of the Presbyterian Church (U.S.A.). The commission shall:

- 8.3.5.a Provide for a regular review of the standing rules of the presbytery in consultation with the stated clerk.
- 8.3.5.b Serve as a Bills and Overtures Committee by reviewing any overtures or resolutions submitted to the presbytery for possible recommendation by a

session, the Synod of Living Waters, or the General Assembly of the PC(USA), all such being received within ten days of the stated meeting at which they will be considered.

9. Task Forces and Networks

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9.1 Task Forces — May be requested by ministers, ruling elders, or congregations or may be established by presbytery action. Task forces will ordinarily be appointed by the Coordinating Commission in consultation with the initiating body/bodies for a period not to exceed three years. Task forces may apply for contract consultant assistance for up to two years. Task forces will provide written updates to the Coordinating Commission in January and June of each year.

9.2 Networks — May be created with the affirmation of the Coordinating Commission and may be initiated by individuals with special concerns. An approved network will be open to all interested parties, publicized through presbytery communications, and will report annually to the Coordinating Commission. Networks may sponsor programs or events with the approval of the Coordinating Commission.

10. Cedar Ridge Camp, Inc.

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10.1 The presbytery shall cause a board to be formed for oversight of Cedar Ridge Camp, Inc., to be known as the Cedar Ridge Camp Board, which shall be composed of 12 members.

10.2 The presbytery shall enter a Covenant Relationship with Cedar Ridge Camp and the board, which shall list the terms of the relationship, in addition to those provisions contained in these standing rules. This covenant shall be reviewed and approved by the presbytery and shall be contained in the appendices to these standing rules.

10.3 Cedar Ridge Camp, Inc. and the Cedar Ridge Camp Board shall:

10.3.1 Be responsive to presbytery.

10.3.1 Be responsible for the program of outdoor education at Cedar Ridge Camp.

10.3.2 Be responsible for maintaining state required, and camping association standards, for the operation of Cedar Ridge Camp.

10.3.3 Be responsible for maintaining all property and equipment to keep Cedar Ridge Camp functional.

10.3.4 Interpret to the Finance Committee, the Coordinating Commission, and the presbytery, the financial resources indicated for maintaining the regulatory and physical requirements essential to the operation of Cedar Ridge Camp.

10.3.5 Be responsible for studying and proposing site development for outdoor education purposes.

10.3.6 Be responsible for all finances connected with the operation of Cedar Ridge Camp including the preparation of the annual operating budget which will be presented to the Finance Committee

- 10.3.7 Be accountable to the presbytery in all financial matters regarding the operation of Cedar Ridge Camp.
- 10.3.8 Be responsible for publicizing and promoting the purposes of the ministry of Cedar Ridge Camp.
- 10.3.9 Develop and revise, in a timely fashion, management and operating systems to facilitate the effective and efficient performance of its work and the administration of the operation of Cedar Ridge Camp and report such revisions to the Coordinating Commission.

11. Miscellaneous

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- 11.1 Policy on Receipt and Distribution of Mission Funds: Each church shall send its mission funds, as approved by the session, directly to the presbytery office, where distribution shall be made to the General Assembly, the synod, and the presbytery according to the percentages adopted by the presbytery.
- 11.2 Policy on Per Capita Apportionments: Each church shall send to the presbytery office its annual per capita apportionments in the amount fixed by presbytery, to provide for the administrative expenses of the presbytery, synod, and General Assembly.
- 11.3 Suspension of the Standing Rules: Any standing rule may be suspended temporarily at any stated meeting of presbytery by a two-thirds majority of the members present and voting.
- 11.4 Amendments to the Standing Rules: The standing rules may be amended by a two-thirds majority of members present and voting at any stated meeting, providing a notice shall have been given publicly of the intention to amend at a previous stated meeting. Any proposed amendment to the standing rules shall be referred to the Permanent Judicial Commission and other committees as appropriate, for their review and recommendation.
- 11.5 Corrections to the Standing Rules: The stated clerk is authorized to make editorial corrections in the standing rules and shall report these corrections to the presbytery at the next stated meeting. When conditions outside the control of presbytery render any portion of these rules inaccurate, the stated clerk shall make the appropriate corrections and report such conditions and corrections to presbytery at the next stated meeting.
- 11.6 Submission of Overtures to General Assembly: When any session of the presbytery wishes to submit an overture to the General Assembly for the presbytery's consideration, it shall submit that overture to the stated clerk in time for it to be included on the provisional docket to the next presbytery meeting. That submission shall be considered a first reading of the overture, which shall automatically be referred to the Permanent Judicial Commission. The Permanent Judicial Commission shall bring its recommendation (approve, disapprove, take no action) regarding the overture to the next stated meeting of the presbytery.

- 11.7 Overtures to the General Assembly referred to our presbytery from another presbytery:
Should a session within the bounds of this presbytery request this presbytery to concur with an overture from another presbytery, the Permanent Judicial Commission shall review the overture and recommend a response to this presbytery.
- 11.8 Re-election of Staff Officers: The presbytery may choose to re-nominate and re-elect the person serving in any of the following presbytery leadership roles - stated clerk, recording clerk, and treasurer – for additional terms, after their first term.

**The Presbytery of Mid-Kentucky
Presbyterian Church (USA)
Anti-Harassment Policy and Acknowledgment**

The Presbytery of Mid-Kentucky of the Presbyterian Church (USA) seeks to form disciples whose lives and behaviors conform to the teachings of Jesus Christ. Jesus sets a high bar for personal conduct and may be summarized in Jesus' command "to love God and to love your neighbor as yourself."

The Presbytery of Mid-Kentucky is committed to maintaining workplaces free of harassment and discrimination. Employees, ministers of Word and Sacrament/Teaching Elders, certified Christian Educators, Commissioned Ruling Elders and inquirers and candidates under care of the presbytery are required by the Book of Order (G-2) to receive boundary training authorized by the presbytery once every 36 months. The boundary training shall include the topics of sexual misconduct, child sexual abuse prevention training, anti-harassment, and anti-discrimination training.

Below is the presbytery's Anti-Harassment policy. The Presbytery of Mid-Kentucky expects its staff, ministers of Word and Sacrament members, church professionals and other church leaders under its direction to conduct themselves in a Christ-like manner that supports and maintains workplaces free of harassment and discrimination for our employees, members, and those with whom we minister. We ask employees, ministers of Word and Sacrament members, church professionals and other church leaders under its direction to review and sign this Anti-Harassment Policy and Acknowledgement Form, indicating they understand and agree to abide by the Presbytery of Mid-Kentucky's policy and expectations regarding harassment and discrimination in the workplace.

The Presbytery of Mid-Kentucky is committed to maintaining an environment free from harassment or discrimination against any individual regardless of race, sex, age, disability, national origin or ancestry, veteran status, sexual orientation, gender identity, or genetic information. This policy applies to all personnel actions, including but not limited to recruiting, hiring, classification and compensation, benefits, promotions, transfers, lay-offs, reinstatement, and educational programs.

Prohibited Activities: derogatory comments, jokes, slurs based on one or more of the protected classes; unwanted physical conduct of any kind, impeding or blocking movement, or physical interference with normal work movement, when directed at an individual based on membership in a protected class; the display, mailing or e-mailing of derogatory posters, cartoons, or drawings based on one's membership in a protected class.

Sexual harassment refers to unwelcome sexual behavior, either verbal or physical, that interferes with work effectiveness and integrity. An employee may be subject to disciplinary action, up to and including dismissal. Similarly, any member of the Presbyterian Church (U.S.A.) including, but not limited to, minister members, inquirers, candidates, certified Christian Educators, Commissioned Ruling Elders or Ruling Elders who engage in this type of behavior may be subject to disciplinary action as detailed in the Rules of Discipline section of

the Book of Order. The Presbytery of Mid-Kentucky also reserves the right to other disciplinary or remedial actions as imposed by the Personnel Committee, Commission on Ministry, the Commission on Preparation for Ministry, or the presbytery itself. The harassment of members or staff based on race, color or national origin or other protected class as named above is also prohibited. In addition, any person authorized by the Commission on Ministry to serve in the pastoral role of a particular congregation is prohibited from having a romantic or sexual relationship with a member of the particular congregation unless they are lawfully married to the one authorized by the COM to serve in the pastoral role.

Complaint Procedure: If an employee or other person present in the presbytery believes they have been subjected to sexual or other forms of harassment, or discriminatory behavior, that individual has the responsibility to file a complaint about the harassment or discriminatory behavior as soon as possible. The complaint shall be made in writing with the employee's immediate supervisor, and/or general presbyter and/or stated clerk of the presbytery and/or chair of the presbytery's personnel committee.

The complainant may also contact persons inside or outside of the Presbyterian Church (U.S.A.) to assist with filing a written complaint. The complainant may also pursue redress through the Equal Employment Opportunity Commission and/or the Kentucky Commission on Human Rights, or the Kentucky Personnel Board. Once a supervisor and/or the general presbyter and/or the stated clerk of the presbytery and/or the chair of the presbyter's personnel committee become(s) aware of a complaint, whether in writing or not, the supervisor and/or stated clerk, and/or chair of the presbytery's personnel committee together with the general presbyter, MUST meet with the alleged offender and if the allegations prove to be accurate, issue a Cease-and-Desist Memorandum to the alleged offender and contact the presbytery's personnel committee, Commission on Ministry, or Commission on Preparation for Ministry to report the complaint as soon as possible to determine if an investigation is warranted. All information gathered during the investigation shall be held confidential to the maximum extent possible.

AND/OR

The complainant may initiate a disciplinary action using the "Church Discipline" in the Book of Order (D-1 through D- 14), if the accused is a member of the Presbyterian Church (U.S.A.).

AND/OR

The complainant should call the police and report a crime if the nature of the complaint rises to that level. Additionally, the person(s) receiving the complaint should be reminded of their responsibilities as "mandatory reporters" according to the provisions of the Book of Order (G-4.0302) quoted here:

Any member of this church engaged in ordered ministry and any certified Christian Educator employed by this church or its congregations, shall report to ecclesiastical and civil legal authorities' knowledge of harm, or risk of harm, related to the physical abuse, neglect, and/or sexual molestation or abuse of a minor or an adult who lacks mental capacity when

- (1) such information is gained outside of a confidential communication as defined in G-4.0301,*
- (2) she or he is not bound by an obligation of privileged communication under law, or*
- (3) she or he reasonably believes that there is risk of future physical harm or abuse.*

Retaliation: Retaliation against anyone who files a harassment charge or who participates in the investigation of these charges is prohibited. Anyone filing a harassment or discrimination complaint or assisting in the investigation of a complaint shall not be adversely affected in terms and conditions of employment nor discriminated against in any manner because of the complaint.

Disciplinary Action: When the activities or conduct of any member, staff, or other church leader is considered to be contrary to the standards or aims of the Presbytery of Mid-Kentucky or is considered to be disruptive to the operations of the Presbytery of Mid-Kentucky, its programs, or ministries, the procedure for potential corrective action outlined above and/or in the Rules of Discipline shall be followed.

I acknowledge that I have read the above Anti-Harassment Policy and will present any questions

I have to the general presbyter of the Presbytery of Mid Kentucky. I understand that I am responsible for adhering to the Anti-Harassment Policy.

Printed Name _____

Signature _____

Date _____

Other Supporting Documents:

- Mid Kentucky Presbytery Boundary Guidelines
- Mid Kentucky Presbytery Minister of Word and Sacrament/Teaching Elder Sexual Misconduct Policy
- Standards of Ethical Conduct for Mid Kentucky Presbytery
- Anti-Racism Policy
- Book of Order, “Church Discipline”
- Cease and Desist Form (included with policy)

**The Presbytery of Mid-Kentucky
Presbyterian Church (USA)
Anti-Racism Policy**

Background: The Presbytery of Mid-Kentucky adopted this Anti-Racism Policy in February of 2025 as a faithful response to its call to address racism and to fulfill the requirements of the Book of Order (G-3.0106). Since that time, changes in presbytery structure and practice have made it necessary to revise the policy so that it remains aligned with current leadership, procedures, and lines of accountability, ensuring clarity, consistency, and faithfulness in its implementation.

Goal: To satisfy the requirements outlined in the Book of Order (G-3.0106), to offer a path for educating congregations, worshipping communities, and ministers in the presbytery, provide benchmarks, and to engage in an ongoing process for addressing the sin of racism.

Introduction: The Presbytery of Mid-Kentucky is committed to the radical, transformative work of anti-racism. Rooted in the Christian teachings of love, justice, and equality, we recognize the pervasive nature of racism—individual, institutional, and systemic—across our society and within the church itself. We understand racism as a sin that distorts the image of God in every human being and commits us to a lifelong journey of learning, unlearning, and action. This policy outlines our commitment to dismantling white supremacy, promoting racial equity, and building a racially just and inclusive church.

What does the Lord require of you but to do justice, love kindness, and walk humbly with your God? Micah 6:8

1. Defining Racism: Racism, as we understand it, encompasses both conscious and unconscious acts of bias, discrimination, and prejudice based on race. It exists on multiple levels—personally, interpersonally, and institutionally—and is rooted in historical systems of power and privilege, primarily benefitting white people while marginalizing people of color. This policy also recognizes the intersectionality of race with other social identities, such as gender, class, and ability, acknowledging the compounded impact of racism on these groups.

2. Commitment to Racial Equity: The presbytery affirms its commitment to racial equity, recognizing that simply treating everyone equally does not address the disparities and historical disadvantages faced by communities of color. Racial equity involves acknowledging these systemic barriers and taking specific steps to ensure fair outcomes, which may require additional resources and support for marginalized groups.

3. Anti-Racism Training: We will require all teaching elders (including retired teaching elders and commissioned ruling elders active in any organized ministry) along with all presbytery staff, to participate in anti-racism training on a regular basis. Mandatory training will be held annually, covering topics such as the history of racism in the United States, the impact of implicit bias, white privilege, microaggressions, and how to actively dismantle white supremacy in our church and communities. These trainings will be facilitated by people with expertise in

racial justice issues and will evolve based on current social contexts and feedback from participants.

4. Inclusive Leadership and Decision-Making: The presbytery will work to create racially diverse and inclusive leadership. This includes setting targets for representation of people of color across committees, boards, and other decision-making bodies within the presbytery. These targets are aimed at ensuring diverse voices have a meaningful role in shaping the future of the church. We will also develop leadership programs specifically designed to support clergy of color and lay leaders of color, providing mentorship and development opportunities.

5. Racial Justice Committee: The Racial Justice Committee will be tasked with monitoring the implementation of this antiracism policy, reviewing and suggesting amendments to the Manual of Administrative Operations through the Coordinating Commission, and holding the presbytery accountable for progress. Additionally, the committee will spearhead racial justice initiatives, engage in community outreach, and work with community organizations to advocate for racial justice beyond the church walls. The recommended composition of the Racial Justice Committee is 6 people including 1 from Personnel Committee, 1 from Nominations and Representation Committee, and at least 2 people of color who belong to presbytery congregations and/or worshipping communities made up mainly of people of color.

6. Accountability and Reporting ¹¹: The Racial Justice Committee may provide accompaniment and advocacy for any individual who wishes to report an incident of racial discrimination, bias, or harassment. The committee may assist the complainant in discerning next steps and identifying appropriate courses of action. To support this work, a Response Team may be convened. This team may include the chair (or designee) of the Racial Justice Committee, the chair (or designee) of the Personnel Committee, the general presbyter and/or stated clerk, the chair (or designee) of the Permanent Judicial Commission, and an at-large member of the Coordinating Commission.

The Presbytery of Mid-Kentucky is committed to fostering an environment in which racial discrimination, bias, and harassment are not tolerated. In alignment with this commitment, the Coordinating Commission, in consultation with the Racial Justice Committee, may appoint an investigative team to review reported incidents of racism or racial bias within the presbytery. Such incidents may include, but are not limited to, discrimination or bias in hiring, elections, appointments, financial disbursement, and funding decisions (including grants, loans, and mission support), as well as within the shared life of the presbytery.

Complaints must be submitted verbally or in writing to one or more of the following: the individual's immediate supervisor (if applicable), the general presbyter, the stated clerk, the chair of the racial justice committee or the chair of the Personnel Committee. A complainant may also seek assistance from individuals within or outside the Presbyterian Church (U.S.A.) in preparing and submitting a written complaint. Additionally, individuals retain the right to pursue redress through external agencies, including the Equal Employment Opportunity Commission, the Kentucky Commission on Human Rights, or the Kentucky Personnel Board.

When a supervisor, the general presbyter, the stated clerk, the chair of the racial justice committee or the chair of the Personnel Committee becomes aware of a complaint they shall promptly confer (unless one of them is the subject of the complaint) to determine next steps. A Cease-and-Desist Memorandum shall be issued to the respondent as appropriate, and the Personnel Committee and/or Commission on Ministry shall be notified as soon as possible to determine whether a formal investigation is warranted.

All information gathered during any review or investigation shall be treated with the highest level of confidentiality possible, consistent with the need to conduct a thorough and fair process.

7. Support for Congregations Made Up Mainly of People of Color: The presbytery will prioritize supporting congregations and worshipping communities made up mainly of people of color through dedicated financial grants (including help with salaried positions), leadership development, mentorship programs, etc. We will ensure that the voices, experiences, and spiritual needs of communities of color are centered in church life and ministry. We also commit to identifying and removing any institutional barriers that have historically limited the full participation of people of color in the life of the church.

8. Congregational Engagement with the Larger Community: Congregations and worshipping communities will be encouraged to actively engage in racial justice work within their larger communities. This may include actions such as partnering with other congregations and worshipping communities across racial/ethnic lines, cooperating with local racial justice organizations, advocating for legislative changes that promote equity, and providing educational forums on race and racism open to the wider community. The presbytery will allocate funding and resources to support congregations in these efforts.

9. Historical Truth-Telling: As part of our commitment to anti-racism, we will engage in truth-telling about the history of racism in our church and the broader community. This involves acknowledging the church's role in both perpetuating and resisting racism, and working toward reconciliation through educational events, memorials, and open dialogues about the past. Congregations and worshipping communities will be encouraged to explore the racial history of their local communities and confront any complicit roles in perpetuating racial injustice.

10. Inclusive Worship Practices: Worship planners are encouraged to reflect in worship services the diverse cultural expressions of faith found among the body of Christ. The Worshipful Work Committee in presbytery worship, will model resources and examples for churches to try. This includes incorporating hymns, prayers, and liturgies from various racial and ethnic traditions, so that worship can be a space where all people feel seen, heard, and valued.

11. Regular Policy Review: This Anti-Racism Policy will be reviewed every two years by the Racial Justice Committee. During this review process, we will seek feedback from clergy, staff, congregation, and worshipping community members, to assess the policy's effectiveness and identify areas for improvement. We will check with our partners on our effectiveness in community engagement. Updates and amendments will be made as necessary to respond to evolving challenges and contexts.

12. Measurable Outcomes: The Racial Justice Committee will review the presbytery’s progress on these measurable policy goals including but not limited to:

- Increase the percentage of people of color in leadership roles by a specified amount over the next five years
- Host a minimum of two anti-racist educational events per year
- Provide financial support and fund-raising assistance to the congregations/ministries of the Presbytery made up mainly by people of color
- Provide financial support to at least three community-based racial justice initiatives per year
- Increase the percentage of congregations/ministries that have developed and adopted their anti-racism policy and implemented anti-racism initiatives.

Conclusion: This policy is a living document, one that evolves as we continue to learn and grow in our understanding of racism and racial justice. We, as the Presbytery of Mid-Kentucky, commit to this journey with humility, dedication, and the conviction that true discipleship requires the dismantling of all forms of oppression, including racism. Guided by the gospel’s call to love and justice, we pledge to be a body of believers that not only denounces racism but actively works to eradicate it from our lives, our church, and our world.

Find resources at <https://facing-racism.pcusa.org/>

[1] The accountability and reporting process outlined in this antiracism policy is intended to provide both a journey of accompaniment and a pathway for addressing concerns. Individuals bringing forward a complaint will be supported through a process that may lead to educational engagement, restorative action, or, when appropriate, formal judicial review and resolution. This process is designed to align with existing presbytery policies.

**The Presbytery of Mid-Kentucky
Presbyterian Church (USA)
Child and Youth Protection Policy**

Jesus said, “Let the little children come to me, and do not stop them; for it is to such as these that the kingdom of God belongs.” (Matthew 19:14; Luke 18:16) We who lead children and youth as they grow in faith also have a responsibility to protect and care for them. The Mid-Kentucky Presbytery seeks to protect the adults who work with the young people in the church. The Education Unit of the Presbytery of Mid-Kentucky recommends the following guidelines and practices for the security, protection and care of children and youth, and the adults who work with them in ministry.

1. Adult workers will agree to background checks. The Mid Kentucky Presbytery has contracted with *Protect My Ministry* to provide background checks at a discounted price. Register at <http://www.protectmyministry.com/midkypres>. A list of available databases is attached to this document.
2. Adult workers will receive information and training regarding the safety and protection of the children and youth in their care. An excellent source for Youth Protection Training is available through the Boy Scouts of America at <https://myscouting.scouting.org>. Further information is available at <http://www.scouting.org/training/youthprotection.aspx>.
3. Two-adult leaders are required to attend all events. One-on-one contact is not permitted unless the adult and child/youth are in clear view of other adults and children/youth.
4. Respect for the privacy of children, youth, and adults is expected at all times unless the health and safety of the individual is at risk. Responsible use of digital devices is expected in all situations.
5. Attire that is appropriate for the occasion is to be worn by all participants.
6. At all times children, youth, and adults are expected to treat one another with love and respect, guided by Jesus’ words, “In everything do to others as you would have them do to you.” (Matthew 7:12)
7. Children and youth are encouraged to immediately tell an adult about any inappropriate situations.
8. Adults are expected to be alert to any situations that may place children and youth in danger. They are encouraged to establish a relationship of trust with the children and youth in their care. If inappropriate activities are reported, the adult will immediately give the information to the supervising adult.

Off-site Events

1. An adult will not travel off-site with one child/youth in a vehicle. When travelling at least three people, one adult and two young people, will travel together in a vehicle.
2. At overnight events all sleeping arrangements should be carefully considered. When possible, adults should normally sleep in separate rooms from children and youth.

MANDATORY REPORTING NOTE: There are mandatory reporting laws in the state of Kentucky for any crime committed against a person under the age of 18, all cases of domestic violence, and cases of abuse and neglect of persons over the age of 18 who are physically or mentally challenged. If you receive information regarding someone in one of these categories who has been sexually assaulted, or in any other way abused or neglected, you are legally obligated to report the incident to the Department of Community Based Services or law enforcement.

Further information about “Children and Youth Safety” is available through Guide One Insurance at <https://www.guideone.com/churches.htm> and at <https://www.safechurch.com>.

**The Presbytery of Mid-Kentucky
Presbyterian Church (USA)
Sexual Misconduct Policy**

INTRODUCTION: The Presbytery of Mid-Kentucky, in an effort to further the peace, unity and purity of the church through the prevention and remediation of sexual misconduct within the church, has developed the following policy. The structures and procedures for responding to allegations of sexual misconduct are mandated by the Book of Order (G-3.0106). This policy applies to all teaching elders and commissioned ruling elders of the presbytery. Others who serve the church, paid and volunteer, are under the jurisdiction of the session of the particular church.

PART I

MID-KENTUCKY PRESBYTERY TEACHING ELDER SEXUAL MISCONDUCT POLICY

THE PURPOSE OF THIS DOCUMENT: To define sexual misconduct by Teaching Elder members of Presbytery and to describe the procedures for reporting sexual misconduct to the Presbytery.

DEFINITION OF SEXUAL MISCONDUCT: Sexual misconduct in the Teaching Elder relationship is an abuse of authority and power, breaching Christian ethical principles by misusing a trust relationship to gain advantage over another for personal gratification in an exploitative and unjust manner. It is the comprehensive term used in this policy to include sexual abuse of children or adults, rape or sexual assault, and sexual harassment. Categories of sexual misconduct are described below.

1. Sexual abuse occurs whenever a person in a position of trust engages in a sexual act, sexual contact, or sexual behaviors with another person to whom he or she owes a professional responsibility. Such abuse shall include, but not be limited to, the following:
 - a. Sexual acts or sexual contact with a minor.
 - b. Sexual acts or sexual contact involving inducement, threat, coercion, force, violence, or intimidation of another person.
 - c. Sexual acts or contact between Teaching Elders and persons with whom they have a professional relationship. This includes consensual physical relationships. Sexual relationships even when consensual are not acceptable regardless of whether pastoral care is involved. The inherent imbalance of power between the Teaching Elder and a congregant undermines the validity of such consent.
 - d. Sexual acts or sexual contact with another person who is incapable of appraising the nature of the conduct or physically incapable of declining

participation in, or communicating unwillingness to engage in, that sexual act or sexual contact.

- e. Sexual acts or sexual contact arising from the administration to another person of a drug or intoxicant which substantially impairs the ability of that person to apprise or control the nature of the conduct.
 - f. Compelling another person to view child or adult pornographic media or websites.
2. Child sexual abuse includes, but is not limited to, any contact or interaction between a child under 18 years old and an adult when the child is being used for the sexual stimulation of the adult person or of a third person. The behavior may or may not involve touching. Child sexual abuse between an adult and a child is always considered forced whether or not consented to by the child. Child sexual abuse is a crime in all states and must be reported to civil authorities and the Stated Clerk of the presbytery. Anyone who knows or has reason to suspect that child abuse has occurred or is occurring is a mandated reporter under Kentucky law.
 3. Rape or sexual assault is a crime in every state and should be reported to civil authorities and to the Stated Clerk of the Presbytery.
 4. Sexual harassment includes any sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexually offensive nature when: a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or their continued status in an institution in either a professional or volunteer capacity; b) submission to or rejection of such conduct by an individual is the basis for employment decisions affecting that individual; or c) such conduct has the purpose or effect of unreasonably interfering with an individual's work or volunteer performance by creating an intimidating, hostile, or offensive working environment. Sexual harassment can consist of a single intense or severe act or multiple persistent or persuasive acts. Sexual harassment may include, but is not limited to:
 - a. sexually oriented jokes or humor.
 - b. sexually demeaning comments.
 - c. verbal suggestions of sexual involvement or sexual activity.
 - d. questions or comments about sexual behavior.
 - e. unwelcome or inappropriate physical contact.
 - f. graphic or degrading comments about an individual's physical appearance.
 - g. express or implied sexual advances or propositions.
 - h. display of sexually suggestive objects or pictures.
 - i. repeated requests for social engagements after an individual refuses.
 5. Sexual misconduct is never permissible. It is a violation of the principles set forth in Scripture as well as of Teaching Elder, pastoral, employment, and professional relationships. Sexual misconduct by a Teaching Elder violates the ordination vows of the Presbyterian Church (USA) and the Standards of Ethical Conduct for the Mid-Kentucky Presbytery.
 6. All Teaching Elder members of the presbytery shall attend training offered by the presbytery or another source satisfactory to the Commission on Ministry on the issues

of sexual misconduct. All candidates and inquirers of the presbytery shall attend a training offered by the presbytery or another source satisfactory to the Commission on Preparation for Ministry on the issues of sexual misconduct. Failure to attend such a training within one year of being received by the presbytery will result in the teaching elder member being placed on unpaid administrative leave and excluded from the exercise of ministry until such time as the training is attended. Such an administrative leave shall be automatic, requiring no further action by the presbytery. Boundary training is required by the Presbytery of Mid-Kentucky every three (3) years.

7. Whereas this policy addresses sexual misconduct by teaching elders and commissioned ruling elders, each congregation and organization in the presbytery is responsible for developing a policy for church professionals, officers, members, non-member employees, and volunteers which is consistent with this document.

PART II

RESPONSIBILITIES AND ROLES OF MID-KENTUCKY PRESBYTERY IN POLICY IMPLEMENTATION

1. Availability of policy and procedures
 - a. All teaching elders and commissioned ruling elders shall be given copies of the policy and be required to sign an acknowledgment of receipt.
 - b. This document shall also be available to all church members and to the public.
 - c. Presbytery employees shall receive this document as a supplement to the employee handbook.
 - d. This policy will be sent to every clerk of session upon request or when it has been updated. The policy will be available at all times on the presbytery's web site.
2. Management of allegations of sexual misconduct by teaching elders and commissioned ruling elders
 - a. Resource Documents: The responsibilities, structures and procedures for responding to allegations of sexual misconduct are mandated in part by the Book of Order, such as the roles of the Commission on Ministry and an Investigating Commission (see G-11.0502 and D-10.0200).
 - b. Liability and Insurance: The presbytery and its congregations shall annually obtain from their insurance agents, confirmation that their liability insurance policy covers sexual misconduct liability for its programs and activities.
 - c. Record Keeping: The presbytery will include in every employee's personnel file, including Teaching Elders, the application for employment, any employment questionnaires, reference responses, and other documents related to this policy including a signed receipt for receiving the sexual misconduct policy.

PRE-EMPLOYMENT SCREENING FOR PROSPECTIVE INCOMING TEACHING ELDER OR COMMISSIONED RULING ELDER

1. Reference Checks:

- a. Pre-employment screening includes specific questions related to previous complaints of sexual misconduct. The Presbytery reviews Sexual Misconduct Information of the Presbyterian Church (USA) Personal Information Form when interviewing persons seeking Teaching Elder calls.
- b. The general presbyter is responsible for making reference checks through the synod executive, mid-council leader, or other authorized persons to ascertain whether those persons have any history of sexual misconduct. The General Presbytery reports to the Commission on Ministry either that there was no reported sexual misconduct, or that the commission should inquire into reported sexual misconduct. A written record of conversations and correspondence with references will be kept in the teaching elder.
- c. The general presbyter or the stated clerk is obligated to give truthful information regarding complaints, inquiries, and administrative or disciplinary action related to sexual misconduct by the applicant.
- d. Applicants shall be given an opportunity to correct or respond to information regarding sexual misconduct obtained from a reference check.

2. Background Checks

- a. Pre-employment screening for prospective incoming Teaching Elders also includes a mandatory Criminal History Background Check performed by a private investigative firm which will access the misdemeanor and felony conviction records of courts in the United States. The criminal background check is based on the last seven years' residential history of the applicant.
- b. As part of the Commission on Ministry's clearance process, all prospective incoming teaching elders and commissioned ruling elders shall be required to sign a written consent and release form authorizing the criminal record background check. The Commission on Ministry will provide all prospective incoming teaching elders with a written disclosure that a criminal record background report will be requested. Only the general presbyter and the stated clerk shall order and review the criminal record background reports. The discovery of a criminal conviction will not automatically exclude the person from entry into the presbytery and work in its congregations. The use the presbytery makes of the criminal record background report will be determined on an individual case by case basis. The general presbyter and the Commission on Ministry will counsel both with the prospective teaching elder and the calling congregation where appropriate. At the same time, the Commission on Ministry will take with full seriousness the failure of incoming prospective teaching elders to volunteer critically important information regarding criminal history.
- c. The general presbyter and stated clerk shall ensure the confidentiality and appropriate retention of criminal record background reports.

- d. A teaching elder who claims that the information in the report is inaccurate, false or incomplete shall have the right to dispute it with the investigative firm.
- e. The Presbytery will follow all the steps set forth in the Fair Credit Reporting Act.

EDUCATION

Mid-Kentucky Presbytery has a commitment to offer, provide resources for, and to publicize educational opportunities to prevent sexual misconduct in the church. Boundary training is required by the Presbytery of Mid-Kentucky every three (3) years.

PART III

POLICY ON RESPONSE TO ALLEGATIONS OF SEXUAL MISCONDUCT BY TEACHING ELDERS

1. Known or suspected sexual misconduct by a Teaching Elder shall be reported to civil authorities and to the Stated Clerk.
2. Sexual abuse involving children and allegations of rape, sexual assault, or other misconduct that violates criminal law shall be reported to civil authorities and to the Stated Clerk.
3. In the event that an alleged incident of sexual harassment comes to the attention of the Clerk of Session, the Stated Clerk of the Presbytery will contact the accuser/victim and discuss the following alternatives:
 - a. The Session or employing agency level: referring the matter to the church session and/or personnel committee for their consideration and action.
 - b. The Commission on Ministry level: requesting an intervention by the Commission on Ministry or its representatives.
 - c. The Presbytery level: directly proceeding to the judicial process defined in the Book of Discipline.
4. Out of this conversation each participant shall determine the appropriate level of intervention and offer that view to the others.
 - a. If all parties (including the accuser and/or victim) believe alternative “a” should be the course of action, it shall be pursued.
 - b. If any one or more of the parties believes alternative “b” should be pursued, then “b” shall be pursued unless any one party or more believes alternative “c” should be pursued, then alternative “c” will be pursued.
 - c. Beginning with alternative “a” does not preclude shifting the approach to alternative “b” or “c” at a later time.
 - d. Alternative “c” does require the participation of the accuser/victim.
 - e. The accuser/victim can proceed to disciplinary process (alternative “c”) at any time he or she may choose independent of any other party.
5. Teaching Elders are subject to inquiry and discipline under the Book of Order Rules of Discipline. A final report, including any charges filed, and actions taken shall be made

by the Stated Clerk to the Presbytery. A copy of the report will be filed in the permanent personnel file of the accused.

6. A written complaint to the Stated Clerk alleging sexual misconduct by a Teaching Elder member of the Presbytery subjects that Teaching Elder to any policy on administrative leave in effect.
7. A Teaching Elder may make a written confession of misconduct without a victim's complaint to the Stated Clerk. The Clerk will proceed under the Book of Order Rules of Discipline.
8. The Presbytery will respect the rights of all parties involved: accusers, victims, accused, and an involved congregation. These rights include:
 - a. To be heard and taken seriously. From the time that sexual misconduct is reported, all persons shall receive immediate attention and serious consideration from those representing the Presbytery. A reasonable attempt to identify and to locate the victim(s) will be made in the case of self-accusal.
 - b. To be informed about church procedures with regard to the accusation. One member of the Commission on Ministry or the Permanent Judicial Commission will be the Presbytery contact for each party involved.
 - c. To obtain legal advice.
 - d. To be offered an advocate trained by the Commission on Ministry. While Mid-Kentucky Presbytery proceeds to deal with the accusation, the Presbytery has the responsibility to provide each party involved with moral support from an individual who is available to him or her or them.
 - e. To be assured that justice will be pursued through the procedures set forth in the Book of Order and this Policy.
 - f. To become engaged in work toward healing and reconciliation.
9. The Presbytery shall design a plan for provision of counseling or reimbursement of counseling fees for the victim(s) that involves presbytery, the victim's(s') insurance, the perpetrator, congregation, or its insurance for a reasonable period of time, up to a maximum of one year.

APPENDIX

Glossary of Terms

1. **Accused** is the person against whom a claim of sexual misconduct is being made.
2. **Accuser/victim** is the person claiming knowledge of sexual misconduct by a person covered by this policy. The victim is the person alleged to have been subjected to sexual misconduct by a person covered under this policy. The accuser may or may not have been the victim of the alleged sexual misconduct.
3. **Advocate** is a person trained by the Commission on Ministry in the issues of sexual misconduct and to provide support, and emotional and physical presence, to either the alleged victim(s) and their family, the accused, family members of the accused, or the

congregation involved in a sexual misconduct case. The advocate also provides clarification of the investigative process of the church and the judicial process of the church to the person(s) with whom he or she works. The role of an advocate is not to speak for the party for whom he or she is an advocate but to inform that party of his or her rights within the investigative process. The advocate shall not give advice regarding civil remedies. When requested by the party for whom she or he is an advocate, the advocate may accompany that person to meetings of Presbytery entities when that party is testifying.

4. **Mandated Reporter** is described by the laws of Kentucky as a person who is required to report any and all suspected incidents of child abuse, including child sexual abuse, that come to their attention.

**The Presbytery of Mid-Kentucky
Presbyterian Church (USA)
Parental Leave Policy**

1. Theological Grounding

God created us to be in relationship with one another. Human beings are nurtured in families where we care and are cared for at the most basic level, which equips us for life in the larger community. The Church recognizes the significance of family in the lives of its church personnel and seeks to be fair, reasonable and compassionate in all its dealings related to family. Scripture instructs us to honor those we call “father” or “mother” (Exodus 20:12), and to care for children, for such is “the Kingdom of God” (Mark 10:13-16). Therefore, it is the policy of the Presbytery of Mid-Kentucky and its member congregations to meet or exceed the following compensation terms regarding calls and covenants of Teaching Elders, Certified Christian Educators, and Commissioned Ruling Elders (hereafter referred to as “church professionals”) serving within the bounds when a child(ren) is added to their family through birth or adoption.

2. Parental Leave

To provide Sessions and/or congregations minimum standards for a church professional’s parental leave, parental leave of thirteen weeks (91 consecutive days) is to be included in all terms of call packages.

3. Parental Leave Guidelines

- a. When a church professional or professional’s spouse becomes pregnant, they shall customarily inform the session and/or congregation by the 24th week of the pregnancy. In the event of adoption, the church professional desiring to adopt shall customarily notify the session and/or congregation at least three months prior to the placement of the child.
- b. Parental leave of thirteen weeks (91 consecutive days) shall be granted to a church professional for a birth or adoption. The church professional shall receive full compensation and benefits during the parental leave. It is anticipated that individual churches will not feel limited by these requirements but will respond to the need for parental leave responsibly and generously.
- c. A church professional may use accrued vacation and/or sick leave to lengthen the parental leave, providing this information as soon as possible to the session and/or congregation.

4. Additional considerations:

- a. Study leave shall not be used for parental leave.

- b. Re-entry after parental leave may be negotiated on a full-time or part-time basis, with commensurate adjustments of compensation as agreed upon by the church professional, session, congregation and in consultation with the Commission on Ministry.
- c. If a church professional initiates dissolution of a call, or non-renewal of a contract within one year following parental leave any unused vacation time shall be credited against the leave.
- d. In the event of a late term miscarriage or stillbirth, a church professional should be granted at least half the parental leave s/he would have received.
- e. Church professionals who are serving the same congregation are both entitled to parental leave, which may be taken either simultaneously or sequentially.
- f. If the financial considerations surrounding parental leave of a church professional prove to be a hardship for the session and/or congregation, they should be in touch with the moderator of the Commission on Ministry and the general presbyter, who will seek ways to assist the session and/or congregation to make the parental leave possible.

**The Presbytery of Mid-Kentucky
Presbyterian Church (USA)
Conflict of Interest Policy and Matrix**

Our Presbyterian polity is built on a foundation of underlying trust. Our Book of Order states:

G-1.0102 The Fellowship of the Congregation

The polity of the Presbyterian Church (U.S.A.) presupposes the fellowship of women, men, and children united in covenant relationship with one another and with God through Jesus Christ. The organization rests on the fellowship and is not designed to work without trust and love.

Individuals elected by the Presbytery to serve on the committees, commissions or other elected entities of the presbytery are members of congregations within the presbytery's bounds. Presbytery staff are appointed to serve as resource persons for the commission. For purposes of this policy, elected members and appointed staff resource persons are referred to collectively as "members." In their election or appointment, the presbytery affirms its expectation and trust that each member will follow their conscience and act in accordance with scripture, the Book of Order, and their best discernment of the guidance of the Holy Spirit. It is understood that issues may arise in deliberations that grow from an individual minister of the Word and Sacrament commission member's ministry, from within the congregation where a commission member ruling elder holds membership, or where an elected member minister of the Word and Sacrament not holding an installed position in a local congregation may be affiliated.

Standards of Ethical Conduct for Mid-Kentucky Presbytery instruct all persons called to ministry within Mid-Kentucky Presbytery "to conduct all matters so that . . . conflict of interest and exploitation are avoided." (Presbytery of Mid-Kentucky Standards of Ethical Conduct, paragraph 2c.)

A conflict of interest exists when a person in a decision-making process has an interest, direct or indirect, that could reasonably be expected to compromise their judgment, decisions, or actions. Any concern regarding a conflict of interest may be directed to the moderator of the group to which they are involved or to the presbytery stated clerk.

Conflicts of interest within deliberations are inevitable. The matrix that follows provides a policy for elected and appointed leaders and members when determining whether it is appropriate for a particular member of the group to participate in its deliberations. This matrix is not intended to be all-inclusive but addresses common scenarios in group deliberations. Nothing in this matrix precludes a group member from seeking the

group’s guidance and assistance regarding difficulties and challenges within their own congregation or call. The presbytery commission, committee or other group may, at its discretion, invite its members affiliated with congregations under discussion to participate in conversation, without vote, when their input is deemed important to the group’s deliberations. Any member may absent themselves from discussion and from vote on any issue wherein they believe a conflict of interest exists for themselves or for a member of their family.

All members have equal vote in group decisions.

Circumstance	The commission member:
Member or their family have financial interest in the issue being considered.	May not be present for discussion or for the vote.
Member or their family are employed by or have employment interest (whether paid or unpaid) in the congregation/individual being discussed.	May not be present for discussion or for the vote.
Member is a non-member affiliate of the congregation being discussed.	May not be present for discussion or for the vote.
Member is a member of the congregation being discussed.	May not be present for discussion or for the vote.
Member with one of the acknowledged conflicts listed above has been invited by the group to share their perspective, when their input is deemed important to the group’s deliberations.	Beyond sharing their perspective as invited, the member may not be present for discussion or for the vote.

Definitions:

Family: Spouse, children, siblings, parents, in-laws, grandparents, and grandchildren.

Affiliate: A person who participates in the congregation’s worship and work but is unable, due to membership in the presbytery, to become a member.

Commission member: Ruling elders and ministers of the Word and Sacrament elected to serve on the commission and Presbytery staff who resource the commission.

**The Presbytery of Mid-Kentucky
Presbyterian Church (USA)
Investment Policy**

1. Purpose:

The Finance Committee of Mid Kentucky Presbytery is charged in the presbytery's Manual of Operations and Standing Rules November 3, 2018, in section 7.2.2. a: to coordinate all fiscal matters for the presbytery.

According to the Standing Rules of Mid Kentucky Presbytery, The Coordinating Commission "oversees the work of each programmatic standing committee." The Finance Committee shall direct the investment of all funds held by the presbytery, having as its objective the safety and productivity of the funds. The Finance Committee shall exercise Christian social responsibility through its investment policy.

2. Definitions:

Growth Investment:

A fund or portfolio that seeks to provide capital appreciation by investing primarily in stocks of companies believed to offer above average growth potential. This fund or portfolio may invest in large, medium or small companies.

Value Investment:

A fund that seeks to enhance the inflation adjusted value of the assets and to provide stable and increasing earnings. This portfolio will typically invest in larger companies that produce increasing dividends.

Fixed Income

A fund that seeks to maximize cash income while preserving the principal. This portfolio will consist of fixed income instruments including but not limited to corporate bonds, US treasury bills, notes, and bonds, real estate investment trusts, foreign government and corporate debt, and preferred stocks.

Socially Responsible Investment

A socially responsible investment is a commitment of financial resources which is made for a purpose other than its monetary return to the investment portfolio of the presbytery.

3. Ethical Guidelines:

The Finance Committee recognizes that the presbytery's primary ministry is to serve Jesus Christ by assisting its member churches and ministers in answering and following God's call through mission, education, congregational development, worship, prayer and stewardship.

In Mid Kentucky Presbytery's Standing Rules Appendix 3, Standards of Ethical Conduct IB, The Presbyterian Context reads "Basic to Reformed and Presbyterian understanding of Christian discipleship is faithfulness to personal and communal

ethics, integrity and discipline in life and doctrine. This faithfulness is exercised through the decisions of the councils of the church: Sessions, Presbyteries, Synods and General Assembly. It is shaped by reference to standards set forth in Scripture, the advocacy of the Holy Spirit, the accumulated wisdom of the people of God, a critical examination of societal thought and practice in the light of the Gospel, and an awareness that God alone is Lord of [the] conscience.” We agree with Jesus’ words “For where your treasure is, your heart will be also.” *Matthew 6:21*

The presbytery recognizes its connection with the Presbyterian Church (U.S.A.) and its responsibility to follow General Assembly guidelines and the *Book of Order*. Therefore, the Finance Committee will use its best judgment in assessing how Christian ethical principles might be applied to the presbytery’s investments.

In carrying out its responsibility to manage the presbytery’s investments, the Finance Committee is guided by a theology of stewardship to use the resources of the presbytery for empowering God’s ministry within the geographical bounds of the presbytery and beyond.

The Finance Committee will supplement its own investment guidelines with this additional ethical guideline:

- a) We will follow Mission Responsibility through Investment guidelines and/or recommendations from the office of Faith-based Investing and Corporate Engagement.

4. Investment Objectives:

The Finance Committee shall manage the investment funds or portfolios, which could include a growth fund or portfolio, a value fund or portfolio, and a fixed income fund or portfolio as described below. The Finance Committee may engage the services of an independent investment advisor or portfolio manager as it deems appropriate, to advise, direct, and prescribe investments for the presbytery’s funds. The Finance Committee may give the investment advisors or portfolio managers discretion in the selection of securities within the parameters of this policy.

5. Investments:

Investments may be made by portfolio managers and investment advisors in the following categories: U.S. common stock, American Depository Receipts (ADR’s), preferred stock, convertible stock, corporate bonds, debt securities issued or guaranteed by the U.S. government, its agencies, or instrumentalities, asset-backed securities, mortgaged backed securities, certificates of deposit, short term loans to banks, and short-term money market instruments. Investments may not be made in margin purchases, hedging, short sales, options, commodities, oil, gas or mineral leases, mineral rights royalty, contracts, letter stock purchases, privately placed securities, real estate mortgages, leasebacks, land loans, cryptocurrency or equity real estate.

The Finance Committee may pursue other investments not specifically excluded in this section it considers appropriate for the presbytery’s funds. Such investments may take various forms: e.g., equity, loans, fund deposits, loan guarantees, etc.

6. Diversification:

Investments shall be diversified geographically, across industries, and business sectors. International investments shall be diversified across political regions, with particular attention paid to the political stability of the governing bodies and the region.

7. Restrictions:

Total investment in any company shall not exceed 10% of the total market value of the presbytery's assets. No more than 25% of the presbytery's funds may be designated as socially responsible investments.

8. Supervision:

- a. The Finance Committee shall have direct responsibility for the oversight and management of all funds, and for the establishment of investment policies and procedures.
- b. The Finance Committee will review the asset allocation of the funds annually and ensure that the investment targets are being met.
- c. The Finance Committee shall have the power to recommend to the Coordinating Commission or presbytery to engage or discharge investment managers, advisors, custodians, or other fiscal agents.
- d. The performance of the investment managers shall be reviewed annually by the Finance Committee, or the Management Sub-Committee appointed by the Finance Committee.
- e. The Finance Committee shall solicit proposals from other firms/financial managers as necessary to ensure that the money is being invested in the most prudent and efficient manner.

9. Amendments:

This policy can be amended or replaced by a majority vote by the Finance Committee approval of the Presbytery of Mid Kentucky, or a committee/commission delegated for that purpose of the presbytery. The Investment Policy shall be reviewed at least annually by the Finance Committee.

The Presbytery of Mid-Kentucky Presbyterian Church (USA) Policy for Churches Being Dissolved

Mid-Kentucky Presbytery bears witness to the wisdom of Ecclesiastes when it reminds us that “to everything there is a season and a time for every purpose under heaven...a time to be born and a time to die.” When a particular congregation of the presbytery reaches its time and contemplates dissolution, we affirm

- that property of particular churches is held in trust for the whole denomination in accordance with G-8.0201 and with the applicable portions of the Commonwealth of Kentucky Corporation Law.
- the Presbytery’s responsibility to preserve the witness and resources of the Presbyterian presence of the past and the future.
- our abiding commitment to reconciliation and continued healthy relationships between the Presbytery and our congregations.
- we are all responsible for each other’s well-being and that the primary approach to the congregations within our bounds should be positive, pastoral, and spiritual to strengthen the relationships one to another.

A particular church may ask the Presbytery to be dissolved (G-3.0303b, e G-4.0204m 4.0205, 4.0206a.) A church may also ask the presbytery to assist the church as the church contemplates dissolution.

When a church is contemplating dissolution, the Committee on Ministry will assign a three-person team. The three-person team will give this policy to the congregation as early in the process as possible and meet with the pastor and session. Presbytery will take the lead on educating the congregation about the process.

When the decision for dissolution has been made or seems likely, the Presbytery will appoint an Administrative Commission in accordance with G-3.0303b with original jurisdiction over the session of the church being dissolved. The Administrative Commission’s task is to facilitate the work of closing the congregation. The Administrative Commission acts with the full authority of the session, on behalf of the Presbytery, until dismissed by the Presbytery.

The Administrative Commission will consist of:

- at least two members chosen by the Committee on Ministry;
- one member from the Finance Committee;
- ordinarily the pastor or the equivalent;
- and ordinarily at least one ruling elder from the church.

The members of the Administrative Commission will be voted on by the presbytery.

A congregational meeting will ordinarily be held to vote on the dissolution. When feasible, a member of the Administrative Commission will attend the final congregational meeting.

The Administrative Commission should do the following:

- A. Care for Church Employees
 - 1. Plan for staff departures including addressing severance pay and payroll liabilities
 - 2. Ensure appropriate government forms are submitted include completing annual forms (like W2,W3; and for W9 Contract employees, a 1099)
 - 3. File end of quarter reports (many of these forms have a box for noting if this is the final pay period)
 - 4. Report any employee severance packages to appropriate entities like the Board of Pensions, IRS, etc.

- B. *Ensure the Pastoral Care of the Former Congregation:*
 - 1. Work with the former Session to determine the details of the closure as appropriate.
 - 2. Ensure the provision of pastoral care for the former members of the congregation.
 - 3. Plan appropriate celebrations of the church's history and ministry, including a final worship service.
 - 4. Contact community groups (if any) using the building to determine their needs.
 - 5. Assist former members to find new church homes.

- C. *Deal with Records:*
 - 1. Provide the Stated Clerk with a list of members not transferred to another church after the official date of dissolution.
 - 2. Obtain all original church records (minutes, rolls and registers) and provide them to the Stated Clerk.
 - 3. Deliver all historically important documents, photographs, etc. to the Stated Clerk.

- D. *Handle Legal Matters:*
 - 1. As quickly as possible, obtain a Quit Claim Deed from the Trustees of the church to Mid-Kentucky Presbytery.
 - 2. This needs to be done while there still are Trustees to sign such a document. If necessary, some, or all, of the Administrative Commission members can be elected by the last Trustees to be the new Trustees of the church. By law, however, even after the church corporation is dissolved, the last Trustees remain in office to perform the duties necessary to wind down the corporation.
 - 3. Check the Secretary of State's website to assure the corporation is in good standing (all required filings have been made) and to determine its full proper corporate name and the names and addresses of the duly elected officers.
 - 4. Review any potential sources of legal liability, including known past sexual misconduct, accidents, debts, liens, etc.
 - 5. Check the local property records to provide preliminary information about the proper legal title and legal description for the subject church property. This is not the same as a title search but it is necessary minimal due diligence in the event the Administrative Commission decides to sell the property. Ultimately, the Administrative Commission may have to obtain a title policy.
 - 6. Dissolve the legal corporation once all property has been transferred, accounts transferred to Mid-Kentucky Presbytery, etc.

E. Security Matters:

1. Get all keys and codes to access church properties and possessions (safe, PO Box, buildings, manse). Get all usernames and passwords for website, social media accounts, computers, bank accounts, email addresses, etc.
2. Place notices on the website, social media accounts, email, answering machine, outdoor signage, etc. of the church's new status.
3. Get contact information for service providers such as groundskeeping, air conditioning, heating, plumbing, etc.
4. Review all insurance policies - including hazard, liability, flood, and automobile insurance.
5. Get the property of the dissolved congregation onto the Presbytery's insurance then cancel the former congregation's policy.
6. Appoint a property supervisor to check periodically on the building (for break-ins, vandalism, etc.)
7. Determine if all keys have been returned and if locks should be changed.

F. Financial Matters:

1. List items which could be offered to other congregations, new church developments, Cedar Ridge Camp or some other mission entity.
2. List items of nostalgic interest to members of the church (such as memorials) which could be given or sold to church members.
3. List items to be sold to church members.
4. List items to be sold to the general public in a yard sale.
5. Change bank accounts, investment accounts, etc. to Administrative Commission's control by changing signatories.
6. Review all existing contracts-including telephone, cell phone, internet, advertising, yellow pages, lawn, maintenance contracts, etc. and cancel unneeded services.
7. Review finances for leases or other encumbrances that need to be considered prior to the possible sale of the property. This review may include but is not limited to short-term leases/contract for building use of under 5 years (which do not require approval of presbytery), as well as longer-term agreements exceeding 5 years (which require presbytery approval). Types of leases/contracts may include leasing the steeple for cellphone antenna placement, preschools, etc.
8. List all vehicles owned by the church and secure them from use until disposed.
9. Gather and review the church's complete financial records.
10. Gather all bank accounts, checkbooks, credit card, and other financial statements and records - including those maintained by organizations within the church (Sunday School, Presbyterian Women, etc.).
11. Gather all investment account records and electronic access—including endowment funds, stocks and bonds owned by the church.
12. Determine if there are any limitations placed upon the use of funds by terms of bequests.
13. Determine if there are any bequests outstanding or in probate.
14. Review all debts - including credit cards, lines of credit, automobile loans, loans to church members, etc. and ascertain whether MKP is liable for any portion of the debt.

15. After all bills and debts are paid, transfer all remaining funds to the Presbytery of Mid-Kentucky.
- 16. Encourage the closing church to suggest a usage for at least 10% but not more than \$500,000 of financial proceeds so they feel they have a legacy.**

G. Determine the disposition of the property:

1. Consider conducting a community needs assessment to see if it is fiscally responsible for the property to still serve Jesus Christ another way, such as a New Worshiping Community.
2. Make plans to sell the property. This requires the approval of the Presbytery.
3. Determine the disposition of items like crosses, stained glass, etc.
4. Make arrangements for lawn care/property upkeep/security while the building is unused.

H. If a determination is made to sell the property:

1. Facilitate an appraisal of the property.
2. Evaluate what utilities need to remain turned on until disposition of the building.
3. The Board of Trustees/Finance Committee must implement any/all conveyances of real property and/or remaining other property. The Presbytery should be the “successor in interest” to the congregation.

I. Once final determinations have been made and the work of the Administrative Commission is completed, report on the dissolution to the Presbytery, and request the dissolution of the Administrative Commission. This report may include:

1. A history of the congregation and its ministries
2. Timeline and summary of the actions of the Administrative Commission
3. The disposition of the real property
4. Once dismissed, the Administrative Commission shall submit its minutes, membership rolls and other records to the Stated Clerk for archiving.

**The Presbytery of Mid Kentucky
Presbyterian Church U.S.A.
Finance Committee
May 18, 2026**

We are sharing with you today the reports from the end of the first quarter of 2026. These include the Shared Mission/Per Capita report, the Budget V Actuals, and the Balance Sheet. The Finance Committee has met several times this year. We were excited to welcome our new General Presbyter as well as two new members, Liza Hendricks, and Brian Cabbage. We want to extend our thanks to Susan Barnes who faithfully served on this committee for six years and greatly appreciate her recording the minutes from our meetings. Our former chair, Steve Makela, is continuing on for a time, aiding the committee in transition and working on some special projects.

The year has started off well, as expected, as expenses have been in line with what was forecast. The Budget V Actual report reflects both the budget that was adopted in November and the General Presbyter contract adopted in December.

Our Shared Mission/Per Capita report reflects several churches who have either begun Shared Mission support or increased their pledge in 2026. We want to thank all those congregations that continue to support the mission and ministry of Mid-Kentucky Presbytery. If your church has not yet reported, we encourage you to do so now.

The Committee met with representatives of New Covenant Trust who manage our investments. We have seen growth over the past year in our investments with results that are very close to market results. Investments for Mid-Kentucky Presbytery follow the PC(USA)'s Mission Responsibility Through Investment guidelines ensuring that the investments are made in companies that are aligned with our values. The most recent numbers from the funds do reflect a marginal increase for the year, though that continues to fluctuate.

The Committee met with Dr. Angela Johnson from Grace Hope Presbyterian Church in February. The committee continues to support the church's efforts to develop some of their land for affordable senior housing. Angela provided an update and is making progress in keeping the project moving forward.

The Committee met Bryce Wiebe from Goodness Grows in April. Bryce presented an overview of the ministry and the progress he has made in getting this project off the ground.

March 31, 2026

MKP 2026 Shared Mission Support and 2026 Per Capita

PIN	CHURCH	Memb as of 12/24	<u>2025 SMS PLEDGED</u>	<u>2025 SMS PAID</u>	<u>2025 SMS RECEIVABLE</u>	<u>2026 SMS PLEDGED</u>	<u>2026 SMS PAID</u>	<u>2026 SMS RECEIVABLE</u>	<u>2026 PER CAPITA ASSESSED</u>	<u>2026 PER CAPITA PAID</u>	<u>2026 PER CAPITA RECEIVABLE</u>
9898	Anchorage	282	\$15,390.13	\$15,390.12	\$0.01	\$21,795.34	\$7,265.12	\$14,530.22	\$7,650.66	\$7,650.66	\$0.00
9899	Bardstown First	17			\$0.00			\$0.00	\$461.21		\$461.21
9900	Bardstown Road	78	\$7,000.00	\$7,000.00	\$0.00	\$7,000.00		\$7,000.00	\$2,116.14	\$2,116.14	\$0.00
9901	Beechmont	45	\$500.00	\$500.00	\$0.00	\$500.00	\$500.00	\$0.00	\$1,220.85	\$1,220.85	\$0.00
9902	Bethel First	124	\$7,000.00	\$7,000.00	\$0.00	\$7,000.00		\$7,000.00	\$3,364.12		\$3,364.12
9904	Beulah	112	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00	\$249.94	\$750.06	\$3,038.56	\$552.56	\$2,486.00
9905	Big Spring-Bloomfield	10			\$0.00			\$0.00	\$271.30	\$271.30	\$0.00
9907	Briargate	40	\$1,200.00	\$1,200.00	\$0.00	\$1,000.00		\$1,000.00	\$1,085.20		\$1,085.20
3055	Central	115	\$15,075.00	\$13,575.00	\$1,500.00	\$13,000.00		\$13,000.00	\$3,119.95	\$3,119.95	\$0.00
3093	Columbia Union	13			\$0.00			\$0.00	\$352.69		\$352.69
11944	Covenant Community	14	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00		\$2,000.00	\$379.82		\$379.82
9911	Crescent Hill	73	\$2,500.00	\$2,500.00	\$0.00	\$2,000.00		\$2,000.00	\$1,980.49		\$1,980.49
3100	Ebenezer	90			\$0.00			\$0.00	\$2,441.70	\$2,441.70	\$0.00
9913	Elizabethtown First	86	\$2,000.00	\$2,000.00	\$0.00	\$2,068.00	\$2,068.00	\$0.00	\$2,333.18	\$2,333.18	\$0.00
9914	Eminence First	12			\$0.00			\$0.00	\$325.56		\$325.56
3056	Fourth	79	\$400.00	\$400.00	\$0.00	\$400.00	\$100.00	\$300.00	\$2,143.27		\$2,143.27
3010	Frankfort First	142			\$0.00	\$2,500.00	\$2,500.00	\$0.00	\$3,852.46	\$3,852.46	\$0.00
9918	Glasgow First	75	\$500.00	\$500.00	\$0.00	\$500.00	\$500.00	\$0.00	\$2,034.75	\$2,034.75	\$0.00
3057	Grace Hope	42	\$600.00	\$600.00	\$0.00	\$600.00	\$600.00	\$0.00	\$1,139.46	\$1,139.46	\$0.00
3099	Greensburg	37			\$0.00	\$500.00	\$500.00	\$0.00	\$1,003.81	\$1,003.81	\$0.00
9920	Harvey Browne	473	\$45,000.00	\$45,000.00	\$0.00	\$45,000.00		\$45,000.00	\$12,832.49	\$3,208.13	\$9,624.36
9921	Hebron	113			\$0.00			\$0.00	\$3,065.69		\$3,065.69
9922	Highland	708	\$59,720.00	\$59,720.00	\$0.00	\$60,000.00		\$60,000.00	\$19,208.04	\$19,208.04	\$0.00
9923	Hopewell	42	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00		\$1,000.00	\$1,139.46	\$1,139.46	\$0.00
7692	John Knox	36	\$400.00	\$400.00	\$0.00	\$400.00	\$400.00	\$0.00	\$976.68	\$976.68	\$0.00
11471	Lagrange	65			\$0.00			\$0.00	\$1,763.45	\$500.01	\$1,263.44
10895	Louisville Korean	33		\$1,000.00	-\$1,000.00	\$6,000.00	\$1,000.00	\$5,000.00	\$895.29	\$895.29	\$0.00
11992	Louisville Tiawanese	20	\$500.00	\$500.00	\$0.00	\$500.00	\$500.00	\$0.00	\$542.60	\$542.60	\$0.00
PIN	CHURCH	Memb as of 12/24	<u>2025 SMS PLEDGED</u>	<u>2025 SMS PAID</u>	<u>2025 SMS RECEIVABLE</u>	<u>2026 SMS PLEDGED</u>	<u>2026 SMS PAID</u>	<u>2026 SMS RECEIVABLE</u>	<u>2026 PER CAPITA ASSESSED</u>	<u>2026 PER CAPITA PAID</u>	<u>2026 PER CAPITA RECEIVABLE</u>
9929	Munfordville	16			\$0.00			\$0.00	\$434.08	\$434.08	\$0.00
9930	Okolona	27	\$50.00	\$50.00	\$0.00	\$50.00		\$50.00	\$732.51		\$732.51
9525	Patteson Memorial	10			\$0.00			\$0.00	\$271.30	\$271.30	\$0.00
151535	Peace	54	\$750.00	\$750.00	\$0.00	\$750.00	\$750.00	\$0.00	\$1,465.02	\$1,465.02	\$0.00
3065	Pewee Valley	148	\$10,500.00	\$11,375.00	-\$875.00	\$10,500.00	\$2,625.00	\$7,875.00	\$4,015.24	\$4,015.24	\$0.00

March 31, 2026

MKP 2026 Shared Mission Support and 2026 Per Capita

9932	Portland Avenue	22			\$0.00			\$0.00	\$596.86		\$596.86
11470	Radcliff	15	\$500.00	\$ 500.00	\$0.00	\$500.00	\$500.00	\$0.00	\$406.95	\$406.95	\$0.00
9935	Second	1179	\$40,000.00	\$40,000.00	\$0.00	\$40,000.00	\$10,000.00	\$30,000.00	\$31,986.27	\$31,986.27	\$0.00
10183	Shawnee	20			\$0.00			\$0.00	\$542.60		\$542.60
9937	Shelbyville First	93	\$1,000.00	\$ 1,000.00	\$0.00	\$1,000.00		\$1,000.00	\$2,523.09	\$2,523.09	\$0.00
9917	South Frankfort	188	\$2,000.00	\$ 2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$5,100.44	\$1,275.11	\$3,825.33
9938	Springdale	200	\$13,000.00	\$ 13,000.00	\$0.00	\$13,000.00	\$3,250.00	\$9,750.00	\$5,426.00	\$5,426.00	\$0.00
15051	Springfield	73			\$0.00			\$0.00	\$1,980.49	\$1,980.49	\$0.00
9940	Strathmoor	41	\$2,000.00	\$ 2,000.00	\$0.00	\$2,000.00		\$2,000.00	\$1,112.33	\$1,112.33	\$0.00
9941	Trinity	115	\$600.00	\$600.00	\$0.00	\$600.00		\$600.00	\$3,119.95		\$3,119.95
3104	United	45			\$0.00			\$0.00	\$1,220.85	\$1,220.85	\$0.00
9944	Westwood	31			\$0.00			\$0.00	\$841.03	\$841.03	\$0.00
	Totals:	5253	\$232,185.13	\$232,560.12	-\$374.99	\$245,163.34	\$35,308.06	\$209,855.28	\$142,513.89	\$107,164.79	\$35,349.10

Presbytery of Mid-Kentucky
Balance Sheet
As of March 31, 2026

	Total	
	As of Mar 31, 2026	As of Mar 31, 2025 (PY)
ASSETS		
Current Assets		
Bank Accounts		
100400 US Bank Checking	-45,036.35	59,515.49
100400.01 G. Grows Insurance Claim Receipts	374,222.48	
Total 100400 US Bank Checking	\$ 329,186.13	\$ 59,515.49
100500 US Bank Money Market	408.82	408.70
100700 US Bank MM-Reserve Funds	83,577.55	83,690.72
100800 US Bank CD	75,000.00	75,000.00
Total Bank Accounts	\$ 488,172.50	\$ 218,614.91
Other Current Assets		
120000 Undeposited Funds	150.00	150.00
130000 Designated Funds		
130100 Presbytery Loan Fund	310,690.66	233,003.38
130110 Presbytery Reserve Fund	280,161.27	261,395.04
130120 Restricted Fund - Edwards Fund	61,337.24	60,835.49
130130 Donor Rest. Fund - Hampton Mem.	2,741.21	1,869.96
130140 Donor Rest. Fund - PYC Fund	39,547.78	42,295.86
130150 Donor Rest. Fund - Quissenberry	146,252.85	140,304.83
130160 Presb Schol. Fnd for Retired	32,871.43	28,966.40
130200 Presb Desig - Meadowview Legacy	2,440,325.63	2,384,709.33
130220 Presb. NCD & Revital Fund	513,771.30	584,283.34
Total 130000 Designated Funds	\$ 3,827,699.37	\$ 3,737,663.63
Total Other Current Assets	\$ 3,827,849.37	\$ 3,737,813.63
Total Current Assets	\$ 4,316,021.87	\$ 3,956,428.54
Fixed Assets		
150100 Land - Cedar Ridge Camp	9,300.00	9,300.00
150200 Office Furniture & Equip	83,366.00	83,366.00
150300 Bldg & Leasehold Impr-Cedar Rdg	100,000.00	100,000.00
150400 Equip & Auto-Cedar Ridge Camp	196,054.00	196,054.00
150500 New Goshen PC Property	970,000.00	970,000.00
150900 Accum Depreciation	-379,420.00	-379,420.00
Total Fixed Assets	\$ 979,300.00	\$ 979,300.00
Other Assets		
170000 Loans Receivable		
170100 Loan Rec-Beechmont PC	29,134.36	35,738.44
170900 Loan Receivable - Westwood PC	9,678.50	14,595.50

170910 Loan Receivable - Eminence 1st	0.00	17,570.00
170915 Loan Rec-Cedar Ridge Camp	75,000.00	100,000.00
Total 170000 Loans Receivable	\$ 113,812.86	\$ 167,903.94
Total Other Assets	\$ 113,812.86	\$ 167,903.94
TOTAL ASSETS	\$ 5,409,134.73	\$ 5,103,632.48

LIABILITIES AND EQUITY

Liabilities

Current Liabilities

Accounts Payable

200000 Accounts Payable 145.53 1,165.53

Total Accounts Payable \$ 145.53 \$ 1,165.53

Other Current Liabilities

210000 Prepaid Per Capita -710.72 -710.72

230000 Payroll Liabilities 0.00 0.00

230040 Lou City Res W/H 0.00 658.50

230042 Louisville City - Minister -5.94 217.03

230045 Lou City Non Res W/H 0.00 191.64

230065 Section 125 Treasurer 138.79 113.77

230070 Section 125 - OM -407.60 -2,475.00

Total 230000 Payroll Liabilities -\$ 274.75 -\$ 1,294.06

Total Other Current Liabilities -\$ 985.47 -\$ 2,004.78

Total Current Liabilities -\$ 839.94 -\$ 839.25

Total Liabilities -\$ 839.94 -\$ 839.25

Equity

300000 Opening Balance Equity 120,822.98 120,822.98

320000 Designated Accounts

320001 Desig-2019 Synod Youth Event 1,655.68 1,655.68

320100 Designated Fund - NCD & Revital 511,771.30 582,283.34

320114 Designated-Triennium 0.00 6,000.00

320209 Desig - Meadowview Legacy 2,440,325.63 2,384,709.33

320212 Desig-Synod Tech Grant 1,053.67 1,053.67

320221 Designated-Goodness Grows Insurance Claim 378,078.97

320225 Desig-Jentes PR Calvin PC 790.16 790.16

320265 Desig-Calvin PC Legacy Funds 39,805.47 46,805.47

320290 Designated Okolona PC Payroll -90.67 2,420.92

320305 Designated Cres Hill Payroll -12,915.93 -13,069.39

320315 Desig-CCC Payroll -106.05 -3,774.99

320320 Desig-Shawnee PC Payroll -9,077.01 -4,729.44

Total 320000 Designated Accounts \$ 3,351,291.22 \$ 3,004,144.75

320200 Temp Restricted Fund Balance 0.00 0.00

240180 Restr-Peacemaking Pby Share 1,865.09 1,192.03

240190 Restr-Pby Share Centsability 2,004.32 1,562.14

240435 Restr-DePART 4,230.82 4,230.82

310110 Restr-Hygiene Kit Project	247.97	-52.03
320103 Rest-Retired Ministers	32,624.80	28,966.40
320105 Restr-Hampton Mem	2,291.21	1,869.96
320106 Restr-Edwards Scholarship	61,337.24	60,835.49
320107 Restr-Quissenberry Scholarship	134,356.99	128,902.23
320108 Restr-PYC	39,547.78	42,295.86
320109 Restr-Hispanic Diaconal Fund	10,685.46	0.00
320110 Restr-Meadowview Draw Excess	23,295.11	37,439.80
320115 New Church Development Draw Excess	46,594.17	46,594.17
320235 MM Calvin Funds	186,166.08	186,166.08
Total 320200 Temp Restricted Fund Balance	\$ 545,247.04	\$ 540,002.95
320300 Perm Designated Fund Bal	5,000.00	5,000.00
390000 Retained Earnings	1,398,281.07	1,369,996.27
Net Income	-10,667.64	64,504.78
Total Equity	\$ 5,409,974.67	\$ 5,104,471.73
TOTAL LIABILITIES AND EQUITY	\$ 5,409,134.73	\$ 5,103,632.48

Note

*Realtor's estimate of current (2018) Cedar Ridge property value is \$850,000□

Fund Descriptions:□

Loan Fund: From churches that surrendered property, and gifts from churches. □

Principal and interest on loans goes back to Loan Fund□

Reserve Fund: Funded by assets transferred here for budgetary and future needs□

Edwards Fund: Founded in honor of Ernest ""Camp"" Edwards for college-bound students from the Smoketown area□

Hampton Mem. Fund: Founded in memory of Rev. Steve Hampton, for counseling MKP members□

PYC Fund: Founded in memory of Rev. Dick Dolin, to provide the youth of MKP with extra □

financial resources for events and training□

Quissenberry Fund: Founded to provide scholarships for those training for the ministry of Teaching Elder□

Retired Ministers: Income received from the Hutchison Memorial Trust, scholarships for Retired members□

Meadowview Legacy: Funds from sale of Meadowview PC property□

NCD & Revitalization Fund: Funds for New Church Development and Revitalization□

Ukirk: U of L college student outreach ministry□

Peacemaking: Share of Peacemaking offering - grants made for Peacemaking purposes□

Centsability: Share of Centsability Offering - grants made for hunger-related projects□

Thursday, Apr 16, 2026 08:41:57 AM GMT-7 - Accrual Basis

Presbytery of Mid-Kentucky
Budget vs. Actual
January - March, 2026

	Total				% of Budget
	Actual	Budget	over Budget	Remaining	
Mission Income					
400100 Shared Mission Support	0.00	0.00	0.00	0.00	
400110 SMS-Presbytery	30,011.86	199,750.00	-169,738.14	169,738.14	15.02%
400120 SMS-PCUSA	3,530.81	23,500.00	-19,969.19	19,969.19	15.02%
400130 SMS-SYNOD	1,765.39	11,750.00	-9,984.61	9,984.61	15.02%
Total 400100 Shared Mission Support	\$ 35,308.06	\$ 235,000.00	-\$ 199,691.94	\$ 199,691.94	15.02%
400200 Per Capita	0.00	0.00	0.00	0.00	
400210 Per Capita-Presbytery	47,677.59	63,403.71	-15,726.12	15,726.12	75.20%
400220 Per Capita-PCUSA	43,766.10	58,203.24	-14,437.14	14,437.14	75.20%
400230 Per Capita-SYNOD	15,721.10	20,906.94	-5,185.84	5,185.84	75.20%
Total 400200 Per Capita	\$ 107,164.79	\$ 142,513.89	-\$ 35,349.10	\$ 35,349.10	75.20%
400320 Special Offerings PC(USA)	4,786.50	0.00	4,786.50	-4,786.50	
400400 Peacemaking Income	0.00	0.00	0.00	0.00	
400420 Peacemaking-PCUSA	1,011.88	0.00	1,011.88	-1,011.88	
400430 Peacemaking-SYNOD	253.06	0.00	253.06	-253.06	
Total 400400 Peacemaking Income	\$ 1,264.94	\$ 0.00	\$ 1,264.94	-\$ 1,264.94	
410120 Preston Hwy. Hispanic Ministry	3,050.00	6,000.00	-2,950.00	2,950.00	50.83%
410135 Preston Hwy M-View Income	9,282.50	0.00	9,282.50	-9,282.50	
Total 410120 Preston Hwy. Hispanic Ministry	\$ 12,332.50	\$ 6,000.00	\$ 6,332.50	-\$ 6,332.50	205.54%
410125 Preston Hwy Program Contributions	2,425.00	0.00	2,425.00	-2,425.00	
420000 Other Income		0.00	0.00	0.00	
420130 Calvin donation to MKP Program Budget		31,012.35	-31,012.35	31,012.35	0.00%
420200 Misc contributions	10.00	0.00	10.00	-10.00	
420500 Hampton Memorial Contribution	150.00		150.00	-150.00	
420760 Reserve Fund Transfer		40,000.00	-40,000.00	40,000.00	0.00%
420800 Worship Offering	2,354.00	0.00	2,354.00	-2,354.00	
420995 CG&T Draw		2,000.00	-2,000.00	2,000.00	0.00%
495955 Meadowview Transfer		0.00	0.00	0.00	
495155-15 M-view Preston Hwy Draw		37,129.32	-37,129.32	37,129.32	0.00%
495955-01 C. Community		19,500.00	-19,500.00	19,500.00	0.00%
495955-02 Grace Hope	32,415.00	0.00	32,415.00	-32,415.00	
495955-09 Meadowview MKP Staff Support	5,369.25	21,477.00	-16,107.75	16,107.75	25.00%
495955-10 GP Moving Exp. Meadowview Draw	10,000.00	10,000.00	0.00	0.00	100.00%
Total 495955 Meadowview Transfer	\$ 47,784.25	\$ 88,106.32	-\$ 40,322.07	\$ 40,322.07	54.23%
496150 Treas-Bkkgpg for Churches	4,964.24	34,075.68	-29,111.44	29,111.44	14.57%
496160 P/R Svc. to Churches Income		10,000.00	-10,000.00	10,000.00	0.00%
496220 Draw from Quissenberry Fund		8,000.00	-8,000.00	8,000.00	0.00%
496225 PYC Fund Draw		6,000.00	-6,000.00	6,000.00	0.00%

Total 420000 Other Income	\$ 55,262.49	\$ 219,194.35	-\$ 163,931.86	\$ 163,931.86	25.21%
420100 Ukirk Synod Gift	3,950.10	15,800.00	-11,849.90	11,849.90	25.00%
420102 CE Gift Ukirk		1,090.93	-1,090.93	1,090.93	0.00%
420103 Church/Individual Donation to Ukirk	500.00	5,400.00	-4,900.00	4,900.00	9.26%
420135 Calvin MM W/D Multicultural Church Grants		7,000.00	-7,000.00	7,000.00	0.00%
480500 Interest Income - Money Market	103.76	1,000.00	-896.24	896.24	10.38%
495850 COM Income		500.00	-500.00	500.00	0.00%
495900 CE Fees for Events & Activities		700.00	-700.00	700.00	0.00%
550635 Goodness Grows Income		0.00	0.00	0.00	
495906 NCD draw for Goodness Grows Goshen NWC		140,000.00	-140,000.00	140,000.00	0.00%
550615 Goodness Grows Rental Income N. Oldham Co.	500.00	33,500.00	-33,000.00	33,000.00	1.49%
550630 Goodness Grows NWC Grant PC(USA)		30,000.00	-30,000.00	30,000.00	0.00%
550645 G. Grows Fundraising Income		10,000.00	-10,000.00	10,000.00	0.00%
Total 550635 Goodness Grows Income	\$ 500.00	\$ 213,500.00	-\$ 213,000.00	\$ 213,000.00	0.23%
Total Mission Income	\$ 223,598.14	\$ 847,699.17	-\$ 624,101.03	\$ 624,101.03	26.38%
Shared Support Expense					
500100 Church Support-GA		0.00	0.00	0.00	
500110 Shared Mission GA	3,530.81	23,500.00	-19,969.19	19,969.19	15.02%
500120 Per Capita GA	43,766.10	58,203.24	-14,437.14	14,437.14	75.20%
500130 Peacemaking GA	1,011.88	0.00	1,011.88	-1,011.88	
Total 500100 Church Support-GA	\$ 48,308.79	\$ 81,703.24	-\$ 33,394.45	\$ 33,394.45	59.13%
500200 Church Support-Synod		0.00	0.00	0.00	
500210 Shared Mission Synod	1,765.39	11,750.00	-9,984.61	9,984.61	15.02%
500220 Per Capita Synod	15,721.10	20,906.94	-5,185.84	5,185.84	75.20%
500230 Peacemaking Synod	253.06	0.00	253.06	-253.06	
Total 500200 Church Support-Synod	\$ 17,739.55	\$ 32,656.94	-\$ 14,917.39	\$ 14,917.39	54.32%
500320 Special Offerings Disbursement	4,786.50	0.00	4,786.50	-4,786.50	
500325 Disburse Worship Offering	2,354.00	0.00	2,354.00	-2,354.00	
520000 Presbytery Program Support		0.00	0.00	0.00	
520005 Commission on Ministry		0.00	0.00	0.00	
520010 Ministry-Other	9.95		9.95	-9.95	
520030 Leadership Training Events		500.00	-500.00	500.00	0.00%
520060 General/Abuse VictimsCounseling		1,500.00	-1,500.00	1,500.00	0.00%
520070 Annual Clergy Retreats		1,500.00	-1,500.00	1,500.00	0.00%
520080 Transitional Pastor Training		500.00	-500.00	500.00	0.00%
520085 Coaching		500.00	-500.00	500.00	0.00%
520090 Misc. Training/Resources	150.00	1,000.00	-850.00	850.00	15.00%
520095 Clergy Fellowship Gatherings		250.00	-250.00	250.00	0.00%
520225 Assistance to Pastors		250.00	-250.00	250.00	0.00%
Total 520005 Commission on Ministry	\$ 159.95	\$ 6,000.00	-\$ 5,840.05	\$ 5,840.05	2.67%
520100 Commission on Prep for Ministry		0.00	0.00	0.00	
520130 CPM Required Psych Eval		7,000.00	-7,000.00	7,000.00	0.00%
520140 Committee Expenses		1,000.00	-1,000.00	1,000.00	0.00%
Total 520100 Commission on Prep for Ministry	\$ 0.00	\$ 8,000.00	-\$ 8,000.00	\$ 8,000.00	0.00%

520200 Church Growth & Transformation		2,000.00	-2,000.00	2,000.00	0.00%	
520255 Mission Committee		7,000.00	-7,000.00	7,000.00	0.00%	
520260 Racial Justice Committee		2,500.00	-2,500.00	2,500.00	0.00%	
520300 Christian Education Committee		0.00	0.00	0.00		
520315 Youth Educational Events		250.00	-250.00	250.00	0.00%	
520325 Scholarships		250.00	-250.00	250.00	0.00%	
520330 Administrative Expenses		250.00	-250.00	250.00	0.00%	
520340 Triennium		3,000.00	-3,000.00	3,000.00	0.00%	
520360 Mid-South APCE Dues		250.00	-250.00	250.00	0.00%	
520500 UKirk Communities Exp		0.00	0.00	0.00		
520505 UK Salary	3,087.00	12,348.00	-9,261.00	9,261.00	25.00%	
520510 UK SECA	236.16	944.62	-708.46	708.46	25.00%	
520520 UK Program Expenses	1,476.61	5,000.00	-3,523.39	3,523.39	29.53%	
520525 UK College Conf		1,000.00	-1,000.00	1,000.00	0.00%	
520530 UK Travel/Other		2,167.25	-2,167.25	2,167.25	0.00%	
520545 Ukirk Student	900.00	772.00	128.00	-128.00	116.58%	
520555 UKirk student Soc Sec	68.85	59.06	9.79	-9.79	116.58%	
Total 520500 UKirk Communities Exp	\$	5,768.62	\$ 22,290.93	-\$ 16,522.31	\$ 16,522.31	25.88%
Total 520300 Christian Education Committee	\$	5,768.62	\$ 26,290.93	-\$ 20,522.31	\$ 20,522.31	21.94%
520335 Cedar Ridge Camp		7,500.00	30,000.00	-22,500.00	22,500.00	25.00%
520430 Coordinating Commission		353.00	0.00	353.00	-353.00	
520441 New Mission Opportunities		351.13	4,500.00	-4,148.87	4,148.87	7.80%
540435 Statewide Presbytery Meeting			500.00	-500.00	500.00	0.00%
Total 520430 Coordinating Commission	\$	704.13	\$ 5,000.00	-\$ 4,295.87	\$ 4,295.87	14.08%
Total 520000 Presbytery Program Support	\$	14,132.70	\$ 86,790.93	-\$ 72,658.23	\$ 72,658.23	16.28%
530000 Hispanic/Latino Committee		0.00	0.00	0.00		
510500 Preston Hwy. Hispanic Ministry		0.00	0.00	0.00		
510515 PHM Transport/Mileage	835.87	3,500.00	-2,664.13	2,664.13	23.88%	
510520 PHM SECA	597.48	2,389.82	-1,792.34	1,792.34	25.00%	
510530 PHM Salary	7,809.90	31,239.50	-23,429.60	23,429.60	25.00%	
510535 PHM Program Expenses	543.08	6,000.00	-5,456.92	5,456.92	9.05%	
Total 510500 Preston Hwy. Hispanic Ministry	\$	9,786.33	\$ 43,129.32	-\$ 33,342.99	\$ 33,342.99	22.69%
530100 Cafe Brasil		1,000.00	-1,000.00	1,000.00	0.00%	
Total 530000 Hispanic/Latino Committee	\$	9,786.33	\$ 44,129.32	-\$ 34,342.99	\$ 34,342.99	22.18%
540445 General Assembly		3,000.00	-3,000.00	3,000.00	0.00%	
550175 Hampton Mem Disbursement	300.00	0.00	300.00	-300.00		
550255 Meadowview Funds Disbursement		0.00	0.00	0.00		
550255-01 Grace Hope Project	12,414.50	0.00	12,414.50	-12,414.50		
Total 550255 Meadowview Funds Disbursement	\$	12,414.50	\$ 0.00	\$ 12,414.50	-\$ 12,414.50	
550560 New Goshen PC Expenses			0.00	0.00		
550564 New Goshen Mowing/Landscaping	1,477.50		1,477.50	-1,477.50		
550565 New Goshen Building Maintenance		31,000.00	-31,000.00	31,000.00	0.00%	
550566 New Goshen Property Insurance	13,776.00	15,000.00	-1,224.00	1,224.00	91.84%	
550567 New Goshen HOA Dues		240.00	-240.00	240.00	0.00%	
Total 550560 New Goshen PC Expenses	\$	15,253.50	\$ 46,240.00	-\$ 30,986.50	\$ 30,986.50	32.99%

550650 Disburse to Covenant Community		19,500.00	-19,500.00	19,500.00	0.00%	
Cost of Goods Sold		0.00	0.00	0.00		
550600 N. Oldham Goodness Grows		0.00	0.00	0.00		
550601 N. Oldham GG Salary	17,499.99	70,000.00	-52,500.01	52,500.01	25.00%	
550602 N. Oldham GG Social Security	1,338.45	5,355.00	-4,016.55	4,016.55	24.99%	
550603 N. Oldham GG Medical/Benefits	6,893.85	27,300.00	-20,406.15	20,406.15	25.25%	
550604 N. Oldham GG Utilities	5,766.51	21,000.00	-15,233.49	15,233.49	27.46%	
550605 N. Oldham GG Janitorial/Pest control/Trash pickup	194.11	1,600.00	-1,405.89	1,405.89	12.13%	
550606 N. Oldham GG Mowing/Landscaping		8,000.00	-8,000.00	8,000.00	0.00%	
550607 N. Oldham GG Bldg. Maintenance	62.80	0.00	62.80	-62.80		
550610 N. Oldham GG Mileage Reimb.		1,000.00	-1,000.00	1,000.00	0.00%	
550611 N. Oldham GG Cont. Education		5,000.00	-5,000.00	5,000.00	0.00%	
550612 N. Oldham GG Other Expense		28,005.00	-28,005.00	28,005.00	0.00%	
Total 550600 N. Oldham Goodness Grows		\$ 31,755.71	\$ 167,260.00	-\$ 135,504.29	\$ 135,504.29	18.99%
		\$ 31,755.71	\$ 167,260.00	-\$ 135,504.29	\$ 135,504.29	18.99%
Total Shared Support Expense		\$ 156,831.58	\$ 481,280.43	-\$ 324,448.85	\$ 324,448.85	32.59%
Remaining Mission Income		\$ 66,766.56	\$ 366,418.74	-\$ 299,652.18	\$ 299,652.18	18.22%
Presbytery Expenses						
600100 Presbytery Operations		0.00	0.00	0.00		
520410 Ky Council of Churches	750.00	3,000.00	-2,250.00	2,250.00	25.00%	
520415 Resources, Supplies, KCC Regist		1,000.00	-1,000.00	1,000.00	0.00%	
600130 Taxes & Legal Fees	45.00	500.00	-455.00	455.00	9.00%	
600135 Insurance Presbytery Office	3,500.00	3,500.00	0.00	0.00	100.00%	
600170 Permanent Judicial Commission		500.00	-500.00	500.00	0.00%	
Total 600100 Presbytery Operations		\$ 4,295.00	\$ 8,500.00	-\$ 4,205.00	\$ 4,205.00	50.53%
600200 Office Operations		788.58	0.00	788.58	-788.58	
520460 Annual Gift to LPTS			3,400.00	-3,400.00	3,400.00	0.00%
600205 Office Operations-Other	3,767.74		3,767.74	-3,767.74		
600210 Office Computer/Software/IT	968.81	4,000.00	-3,031.19	3,031.19	24.22%	
600215 Office Equipment	14.99	2,000.00	-1,985.01	1,985.01	0.75%	
600220 Postage & Shipping	0.00	400.00	-400.00	400.00	0.00%	
600225 Telephone & Internet	154.39	600.00	-445.61	445.61	25.73%	
600230 Office Supplies	420.57	1,000.00	-579.43	579.43	42.06%	
600235 Publications/Subscriptions/Reso		200.00	-200.00	200.00	0.00%	
600245 Bank Svc Chg	286.13	900.00	-613.87	613.87	31.79%	
Total 600200 Office Operations		\$ 6,401.21	\$ 12,500.00	-\$ 6,098.79	\$ 6,098.79	51.21%
610000 Personnel Expenses		0.00	0.00	0.00		
600115 Stipend-Stated Clerk	5,538.72	22,154.83	-16,616.11	16,616.11	25.00%	
600120 Stipend-Recording Clerk	538.95	2,155.74	-1,616.79	1,616.79	25.00%	
600160 Stated Clerk Cont. Ed.	300.00	2,000.00	-1,700.00	1,700.00	15.00%	
600180 GP Search Committee		2,000.00	-2,000.00	2,000.00	0.00%	
610100 Office Mngr		0.00	0.00	0.00		
610110 OM Salary	13,582.41	54,349.64	-40,767.23	40,767.23	24.99%	
610120 OM Med. & Benefits	5,299.08	21,196.36	-15,897.28	15,897.28	25.00%	

610130 OM Payroll Taxes	1,039.08	4,157.75	-3,118.67	3,118.67	24.99%
Total 610100 Office Mngr	\$ 19,920.57	\$ 79,703.75	-\$ 59,783.18	\$ 59,783.18	24.99%
610300 Treasurer		0.00	0.00	0.00	
610305 Treas Salary MKP	2,050.12	23,401.91	-21,351.79	21,351.79	8.76%
610310 Treas Salary Churches	10,250.60	25,801.00	-15,550.40	15,550.40	39.73%
610320 Treas Benefits Churches		6,252.00	-6,252.00	6,252.00	0.00%
610325 Treas Benefits MKP	4,794.27	12,925.00	-8,130.73	8,130.73	37.09%
610335 Treas FICA Match Churches	275.76	1,973.78	-1,698.02	1,698.02	13.97%
620330 Treas FICA MKP	665.28	1,790.25	-1,124.97	1,124.97	37.16%
Total 610300 Treasurer	\$ 18,036.03	\$ 72,143.94	-\$ 54,107.91	\$ 54,107.91	25.00%
610500 Workers Comp Ins	162.25	1,500.00	-1,337.75	1,337.75	10.82%
610505 Staff Meeting & Travel	1,114.29	6,500.00	-5,385.71	5,385.71	17.14%
610600 G Presbyter		0.00	0.00	0.00	
600265 GP Moving Expense		10,000.00	-10,000.00	10,000.00	0.00%
610650 GP Salary	23,246.84	56,350.00	-33,103.16	33,103.16	41.25%
610660 GP Housing	9,812.50	42,000.00	-32,187.50	32,187.50	23.36%
610670 GP Pension & Insurance	0.00	37,375.00	-37,375.00	37,375.00	0.00%
610680 GP SECA	1,871.74	7,524.00	-5,652.26	5,652.26	24.88%
610690 GP Mileage	279.88	2,000.00	-1,720.12	1,720.12	13.99%
610695 GP Cont. Ed.		3,500.00	-3,500.00	3,500.00	0.00%
610696 GP Prof. Expense Allowance	535.84	3,500.00	-2,964.16	2,964.16	15.31%
Total 610600 G Presbyter	\$ 35,746.80	\$ 162,249.00	-\$ 126,502.20	\$ 126,502.20	22.03%
610697 GP Discretionary Fund		1,000.00	-1,000.00	1,000.00	0.00%
620120 Web Master stipend	398.25	1,592.96	-1,194.71	1,194.71	25.00%
Total 610000 Personnel Expenses	\$ 81,755.86	\$ 353,000.22	-\$ 271,244.36	\$ 271,244.36	23.16%
620200 Financial Review		2,000.00	-2,000.00	2,000.00	0.00%
690000 Payroll Expenses - Taxes	423.72	0.00	423.72	-423.72	
Total Presbytery Expenses	\$ 92,875.79	\$ 376,000.22	-\$ 283,124.43	\$ 283,124.43	24.70%
Shared Support Expenses + Presbytery Expenses	\$ 249,707.37				
Net Income/Expense*	-\$ 26,109.23	-\$ 9,581.48	-\$ 16,527.75	\$ 16,527.75	272.50%
Other Income**					
700000 Other Income/Expense		0.00	0.00	0.00	
720000 Investment Gain/Loss	15,441.59	0.00	15,441.59	-15,441.59	
Total 700000 Other Income/Expense	\$ 15,441.59	\$ 0.00	\$ 15,441.59	-\$ 15,441.59	
Total Other Income	\$ 15,441.59	\$ 0.00	\$ 15,441.59	-\$ 15,441.59	
Net Other Income	\$ 15,441.59	\$ 0.00	\$ 15,441.59	-\$ 15,441.59	
Net Income	-\$ 10,667.64	-\$ 9,581.48	-\$ 1,086.16	\$ 1,086.16	111.34%

Notes:□

*2026 Budget reflects adoption 11/8/25 and the adoption of the GP package December 2025.

**Other Income is gain/loss on non-designated funds and is available1

**The Presbytery of Mid Kentucky
Christian Education Committee Report
May 18, 2026**

Committee members: RE Mr. Galen Zavala, Rev. Gina Meester, Rev. JT Silence,
RE Ms. Sylvette Rivera Pabon, Rev. Al Earley, Rev. Kim Tribolet, Chair

The Christian Education Committee continues to support Ukirk.

Upcoming Christian Education events –

Leadership Development Day: The Christian Education committee reviewed the survey from the Leadership Development Day in February. The committee is using the suggestions from the survey to plan the upcoming Leadership Development Day on August 29, 2026. The suggestions were to offer three or four workshops so each workshop would have more in attendance. And, to have the workshops begin later in the morning. Christian Education will work with the Coordinating Commission to schedule the time for the workshops.

Youth Leaders/Pastors Luncheon: The Christian Education committee is organizing a lunch for Youth Leaders. The purpose of the lunch is for Youth Leaders/Pastors to get to know each other and share ideas for their ministries.

Fall Youth Retreat at Cedar Ridge Camp: Rev. Katherine Kubar is creating a team of Youth Leaders/Pastors to organize and lead a weekend Youth Retreat this fall.

Tween Day at Cedar Ridge Camp: The Christian Education Committee is looking into hosting a Tween event on a Sunday afternoon at Cedar Ridge Camp.

**The Presbytery of Mid Kentucky
Church Growth Transformation Report
May 18, 2026**

Liaison Updates

- **Spirit of Sophia** - Provided \$1,500 funding for coaching on behalf of the team.
- **Goodness Grows** - Insurance claim and repairs pending - to be presented for decisions by Finance committee. Hosted screening of Conversion with OCQ on 4/15, reinstated Queer Bible Study, in addition to weekly and monthly events. Be aware of recent Supreme Court decision regarding removing the ban on conversion therapy as well as the FBI targeting of those who support trans/LGBTQ folks.
- **Shawnee Presbyterian**: Moving to quarterly session meetings, had a community meal with Harvey Brown which was well attended. Voted for an additional Elder to be on the Session, next meeting will be to review finances. Waiting for final inspection on kitchen.
- **Beechmont/ La Escuelita**: Received 30K from a joint grant of PDA and Migration Accompaniment Ministry for staff support and transportation. Great experience with YAVs. There are grant writers who know enough about the ministry to write for grants without the director or pastor having to do it. *Could we have presbytery grant writers who work with our congregations?*

Supporting Church Communication Efforts

- Host a **Lunch and Learn** with communications panel: First Presbyterian Elizabethtown, Highland Presbyterian, 2nd Presbyterian, PCUSA Team, Checking with Seminary to see if they'd like to get involved.
- Talked to the Lunch and Learn folks - how these are hosted seems to be in transition — but working on finding a time that would be workable.

Working on resources to share with congregations (some examples)

Social Media Packages with Curriculum: [A Sanctified Art](#) [The Salt](#)

Website Designers: [Faithlab](#) was founded by David Cassidy, the person who is now the president of Baptist Seminary of Kentucky (Cooperative Baptists).

[Digital Congregations](#)

Sherry Palmer (Brad Palmer's wife) also does some web development work

Open Discussion

- Things to keep in mind as we move through transformation : 45 churches, 18 with installed pastors, 27 with about half able to retain the part time pastors they employ. We have 108 minister members in the Presbytery = robust people human resource.
- Look at charting growth best practices - 10 tangibles ways that churches can promote growth.

- [Mission Committee Work - Bryce](#) will be following up on the work done by the Mission Committee identifying where/how it might inform our work.

In person meeting

- May 21st afternoon 3-5 at the Seminary
 - Purpose - What do we hope to accomplish in our time together?
 - **Prompts:** What is the purpose of our team? Where do we fit into the larger system of the Presbytery? What do we hope to accomplish as this team? Do we oversee all innovation of existing churches and NWC? How do we define innovation/transformation? How do we decide funding? Where does our funding come from? ETC.
 - What can we offer back to our congregations as accessible practices that can prompt growth.
 - May - Money and Storytelling workshops at Goodness Grows

Teamwork

Research of MKP church's web/social media pages: We started this work (not just to critique communications, but to find out what our churches are doing and how we might support them)

**The Presbytery of Mid Kentucky
Racial Justice Committee Report
May 18, 2026**

Prepared by:

Rev. Dr. Perzavia Praylow, Chair

Assistant Professor of Historical Theology and Black Church Studies

Louisville Presbyterian Theological Seminary

Summary Report

The Mid-Kentucky Presbytery Racial Justice Committee met during March and April 2026 to continue implementation and review of the Mid-Kentucky Presbytery Anti-Racism Policy approved in February 2025 in accordance with the Book of Order (G-3.0106). Committee conversations during these months focused primarily on continued review and implementation of the current Anti-Racism Policy, particularly related to accountability measures, reporting procedures, leadership diversity, and Presbytery-wide anti-racism education and training initiatives.

The committee also consulted on revisions to the Anti-Racism Policy intended to strengthen accountability structures and improve procedures for reporting and responding to incidents of racial discrimination within the Presbytery context.

During April and May, the committee focused significant attention on planning for annual anti-racism training requirements and broader Presbytery-wide educational opportunities related to racial justice, intercultural competency, and anti-racist ministry formation. The committee will continue consultation with potential vendors and facilitators to resource Presbytery-wide anti-racism training during Fall 2026 or early Spring 2027.

In partnership with the Worshipful Work Planning Committee, the Racial Justice Committee also contributed to the drafting and preparation of *A Confession in Remembrance of Racial Terror and Lynching in Shelby County, Kentucky*, written by Rev. Dr. Perzavia Praylow for inclusion in the worship liturgy at the May 18, 2026 Stated Presbytery Meeting.

The committee remains committed to supporting the ongoing goals of: •

Increasing leadership diversity within the Presbytery

• Supporting congregations made up mainly of People of Color

• Establishing clear accountability and reporting procedures

• Expanding racial justice engagement across the entire geographic footprint of the Presbytery

2026 Committee Priorities

The committee continues work toward the following measurable outcomes for 2026: •

Hosting at least two anti-racism educational events annually

- Developing accountability and reporting structures related to anti-racism concerns
- Supporting congregations and ministries serving communities of color
- Resourcing congregations seeking to develop or strengthen anti-racism policies and practices

Immediate and Ongoing Action Steps

1. Continue consultation regarding Presbytery-wide anti-racism training implementation
2. Finalize planning for 2026 educational and training events
3. Continue development of accountability and reporting procedures
4. Request that continued review and discussion of the Mid-Kentucky Presbytery Anti Racism Policy be placed on the agenda of a forthcoming Fall 2027 Presbytery meeting in order to assess implementation progress, clarify responsibilities, and strengthen long-term policy effectiveness.

Upcoming Meeting

The next meeting of the Racial Justice Committee will be held:

Tuesday, May 26, 2026

5:00 p.m.

The committee continues to meet regularly in support of the Presbytery's ongoing commitment to racial justice, anti-racist ministry, and equitable participation throughout Mid-Kentucky Presbytery.

The Presbytery of Mid Kentucky
Mission Committee Report
May 18, 2026

Meetings:

The Mid-Kentucky Presbytery (MKP) Mission Committee meets regularly on the second Thursday of the month at 6:30 PM. The Committee met on April 9, 2026, via Zoom.

Activities/Discussions/Initiatives:

1. In April, the Mission Committee focused on understanding and celebrating the mission initiatives of Mid-Kentucky Presbytery's congregations. The Mission Committee prepared a PPT with each PPT slide highlighting a Mid Kentucky Presbytery congregation's mission initiatives. The initial/rough draft PPT was presented at the last two presbytery meetings.

To finalize the PPT and check for accuracy, individual slides were emailed to each congregation for edits and comments. Congregations have responded, and the suggested edits have been made.

2. The Committee discussed creating a Presbytery resource of possible funding sources for mission initiatives.
3. Further discussions were held on how best to promote the Committee's findings on MKP's website.
4. Mary C. Nebelsick met with Bryce Wiebe, Evangelist of Goodness Grows, to discuss ways of collaborating with the Church Growth and Transformation Committee.

Self-Development of People (SDOP) Report:

Faye Fedlam, MKP Self-Development of People Committee Chair, reported:

On February 18, Margaret Mwale, Rev. Alonzo Johnson, Rev. Joanna Kim, and I met via Zoom to discuss SDOP – details of programming, new members of the committee, and possibilities for SDOP in Mid-Kentucky Presbytery. Scheduled is an upcoming Zoom SDOP Chair meeting in late March, a Zoom gathering of SDOP Committees in April, and new member training Zoom meeting in May. Notification of SDOP grant monies will occur sometime in late March or early April. The national SDOP meeting will be in Louisville in September. The Mission Committee was asked to give possible dates for the Committee to visit SDOP project sites in the presbytery. There will be a report to the May Presbytery meeting on grant monies and how to apply.

Upcoming events:

The mission committee will not meet as a standalone committee on May 14, 2026 (our regularly scheduled meeting date). Instead, we will join PDA, SDOP, members of the presbytery, and community at the Americana Community Center to view the screening of the documentary "Evicting the American Dream."

The next committee meeting will be held on June 11, 2026, at Joanna Kim’s home.

PDA Hygiene Kits assembly day is September 19, 2026, at 10 AM. Drop off day: September 14, 2026.

Respectfully submitted:

Mary C. Nebelsick
Mission Committee Chair

Category	Category	Congregation	Name of Ministry
***	***	Big Springs PC/Bloomfield PC	***
	***	Columbia Union	***
	***	First PC, Bardstown	***
	***	First PC, Eminence	***
	***	First PC, Glasgow	***
	***	Greensburg PC	***
	***	Hebron PC	***
	?	La Grange PC	Mission Arlington
	?	La Grange PC	CAPS for the World
	***	Louisville Taiwanese PC	***
	***	Patteson Memorial PC	***
	***	Peace PC	***
	***	Portland Ave. PC Community Trust	***
	***	Radcliffe PC	***
	***	Spirit of Sophia	***
	***	United PC in Lebanon KY	***
	***	Westwood PC	***
Camp	Camp	Anchorage PC	Cedar Ridge,
	Camp	Bardstown Road PC	Cedar Ridge,
	Camp	Bethel First PC, Campbellsville	Boy Scouts
	Camp	Beulah PC	Boy Scouts
	Camp	Highland PC	Cedar Ridge Camp,
	Camp	Second PC	Cedar Ridge Camp
	Camp	Strathmoor PC	Cedar Ridge Camp
Community Ministerial Partnerships	Community Ministerial Partnerships	Ministerio Latino de Preston Highway	Jeff Street Baptist Church
Community Ministries	Community Ministries	Anchorage PC	EACM,

	Community Ministries	Bardstown Road PC	HCM,
	Community Ministries	Beechmont PC	South Louisville Community Ministries,
	Community Ministries	Beulah PC	Ferncreek/Highview Community Ministries
	Community Ministries	Briargate PC	Shively Area Community Ministries
	Community Ministries	Fourth PC	MUSCL - Comprehensive Family
	Community Ministries	Highland PC	Highlands Community Ministries,
	Community Ministries	Highland PC	Central Louisville Community Ministries,
	Community Ministries	Highland PC	South Louisville Community Ministries,
	Community Ministries	Highland PC	West Louisville Community Ministries
	Community Ministries	John Knox PC	Eastern Area Community Ministries
	Community Ministries	John Knox PC	EACM's ESL
	Community Ministries	Second PC	United Crescent Hill Ministries
	Community Ministries	Second PC	South Louisville Community Ministries,
	Community Ministries	Springdale PC	Eastern Area Community Ministries
	Community Ministries	Strathmoor PC	Highlands Community Ministries
Community Outreach	Community Outreach	First PC, Frankfort	Mission Tree,
	Community Outreach	First PC, Frankfort	Love Sunday each month – collection for community needs,
	Community Outreach	Harvey Browne PC	St. Mam Ministry
	Community Outreach	Harvey Browne PC	Mission Sundays
	Community Outreach	John Knox PC	Girl Scouts
	Community Outreach	John Knox PC	Meeting rooms for community events
	Community Outreach	La Grange PC	Copperstone Trailer Park Ministries,
	Community Outreach	La Grange PC	Mission Crestwood
	Community Outreach	La Grange PC	Oldham County Ministerial Association
	Community Outreach	La Grange PC	South Oldham Ministerial Association Christmas Baskets
	Community Outreach	La Grange PC	Fifth Sunday Offerings for local missions
	Community Outreach	La Grange PC	Wayside Christian Mission,
	Community Outreach	Munfordville PC	The Duffle Bag Program
	Community Outreach	Munfordville PC	2nd Sunday of each month
	Community Outreach	Okolona PC	Five-Cents-a-Meal collection
	Community Outreach	Springfield PC + Pleasant Grove	Heavenly Treasures Mission Store
	Clothing Ministry	Okolona PC	Warming Tree
	Clothing Ministry	Springdale PC	Stitch Bazaar
Community Outreach - Comprehensive Care	Community Outreach - Comprehensive Care	Okolona PC	MUSCL Community Ministry (Ministries United of South Central Louisville)
	Community Outreach ?	Peewee Valley PC	The Presbyterian Community Center in Downtown Louisville

	Community Outreach Hispanic Latino Community	Ministerio Latino de Preston Highway	Hispanic Latino Communities Wholistic Spiritual & Material Support
	Community Outreach/Denominational Outreach	Shawnee PC	Café Ginko
	Community Outreach - Kentucky	La Grange PC	Red Bird Mission – Eastern KY, Mission Arlington
	Community Outreach - Sports	Okolona PC	Space for Little League Field
Congregationa Partnerships	Congregationa Partnerships	Peewee Valley PC	South Oldham Interchurch Council
	Congregational Partnerships	Second PC	Portland Ave Community Trust,
	Congregational Partnerships	Springdale PC	Portland Avenue Community Trust (PACT)
	Congregational Partnerships	Springdale PC	Rabbouni
Denominational Offerings	Denominational Offerings	Okolona PC	PC(USA) Special Offerings
	Denominational Offerings OGHS	Springfield PC + Pleasant Grove	One Great Hour of Sharing
	Denominational Offerings PDA	Okolona PC	PDA
	Denominational Offerings PDA	Springdale PC	PDA
	Denominational Offerings PDA	Strathmoor PC	PDA
	Denominational Offerings PDA	Anchorage PC	PDA,
	Denominational Offerings PDA	Bardstown Road PC	PDA,
	Denominational Offerings PDA	Beechmont PC	PDA,
	Denominational Offerings PDA	Bethel First PC, Campbellville	PDA
	Denominational Offerings	Okolona PC	MKP Shared Mission Support
Domestic Violence	Domestic Violence	Munfordville PC	BRASS Inc. Domestic Violence Shelter
Education/Child Care	Education	Anchorage PC	West End School,
	Education	Bardstown Road PC	West End School,
	Education	Munfordville PC	Back To School Bash
	Education	Second PC	West End School,
	Education	Springdale PC	ESL Classes
	Education	Strathmoor PC	Theological Education Fund

	Education/Child Care/	Anchorage PC	Cabbage Patch,
	Education/Child Care	Bardstown Road PC	Cabbage Patch,
	Education/Child Care	Bardstown Road PC	Cabbage Patch,
	Education/Child Care	Beechmont PC	La Escuelita Learning Hub,
	Education/Child Care	First PC Elizabethtown	Preschool space
	Education/Child Care	Harvey Browne PC	Cabbage Patch
	Education/Child Care	Highland PC	Cabbage Patch,
	Education/Child Care	Korean PC	La Escuelita Learning Hub,
	Education/Child Care	Second PC	Cabbage Patch Settlement House,
	Education/Child Care	Strathmoor PC	Strathmoor Preschool Scholarships
Elder Care	Elder Care	Bardstown Road PC	Presbyterian Homes and Services,
	Elder Care	Grace Hope PC	Dare to Care Elder Ministries
End of Life Care	End of Life Care	Bardstown Road PC	Hildegard House,
Family Support	Family Support	Bethel First PC, Campbellsville	Family Resource Center
	Family Support	Beulah PC	St. Bernadette Diaper Bank
	Family Support/Foster Care	Harvey Browne PC	Bellewood/Brooklawn
	Family Support/Foster Care	Highland PC	Bellewood & Brooklawn,
	Family Support/Foster Care	John Knox PC	Santa's Little Helpers
	Family Support/Foster Care	Peewee Valley PC	Bellewood Children's Home (USpiritus)
	Family Support/Foster Care	Second PC	Bellewood and Brooklawn,
	Family Support/Foster Care	Second PC	Buckhorn Children and Family Services,
	Family Support/Foster Care	Springdale PC	Bellewood and Brooklawn
	Family Support/Foster Care	Strathmoor PC	Buckhorn Home for Children
Food Security	Food Security	Beulah PC	Open Table
	Food Security	Briargate PC	The Welcome Table
	Food Security	Briargate PC	Dare to Care's Cooking Matters
	Food Security	Central PC	Community Lunch
	Food Security	First PC Elizabethtown	Warm Blessings
	Food Security	First PC, Frankfort	Country Mouse – sharing homegrown vegetables,
	Food Security	First PC, Frankfort	Food bags w. Centenary UMC
	Food Security	Grace Hope PC	Dare to Care Mobile Pantry
	Food Security	Harvey Browne PC	Dare To Care Food Bank

	Food Security	Second PC	Peace PC Food Distribution Program
	Food Security	Springdale PC	Food Pantry
	Food Security	Strathmoor PC	Dare To Care Food Bank
	Food Security to Houseless Persons	Trinity PC	Burrito Riders
Health	Health	Anchorage PC	Hope Health Clinic,
	Health	Bardstown Road PC	Hope Health Clinic,
	Health	Bethel First PC, Campbellsville	Red Cross
	Health	La Grange PC	Hope Health Clinic,
	Health	Second PC	The Women's Global Cancer Alliance (WGCA)
Hispanic Ministry	Hispanic Ministry	Covenant Community Church	Preston HWY Ministry Worship Services
	Hispanic Ministry/Education/Child Care	Harvey Browne PC	Beechmont – La Escuelita
	Hispanic Ministry/Education/Child Care	Highland PC	La Casita,
	Hispanic Ministry/Education/Child Care	Ministerio Latino de Preston Highway	Beechmont La Escuelita
Housing Security	Housing Security	Anchorage PC	Habitat for Humanity,
	Housing Security	Bardstown Road PC	Habitat for Humanity,
	Housing Security	Bardstown Road PC	Habitat for Humanity,
	Housing Security	Crescent Hill PC	Build a Bed
	Housing Security	First PC, Frankfort	A Place to Sleep – beds,
	Housing Security	Harvey Browne PC	Habitat for Humanity
	Housing Security	Highland PC	Habitat for Humanity,
	Housing Security	Highland PC	Coalition for the Homeless,
	Housing Security	Highland PC	Metropolitan Housing Coalition,
	Housing Security	La Grange PC	Habitat For Humanity
	Housing Security	First PC Elizabethtown	Homeless Shelter
	Housing Security	Peewee Valley PC	Habitat for Humanity: Oldham County
	Housing Security	Second PC	Habitat for Humanity,
	Housing Security	Springdale PC	Habitat for Humanity
	Housing Security	Strathmoor PC	Habitat For Humanity
	Housing Security/Homeless Women	Springfield PC + Pleasant Grove	House of Hope

	Housing Security/Transitional Housing	Springdale PC	The Hope Village
Immigrant Support/Racial Justice	Immigrant Support/Racial Justice	Highland PC	Louisville Showing Up for Racial Justice,
	Immigrant Support/Racial Justice	Highland PC	Louisville Coalition for Immigrant Support,
	Immigrant Support/Racial Justice	Anchorage PC	Café Brazil,
	Immigrant Support/Racial Justice	Bardstown Road PC	Café Brazil,
	Immigrant Support/Racial Justice	Beechmont PC	LSURG Community Defenders,
International Ministry Outreach	International Ministry Outreach	Crescent Hill PC	Guatemala Partnership - Estoreño Presbytery
	International Ministry Outreach	Highland PC	Nicaragua Under the Sun (NUTS),
	International Ministry Outreach	La Grange PC	San Estevan, Belize, New Church Development
	International Ministry Outreach	La Grange PC	Ministry to Muslim Countries,
	International Ministry Outreach	La Grange PC	Elijah, Ellen, Josephine, And Elizabeth Ombati (Kenya, Africa)
	International Ministry Outreach	Second PC	International Mission Workers Dustin and Sherri Ellington,
	International Ministry Outreach	Second PC	International Mission Worker Karla Koll,
	International Ministry Outreach	Second PC	International Mission Workers Dan and Elizabeth Turk,
	International Ministry Outreach	Second PC	Iglesia Reformada Calvinista de El Salvador (IRCES) the Reformed Calvinist Church of El Salvador
	International Ministry Outreach	Second PC	Presbyterian Evangelical Church of Costa Rica (IEPC), particularly the congregation in Tres Ríos, a suburb of the capital, San Jose.
	International Ministry Outreach	Springdale PC	Forman Christian College (Lahore, Pakistan)
	International Ministry Outreach	Springfield PC + Pleasant Grove	Every Nations Ministry
	International Ministry Outreach	Springfield PC + Pleasant Grove	Samaritan's Purse – Operation Christmas Child
	International Ministry Outreach	Springfield PC + Pleasant Grove	Mission: Hope – A Faith-based Humanitarian Organization
	International Ministry Outreach	Trinity PC	Operation Christmas Child
LGBTQIA+	LGBTIA+	Covenant Community Church	LGBTQIA+

	LGBTIA+	UKIRK	LGBTQIA+
Mental Health Counseling	Counseling	Second PC	The Healing Place,
	Counseling	Second PC	Kilgore Samaritan Counseling Center,
	Mental Health	Bardstown Road PC	AA Meetings
	Mental Health	Briargate PC	AA Meetings
Music/Art	Music/Art	First PC, Frankfort	Give a Kid Instruments
	Music/Art	First PC, Frankfort	Painted Stone Art partnership
	Music/Art	Trinity PC	Center for Faith and Art
Nature/Water/Garden	Nature/Water/Garden	Bardstown Road PC	Living Waters for the World,
	Nature/Water/Garden	Beulah PC	Community Gardens
	Nature/Water/Garden	Briargate PC	Community Garden
	Nature/Water/Garden	Crescent Hill PC	Master Gardeners
	Nature/Water/Garden	First PC Elizabethtown	Nature series
	Nature/Water/Garden	First PC, Frankfort	Earthcare Team
	Nature/Water/Garden	La Grange PC	Rivers of the World (ROW)
	Nature/Water/Garden	Okolona PC	Garden Space
	Nature/Water/Garden	Strathmoor PC	Living Waters for the World,
Presbytery Congregational Partnership	Presbytery Congregational Partnership	Harvey Browne PC	Shawnee
	Presbytery Congregational Partnership	Highland PC	Portland Avenue Community Trust,
	Presbytery Congregational Partnership	Highland PC	Grace Hope Presbyterian Church,
	Presbytery Congregational Partnership	Highland PC	Briargate Presbyterian Church,
	Presbytery Congregational Partnership	Ministerio Latino de Preston Highway	Fourth Presbyterian Church
	Presbytery Congregational Partnership	Ministerio Latino de Preston Highway	Covenant Community Church
	Presbytery Congregational Partnership	Ministerio Latino de Preston Highway	Harvey Brown PC
	Presbytery Congregational Partnership	Strathmoor PC	Peace Presbyterian Church

	Presbytery Congregational Partnership	Strathmoor PC	Portland Avenue Community Trust
	Presbytery Congregational Partnership, Hispanic Ministries	Highland PC	Preston Highway Hispanic Ministries,
	Presbytery Congregational Partnership, Hispanic Ministries	John Knox PC	Preston Hwy Ministry
	Presbytery Congregational Partnership, Hispanic Ministries	Ministerio Latino de Preston Highway	Beechmont Presbyterian Church
	Presbytery Offerings	Okolona PC	MKP Shared Mission Support
	Presbytery Partnership Hispanic Ministry	Fourth PC	Preston HWY Ministry Worship Services
Prison Ministry	Prison Ministry	Springdale PC	Prison Angel Ministry
	Prison Ministry	Anchorage PC	Prisoner's Hope.
Refugee Ministries	Refugee Ministries	Highland PC	Kentucky Refugee Ministries,
	Refugee Ministries	Second PC	Kentucky Refugee Ministries
	Refugee Ministries	Springdale PC	KRM
	Refugee Ministries	Anchorage PC	Kentucky Refugee Ministries,
	Refugee Ministries	Bardstown Road PC	Kentucky Refugee Ministries,
Violence Prevention	Violence Prevention	Crescent Hill PC	Guns to Gardens
Spirituality	Spirituality	Beulah PC	Praying Hands Ministries
	Spirituality	Crescent Hill PC	Spirit of Sophia
	Spirituality	Covenant Community Church	Faith Exploration
	Spirituality	First PC Elizabethtown	Messy Church
	Spirituality	First PC, Frankfort	Bible Box
Youth/College	Scouting	Strathmoor PC	Scouting
	Youth	Highland PC	Louisville Youth Group
	Youth/College/Spirituality	Peewee Valley PC	UKirk
	Youth/Youth with Disabilities/	Peewee Valley PC	The Galilean Home (in Liberty, KY)

The Presbytery of Mid Kentucky
Hispanic Latino Committee Report
May 18, 2026

Since our last meeting of presbytery, the Hispanic Latino Committee has continued its good work. Rev. Zavala and the leadership team of the Preston Highway Ministry continue to run smoothly and the 22 house churches continue to meet on Fridays, Saturdays, and Sundays. Additionally, the joint worship service that takes place on the second Sunday of each month at Fourth Presbyterian continues to gain more traction as more congregations and individuals participate.

Café Brazil also continues its ministry. As you know, Rick Ary leads this ministry on behalf of the presbytery. Café Brazil gathers around food, music, community, and fellowship. If you are interested in knowing more about this ministry, we recommend finding Café Brazil on Facebook and learning more about their upcoming events.

Also, since our last meeting, special times of discussion have been set aside to examine what the Hispanic Latino Committee wants to do and to be in the future. Discussion has revolved around questions like, “What are our next steps? How do we want to grow? How do we reimagine what Hispanic Latino ministry could look like in our current context? Where do we want to be in 20 to 25 years?” As the committee develops a clearer definition of where we want to go with this ministry, we will keep the presbytery informed. In the meantime, know that the committee continues its commitment to engage, support and grow with the Hispanic Latino community in ways that are loving, compassionate and effective.

Tom Vandergriff

Chair – Hispanic Latino Committee

**The Presbytery of Mid Kentucky
Commission on Ministry Report - Reporting Period: March–April 2026
May 18, 2026**

The Commission on Ministry (COM) met on March 2 and April 6, 2026, and continues to carry out its responsibilities related to pastoral transitions, preparation for ministry, and care for church professionals.

ACTIONS TAKEN

Ordination Process for Shannon Bostrom

- COM examined Shannon Bostrom, a candidate serving in chaplaincy, and voted to recommend him to the presbytery for ordination.
- At its April meeting, COM approved his progression to the planning of an ordination service, pending completion of all remaining requirements.

Temporary Pastoral Contracts

- COM approved a recommendation to endorse seven temporary pastoral contracts for the following congregations: Crescent Hill, Ebenezer, Glasgow, Patterson Memorial, Strathmoor, Louisville Taiwanese, and Peace.

Clergy Wellness Concern

- COM received a request regarding potential financial support for chaplains seeking short-term disability due to burnout. The Commission voted to refer this matter to the Care of Church Professionals Committee and the Covenants, Calls, and Compensation Committee for further study and recommendation.

Additional Actions

- Approved installation commission minutes for the General Presbyter, Rev. Joanna Kim.
- Supported endorsement documentation for chaplaincy certification.

SUMMARY

In summary, the Commission on Ministry's work during this period reflects sustained and attentive engagement across several critical areas of presbytery life, including accompanying congregations in their transitions, supporting the ongoing preparation and ordination of candidates, and responding to emerging needs related to clergy wellbeing. The Commission is grateful for the leadership and partnership of Jenny Edlin in her service as Interim Stated Clerk, for General Presbyter Joanna Kim, and for the faithful dedication of the members of the Commission on Ministry. Together, this shared ministry strengthens the presbytery's capacity to care for its congregations and leaders. The Commission remains mindful of these intersecting responsibilities and is committed to continued discernment, bringing forward recommendations as appropriate to support both pastors and congregations faithfully in times of change.