

**Presbytery of Mid-Kentucky  
Stated Meeting and Annual Meeting Minutes  
February 24, 2024 - 1:15 p.m.  
Central Presbyterian Church  
318 W. Kentucky St., Louisville KY**

The presbytery worshipped together. Past moderator, RE Perry Chang preached. The sacrament of the Lord's Supper was celebrated.

There was a break for lunch.

The moderator, TE Christine Coy Fohr, opened the business meeting with prayer at 1:15 p.m.

New members were introduced.

Corresponding Member TE Lee Beckheusen, of the Genesee Valley Presbytery was introduced. It was moved to seat Lee as a corresponding member. There was a second. The motion was approved.

TE Anne Deibert, pastor of Central Presbyterian Church, welcomed the presbytery to the church.

The moderator asked the stated clerk, TE Jerry Van Marter, to advise her on a quorum. The stated clerk advised the moderator that a quorum was present. The moderator declared a quorum. The roll was established as follows:

Church	Ministers	Elders
Anchorage	Tara Reck	Margaret Fadeley
	John Kubar	Barbara Kuhn
Bardstown-First		
Bardstown Road	Mark Eldred	Alica Bloos
Beechmont	Marissa Galvan Valle	Sarah Hong
		Lionel Derenoncourt
Bethel First		
Beulah	Bill Owens	Barbara Harris
Big Spring-Bloomfield	Lisa Zahalka	Stuart Zahalka
Briargate	Mark Baridon	Carrie Santana
		Valerie Holmes
Central	Ann Deibert	Sharon Clements
		Carolyn Klinge
Columbia Union		
Covenant Community	Abi Heimach-Snipes	Monica Delano
Crescent Hill		Soni Castleberry
		Eva Stimson
Ebenezer		
Elizabethtown First	Chelsea Benham	
Eminence First		
Fourth		
Frankfort First		Robert Moore
Frankfort South	JT Silence	
Glasgow First	Charlie Evans	Bea Mooney
Grace-Hope		
Greensburg	Matthew Wilson	
Harvey Browne	Christine Coy Fohr	Anne Hughes
Hebron		

Church	Ministers	Elders
Highland		Carol Pye
		Sallie Stevens
Hopewell	Andrew Hartmans	
John Knox	Susan Barnes	Gail Dupre
Korean		
LaGrange	Al Earley	Brian Mattingly
		Danielle Earley
Munfordville		
Okolona	David Bush	L. Montgomery
		Jody Seig
Peace		Robert Charles
Pewee Valley		
Portland Avenue		
Radcliff		
Second	Steve Jester	
	Jordan Akin	
	Andrew Bowman	
Shawnee		Dianne White
Shelbyville First		Austin Green
Springdale		Jane Jones
		Scott Furkin
Springfield		
Strathmoor	KT Ockels	
Taiwanese		
Trinity		Andrew Cannava
		Betty Muse
United	Jamie McLeod	Jerry Helm
Westwood		Frances Cotton

Other Teaching Elders Present: B. Barnes, M. Barnes D. Braaksma, C. Brockwell, C. Cubbage, F. Fedlam, J. Garrett, E. Herrinton-Hodge, P. Hinds, J. Hodge, R. Hunter, J. Larsen-Wigger, R. McClain, G. Meester, D. Melloan, C. Miske, M. Myers,

J. Odom, L. Reichenbecher, D. Seeger, W. Steele, B. Stewart, M. Taylor, N. Troy, J. Van Marter, E. Veliquette, R. Williams-Neal, W. Williamson, E. Zavala

Other Ruling Elders Present: B. Blake (Harvey Browne), W. Bowker (Frankfort 1<sup>st</sup>), P. Chang, Chair of Coordinating Commission (Crescent Hill), B. Cabbage (Beechmont), C. Conn (Trinity), C. Hartman (Trinity), M. Hong (Beechmont), E. Hwang (Second), K. Lev Dahl (Springdale), S. Makela (Highland), D. Mead (Crescent Hill), M. Schmidt (First, Frankfort), E. Sherby (Beechmont), G. Zavala-Sherby (Beechmont)

Other Staff Present: M. Purintun, MKP Treasurer (Central)

Visitors Present: S. Gregory (Crescent Hill), V Mathews, A. Meriwether, R. Moore, L. Phipps, E. Seeger, J. Wilson, M. Worthey

Excused Teaching Elder: R. Barnes, N. Beckes, B. Bishop, J. Bos, V. Brown, C. Campbell, J. Catron, J. Chatham, P. Clinger, M. Coalter, G. Cooper, K. Costanzo, M. Cross, S. Crymes, T. Dillard, S. Dunford, A. Egan, G. Fasanella, C. Gabb, A. Gage, D. Gambrell, T. Gill, R. Gillogly, G. Hall, J. Hall, J. Han, M. Han, J. Han, O. Hofmann, J. Hubert, A. Helwig, C. Horton, S. Kim, T. Kim, L. Kraus, J. Krauss-Jackson, A. LaPerle, J. Lentz, P. Lloyd-Sidle, L. March, J. Martin, G. Micka, S. Moon, J. Mulder, M. Nebelsick, R. Owens, G. Pennington, B. Palmer, A. Pomerville, R. Roderick, P. Salerno, S. Sawyer, W. Schrader, P. Seebeck, D. Slagle, J. Small, T. Sorrow, R. Spencer, P. Suh, C. Todd, G. Torrens, P. Tull, O. Turner, D. Wadsworth, J. Wagner, J. Walker, J. Watson, S. Weedon, W. Wen, W. Wilder, R. Willis, S. Yunker-Deatz

Teaching Elder Absent Without Excuse: K. Armstrong, K. Cabrera, A. Cowser, J. Davis, R. Durham, J. Edlin, F. Ehrman, C. Elwood, D. Garton, J. Gibo, J. Gingerich, J. Gulden, M. Head, E. Hinson-Hasty, R. Hogle, N. Huizenga, C. Humphrey, S. Jewell, A. Johnson, A. Johnson, B. Johnson, L. Kashama, J. Kim, Y. Kim, K. Kubar, D. Lee, G. Love, J. Martin, D. Maxwell, M. Ellis, M. McCarty, J. McGee, C. Miske, A. Moiso, C. Mook-Bridgman, M. Moore, J. Murphy, J. Nelson, E. Odom, E. Owen, M. Porter, K. Pyle, D. Richter, M. Rift, J. Stanger, C. Stevens, K. Tribolet, E. Troy, M. Tshihamba, A. Turner, H. Wagner, D. Wallace, J. Weible, W. Williams, P. Wissink, C. Wood

The moderator asked the stated clerk to review the docket. The stated clerk shared the docket. He moved the docket. There was a second. There was no discussion. The motion was approved.

9:00 a.m.      Registration, refreshments, Open House

9:30 a.m.      Session Minutes/Records Review

9:45 a.m.      Education Day Workshops

- "Writing Congregational Antiracism Policy" - Rhashell Hunter
- "Guns-to-Gardens" - Eva Stimson and Soni Castleberry
- "Boundary Training for Ruling Elders" - Cynthia Miske
- "Clerks of Session Roundtable" - Jerry Van Marter
- "What congregational records to keep/shred/pitch" - David Staniunas (PHS)
- "MKP Grants/Programs/Resources to build vital congregations" - John Odom

11:15 a.m.      Worship with Communion

Preaching: immediate past moderator Perry Chang

Offering recipient: Central Louisville Community Ministries

12:15 p.m.      Lunch

1:10 p.m.      New Commissioner Orientation

1:15 p.m. Gathering All Together – Moderator Christine Coy Fohr

- Opening prayer
- Welcome to our first time Ruling Elders and Guests
- Welcome and seating of any Corresponding Members
- Welcome from Central Presbyterian Church
- Declaration of a quorum and approval of the docket.

1:30 p.m. Consent Agenda: Jerry Van Marter

Approve the minutes of the November 11, 2023 meeting.  
Approve the minutes of the January 17, 2024 called meeting  
Elect Galen Zavala (Beechmont) to fill the vacancy on the  
Christian Ed committee.

1:35 p.m. General Presbyter's report: John Odom

1:45 p.m. Church Administration Committee:

FOR ACTION: Approve adding a section on "Parish Associates" to the Standing Rules of the presbytery.

FOR ACTION: Approve the overture from the Session of Crescent Hill Presbyterian Church on Israel-Palestine and submit it to the 226<sup>th</sup> General Assembly.

2:00 p.m. Report of Synod Commissioners: Marian McClure

2:10 p.m. Announcements (one minute or less, please)

2:20 p.m. Coordinating Commission report: Perry Chang

FOR INFORMATION: The Coordinating Commission will cover the cost for any Presbyterian to take QPR (Question, Persuade, Refer) Suicide Prevention Training at the presbytery's next Lunch & Learn on March 13 from Noon-2 p.m. in the LPTS Winn Center, Dining Room A&B. This is a follow up to the NAMI Mental-Health for Spiritual Communities program that is being offered on Feb 5 and 10, free of charge to all. The training participant number is capped at 30. Both the NAMI workshops and the QPR training are in direct response to Harvey Browne's petitions to C2 in October 2023.

#### Annual meeting of the corporation

- Mission Committee/Self-Development of People report: Brad Palmer/Faye Fedlam
- Finance Committee report: Steve Makela

2:40 p.m. Commission on Ministry report: Marissa Galvan-Valle

Response to Harvey Browne Presbyterian Church session resolution from November 2023 presbytery meeting (see above under Coordinating Commission report.)

Summary of actions taken since last presbytery meeting

- Welcome new members; farewell to departing members
- Recognition of ordiversaries

2:50 p.m. Board of Pensions report: Keenan Rodgers

3:00 p.m. Church Growth/Transformation Committee report: Steve Jester

3:05 p.m. Personnel Committee: Betty Muse

FOR ACTION: Approval of the General Assembly-mandated anti-harassment/anti-discrimination policy and a cease-and-desist letter template.

3:15 p.m. Cedar Ridge Camp report: Andrew Hartmans

3:20 p.m. New Business

3:25 p.m. Report from the Stated Clerk: Jerry Van Marter  
Attendance and offering reports

Session records review report

FOR INFORMATION: the Synod of Living Waters reported that the presbytery's minutes for 2022 have been approved without exception. Thanks to Andrew Hartmans and Mary Kutter!

Acknowledgements and thanks

3:30 p.m. Adjournment with prayer

**The Consent Agenda:** The stated clerk reviewed the consent agenda.

- Approve the minutes of the November 11, 2023 stated meeting and the January 17, 2024 called meeting.
- Elect RE Galen Zavala (Beechmont) to fill the vacancy on the Christian Education Committee.

The consent agenda was approved.

**General Presbyter:** TE John Odom, General Presbyter, reported. John led the presbytery in a brief yoga exercise. He reported that 99.4% of the presbytery's per capita was received by the presbytery this past year. John announced that there are tickets available for the "Gem of the Ocean," a play at the University of Louisville Playhouse. John shared about a "Lunch and Learn" March 13th where NAMI will offer the QPR method of suicide prevention. The cost to participate is covered by the presbytery. There are 30 spots available. John also announced a yoked shared ministry grant. where any two congregations that share a pastor can apply for this five-year \$150,000 grant in order to partner together with a neighboring congregation to share a pastor.

**Church Administration Committee:** Jerry Van Marter, Stated Clerk, explained the first reading of a motion adding a section on “Parish Associates” to the Standing Rules of the presbytery. There was discussion about this item.

Jerry discussed the overture of the Session of Crescent Hill Presbyterian Church on Israel-Palestine and it’s hope to submit it to the 226th General Assembly.

The stated clerk moved that Don Mead be seated in order to discuss the overture at the presbytery. There was a second. The motion was approved.

The stated clerk discussed the overture further. He reported that this item has been approved by several presbyteries and, therefore, the action of Mid-Kentucky Presbytery would be to concur with the overture, if approved. The stated clerk made this motion.

There was discussion.

The motion was approved.

Announcements: There was a period of one-minute announcements by congregations.

**Coordinating Commission:** Perry Chang, chair, of the Coordinating Commission reported. Perry shared that the Coordinating Commission will cover the cost for any Presbyterian to take QPR (Question, Persuade, Refer) Suicide Prevention Training at the presbytery’s next Lunch & Learn on March 13 from Noon-2 p.m. in the LPTS Winn Center, Dining Room A&B. This is a follow up to the NAMI Mental-Health for Spiritual Communities program that is being offered on Feb 5 and 10, free of charge to all. The cost of the QPR training is \$10/person and the training is capped at 30. Both the NAMI workshops and the QPR training are in direct response to Harvey Browne's petitions to C2 in October 2023 asking for help in dealing with potential threats.

**Annual Meeting of the Corporation:** There was a motion to recess the presbytery meeting and convene a meeting of the corporation. There was a second. The motion was approved.

There was no report to the corporation.

There was a motion to recess the meeting of the corporation and re-convene the presbytery meeting. There was a second. The motion was approved.

**Mission Committee:** John Odom reported that the mission committee will host a Hygiene Kit assembly event at the Beulah Presbyterian Church on April 13th at 10:00 a.m. These kits will be distributed by Presbyterian Disaster Assistance as needed.

Perry introduced RE Steve Makela to discuss financials. Steve reviewed the budget summary and shared in dreaming about the future of our presbytery’s financials and resources.

Vice-Moderator RE Alicia Bloos took the chair.

**Commission on Ministry:** TE Marissa Galvan-Valle reported for the commission.

The Commission on Ministry has met three times since the November meeting of the presbytery – on December 4, 2023; January 8, 2024; and February 5, 2024. This is the summary of COM actions at those meetings:

#### Pastoral related business:

- The Commission approved the invitation of session and terms of call as amended for the Rev. Toya Richards to serve as Temporary Pastor of Peace Presbyterian Church.
- The Commission approved the invitation of session and terms of call for the Rev. Tamara Recob to serve as Temporary Pastor of Crescent Hill Presbyterian Church. The Commission also approved her transfer to Mid-Kentucky Presbytery from Lake Michigan Presbytery.
- The Commission approved the invitation and the terms of call for the Rev. Matthew Wilson to serve as Temporary Pastor of Greensburg Presbyterian Church and to enroll Matthew Wilson as a temporary member of Mid-Kentucky Presbytery under the Formula of Agreement with the United Church of Christ.
- The Commission voted to recommend to the presbytery that Candidate Ellen Sherby be approved for ordination and that her call to World Mission of the PC(USA) be validated. The Presbytery approved her ordination.
- The Commission approved the extension of the invitation of the session of Okolona Presbyterian Church to the Rev. Dave Bush to serve as Temporary Pastor.
- The Commission approved the extension of the invitation of the session of Beulah Presbyterian Church to the Rev. Bill Owens to serve as Temporary Pastor.
- The Commission approved Katherine Kubar's installation plans as associate pastor at Harvey Browne Presbyterian Church. She was installed on February 4, 2024.
- The Commission approved the invitation of the Office of the General Assembly to the Rev. Meg Rift to serve as executive assistant to the stated clerk.

#### Covenants Calls and Compensations:

- The Commission approved the revised Temporary Pastor Agreement form. The revision is a reminder that minimum vacation and continuing education time is paid.
- The Commission authorized the CC&C to review Temporary Pastor Agreements as they arrive over the next six months and make recommendations to COM at each monthly meeting. This is a pilot program to see how this process works.
- There are initial conversations about how to create a process for congregations on how to deal with mental health situations that arise.

#### Care of Church Professionals:

- A survey was sent out to assess ways in which COM can learn from church professionals what they would consider helpful and supportive, what kind of programming they want, and how COM can be a supportive presence in their ministry. We invite all church professionals to participate in the survey.
- Lunch and Learn calendar is full until August. We thank John Odom, General Presbyter for his support and help in planning these events. Some of these events are related to Mental Well-Being and Faith Communities (Monday, February 5, 2-4 PM; Saturday, February 10, 2-4 PM and one of them (May 22) will offer a deeper dive regarding the new BOP structure for pastors.

Covenant Community Church:

- Task Force: A Task Force was appointed to attend to a request by Covenant Community Church for continuing the healing process of the congregation. The Task Force met with CCC's session and provided several options for them to move forward with healing (\$6,500 dollars thanks to the Presbytery and an anonymous donor) and next steps and possibilities of ministry. The assessment of the meeting was that CCC felt the Presbytery's support and that it went well.

Other Business:

- Response to Harvey Browne Presbyterian Church session resolution from November 2023 presbytery meeting.
- Marissa Galvan-Valle was elected chair and Jamie McLeod vice-chair of the Commission for 2024.
- A COM retreat will take place on Saturday, April 6 at a place to be determined. Among other activities, COM members will discuss the book, "Wounded Pastors: Navigating Burnout, Finding Healing, and Discerning the Future of Your Ministry." The Commission continues to develop processes and policies to address issues of mental health and the presbytery's responses in response to the resolution sponsored by Harvey Browne Presbyterian Church that the presbytery approved in November 2023.

Ordinaries: the following Ministers of Word and Sacrament are celebrating significant anniversaries of their ordination this quarter:

**5 Years:**

Jieun Han (March)  
Megan McCarty (January)  
Kate Pyle (January)

**10 Years:**

Dwain Lee (January)

**20 Years:**

Jim Martin (February)  
John Gulden (March)

**30 Years:**

Willa Fae Williams (January)

#### **40 Years:**

Steve Jester (January)

**Board of Pensions:** Keenan Rodgers was to report from the Board of Pensions, but he was not available. John Odom reported the following items in Keenan's absence.

- Keep the Board of Pension in your prayers. They will meet next month to vote on changes to the pension program.
- Keenan Rodgers will be at our next presbytery meeting to discuss the changes to the Board of Pensions program.
- There will also be a "Lunch and Learn" program at the Louisville Presbyterian Seminary on May 22, 2024 led by Keenan to discuss the changes to the program.

**Church Growth / Transformation Committee report:** TE Steve Jester reported that the Church Growth / Transformation Committee approved a recommendation to the presbytery to grant an extension to the New Church Development Search Committee to complete its work in finding a leader for the North Oldham County new worshipping community by the May 20th presbytery meeting. TE Don Garton shared information about the issue. There was discussion.

**Personnel Committee:** RE Betty Muse reported on the General Assembly-mandated anti-harassment / anti-discrimination policy and cease-and-desist letter template. On behalf of the committee, Betty moved that the policy be approved by presbytery.

There was a motion to amend this motion, so that that the policy is divided into two policies: an Anti-Harassment Policy and a separate Anti-Discrimination Policy.

There was a second.

There was discussion.

The amendment was approved.

There was discussion on the main motion.

There was a motion to refer the Anti-Harassment Policy to the Personnel Committee and the Anti-Discrimination Policy to the Coordinating Commission. There was a second.

The motion to refer was approved.

**Cedar Ridge Camp:** TE Andrew Hartmans, Executive Director, reported. On behalf of the board of directors at Cedar Ridge Camp, Andrew moved the following individuals be elected as board members for the camp board for three years, ending in 2026:

Ben Heimach-Snipes, TE, Covenant Community Church

Laura Ollies, RE, Highland Presbyterian Church  
Brent Delecolleta, RE, Beulah Presbyterian Church  
Martha Vozos, RE, (formerly Iroquois Presbyterian Church) Member of Mid-Kentucky Presbytery.

The motion was approved.

Andrew invited the presbytery to the annual Easter Egg Hunt, March 24th and to register for summer camp on-line.

**New Business:** There was no new business.

**Report from the Stated Clerk:** Jerry Van Marter reported. Jerry thanked the Central Presbyterian Church for hosting the meeting. The worship offering, for Central Louisville Community Ministries, was \$880. Attendance: 52 Teaching Elders, 48 Ruling Elders, 8 Visitors.

Jerry reported that the following congregation's records have been approved for 2023 and 2024.

Central Presbyterian Church  
Crescent Hill Presbyterian Church  
Harvey Browne Memorial Presbyterian Church  
John Knox Presbyterian Church  
LaGrange Presbyterian Church  
Okolona Presbyterian Church  
Second Presbyterian Church  
Shelbyville - First Presbyterian Church  
South Frankfort Presbyterian Church  
Springdale Presbyterian Church

**Adjournment:** There was a motion to adjourn. There was a second. The motion to adjourn was approved.

The meeting was closed in prayer by the Vice-Moderator at 3:14 p.m.

Christine Coy Fohr, Moderator

Jerry Van Marter, Stated Clerk

Andrew Hartmans, Recording Clerk

# Presbytery of Mid-Kentucky

## Church Administration Committee report

### February 24, 2024

The Church Administration Committee brings two items:

1. **FIRST READING (final vote in May):** That the Standing Rules of the presbytery be amended by adding a new section – 7.3.1.h (and renumbering the subsequent provisions in section 7.3.1) – on Parish Associates as follows:

#### **Parish Associates**

**A parish associate is a minister who serves in some validated ministry other than the local parish, or is a member-at-large, or is retired, but who wishes to maintain a relationship with a particular church or churches in keeping with ordination to the ministry of Word and Sacrament. Such persons, already qualified as continuing members of presbytery, may serve as parish associates. The relation shall be established upon nomination by the pastor, between the parish associate, the session and the presbytery. The parish associate shall be responsible to the pastor, as head of staff on an “as needed, as available” basis and with or without remuneration. A parish associate may not be called to be the next installed pastor or associate pastor of a church served as parish associate unless at least six months have elapsed since the end of the parish associate relationship. No formal call shall be involved. The agreement between the session and the parish associate shall be terminated whenever a pulpit becomes vacant.**

#### **RATIONALE:**

This provision places the office of Parish Associate in the Standing Rules of Mid-Kentucky Presbytery. This language was removed from *The Book of Order* in July 2011. The Presbytery of Mid Kentucky believes the office of Parish Associate is a valuable tool for sessions and presbyteries as they seek to provide pastoral service to PC(USA) congregations. When this overture was proposed to the 225<sup>th</sup> General Assembly, the Advisory Committee on the Constitution (ACC) agreed, but recommended that provisions for parish associates be placed in presbytery by-laws, not restored to *The Book of Order*. The General Assembly agreed.

The Church Administration Committee believes this new Standing Rule provides a decent and orderly way for the presbytery to match the gifts of extra-parish clergy with the needs of congregations for additional pastoral services.

2. **FOR ACTION:** That the presbytery overture the 226<sup>th</sup> General Assembly (2024) as follows:

**The Presbytery of Mid-Kentucky overtures the 226<sup>th</sup> General Assembly of the Presbyterian Church (U.S.A.) to:**

1. **Direct the Committee on Mission Responsibility Through Investment (MRTI) to begin focused engagement with General Electric (GE) and Palantir Technologies, Inc. in the 2025 and 2026 proxy seasons and to report back to the 227<sup>th</sup> General Assembly (2026) with possible divestment recommendations for the companies that are not moving toward compliance with established General Assembly policies.**

### **Rationale**

The Presbyterian Church (USA) has long recognized that church investment is “an instrument of mission.”<sup>i</sup> General Electric and Palantir Technologies are both involved in activities that bring them into direct conflict with our policy of mission-directed investment.

### **Military-Related Production, Human Rights, and Divestment**

The PC(USA) has identified concerns that can qualify a company for divestment and/or proscription. The most relevant criteria for these two companies are military-related production and human rights violations.<sup>ii</sup>

Regarding military-related production, the divestment/proscription list offers guidelines that include “the sale of weapons to states involved in armed conflicts where there are heightened risks of those weapons being used in ways that constitute serious and systematic violations of international humanitarian law (IHL).”<sup>iii</sup>

Regarding human rights violations, the list notes,

It is in conflict-affected and high-risk areas (CAHRA) ... that people are most vulnerable to violations of their human rights. CAHRA may include ... military occupations (e.g., Occupied Palestinian Territories)...<sup>iv</sup>

### **General Electric (GE)<sup>v</sup>**

GE is a vast corporation involved in a wide variety of activities. Its revenues in 2022 totaled \$76.6 billion, with a “defense revenue” of \$4.4 billion.<sup>vi</sup>

### ***Military Production and Human Rights Violations in Israel/Palestine***

GE's F110-GE-129 engines are found in all F-15 and F-16 fighter jets. Its electronic components are included in F-35 fighter jets.<sup>vii</sup> F-15, F-16, and F-35 fighter jets have been used regularly in strikes on Gaza, including in 2008-09, 2014, 2021, and 2023-24. For each of those bombing assaults Israel has been accused of war crimes by the human rights organizations Amnesty International (AI), B'tselem, and Human Rights Watch (HRW).<sup>viii</sup>

GE's T700 engines are employed in Israeli helicopters, including the Apaches that have been prominent in military operations against the West Bank and Gaza.<sup>ix</sup>

The LM2500 produced by GE is the turbine part in the Sa'ar 5 warship with which the Israeli Navy enforces the naval blockade of Gaza.<sup>x</sup> In 2010 a Sa'ar ship assaulted the Gaza Freedom flotilla, leading to war crimes charges by the ICC's chief prosecutor.<sup>xi</sup>

### ***Human Rights Violations in Yemen and China***

GE works with the Royal Saudi Air Force, which has been implicated in war crimes in Yemen. The company provides Saudi with engines used in F-15 jets and Black Hawk and Apache helicopters. According to the human rights organization, PAX, the company "should be seen as 'contributing' to the [human rights] violations in Yemen."<sup>xii</sup>

GE is connected through its supply chain to the forced migration and labor of the Uyghur population in China. GE is a customer of Dongguan Yidong Electronic Co. Ltd., a supplier with factories in China that participate in the forced transfer, re-education, and exploitation of the Uyghurs.<sup>xiii</sup>

### **Palantir Technologies, Inc.**

Palantir Technologies develops technology used in machine-assisted and human-driven data analysis. Palantir was created with start-up money provided by the CIA's venture capital branch.<sup>xiv</sup>

### ***Military Production and Human Rights Violations in Israel/Palestine***

Palantir's leading international clients include Israel's security forces, which use Palantir's predictive systems to identify individuals considered a "threat." Using this technology, Israel jails Palestinians because they fit the 'terrorist profile. One officer commented in 2016, "Unlike terrorists who belong to Hamas or the Islamic Jihad, if you get to their house a week before the attack the kid doesn't know that he is a terrorist yet."<sup>xv</sup> By its police profiling, Palantir Technologies contributes to the mass incarceration of Palestinians."<sup>xvi</sup>

### ***Contribution to Human Rights Violations against Migrants and Asylum Seekers***

Palantir's products contribute to human rights violations in the U.S. and on the U.S.-Mexico border in immigrant surveillance and targeting. In 2020 AI concluded, "there is a high risk that Palantir is contributing to serious human rights violations of migrants and asylum-seekers."<sup>xvii</sup> ICE has used its products to carry out workplace raids, deportations, and separate migrant families.<sup>xviii</sup> Palantir developed a tool used by ICE to separate immigrant families and build cases against migrants slated for deportation. Palantir's "FALCON" product has been used to help conduct workplace raids against undocumented migrants.<sup>xix</sup>

### **Contributions to U.S. Police Forces and Military**

Palantir provides predictive policing technology to law enforcement agencies in the United States, a practice widely recognized as racist.<sup>xx</sup> The company has garnered more than \$600 million in Pentagon contracts since 2008. Since 2018, Palantir has worked on "Project Maven," an "initiative to deploy autonomous AI drones that can track vehicles and people, with the goal of sending those drones to combat zones to help the military prioritize targets and plan raids."<sup>xxi</sup>

### **Conclusions**

Both General Electric and Palantir Technologies are involved in activities that conflict with the mission-directed investment policy of the PC(USA). We urge the General Assembly to direct the Presbyterian Mission Agency Board to instruct MRTI to begin a focused engagement process with General Electric (GE) and Palantir Technologies, Inc. with the aim of moving these companies away from actions that create human harm, are a barrier to peace, and violate human rights.

### **Notes**

<sup>1</sup> [Office of Faith-Based Investing and Corporate Engagement](#), PC(USA).

<sup>1</sup> [PRESBYTERIAN CHURCH \(USA\) 2023 General Assembly Divestment/ Proscription List 2023](#), p.1.

<sup>1</sup> [Ibid.](#), pp. 5-6.

<sup>1</sup> [Ibid.](#), p. 7.

<sup>1</sup> The following section and the section on Palantir Technologies utilize reports on the AFSC's [Investigate website](#).

<sup>1</sup> ["Top 100 Defense Companies"](#), *Defense News*, 2023.

<sup>1</sup> ["GE's F110 Engine"](#), GE Aerospace; Christine Gibson, ["The F-35 Stealth Fighter..."](#) Aug. 24, 2023; ["Boeing"](#), Investigate website, AFSC; ["Lockheed Martin Corp."](#), Investigate website, AFSC.

<sup>1</sup> ["ISRAEL/OPT: The Conflict in Gaza"](#), AI, Jan. 19, 2009; ["Israel/Gaza"](#), HRW, Dec. 30, 2008; ["Israel/Palestine ...."](#) HRW, Jul. 15, 2014; ["Gaza 'Black Friday'...."](#) AI, Jul. 29, 2015; ["Israel/ OPT..."](#), AI, May 17, 2021; ["Killing blockaded civilians ...."](#) B'tselem, May 15, 2021; ["HRW accuses Israel, Palestinians ...."](#) Al Jazeera, Jul. 27, 2021; ["Commission of Inquiry collecting evidence ...."](#) UN Office of the High Commissioner for Human Rights, 10 October 2023; ["Israel: Palestinian armed groups ...."](#) AI, Oct. 12, 2023; ["Damning evidence crimes ...."](#) AI, Oct. 20, 2023; Jacob Magid and Jeremy Sharon, ["B'tselem accuses Israel ...."](#) *Times of Israel*, 10 Oct., 2023; Ben Adler, ["3 questions ...."](#) *Yahoo! News*, Oct. 11, 2023; Stefano D'Urso, ["Configuration And Payload ...."](#) *The Aviationist*, Oct.12, 2023; Gabriel Centeno, ["Meet the Israeli fighter jets ...."](#) *Aeroflap*, Oct. 10, 2023; Christine Gibson, ["The F-35 Stealth Fighter..."](#) Aug. 4, 2023.

<sup>1</sup> ["The T-700..."](#) GE Aerospace; ["GE XT700-GE-700 ...."](#) National Air and Space Museum; ["Boeing Co."](#) Investigate website, AFSC; ["Lockheed Martin Corp."](#) Investigate website, AFSC; Christine Gibson, ["Trusted Around the World ...."](#) GE, Jun. 22, 2023, Lubna Masarwa and Oscar Rickett,

[“Israel uses Apache ...”](#) *Middle East Eye*, June 19, 2023; [“2021 is deadliest year ...”](#) DCI, Dec. 10, 2021; Karen Yourish and Josh Keller, [“The Toll in Gaza and Israel ...”](#) *NYT*, Jul. 15, 2014; Anne Barnard, [“Boys Drawn to Gaza Beach ...”](#) *NYT*, July 16, 2014; [“HUMAN RIGHTS IN PALESTINE ...”](#) Human Rights Council, UN, Sept. 25, 2009.; [“US-made Apaches ...”](#) *Al Jazeera*, Sept. 1, 2009, .  
<sup>1</sup> [“LM2500 ...”](#) GE.  
<sup>1</sup> [“Israel, Blockade of Gaza ...”](#) ICRC; [“Statement of ICC Prosecutor ...”](#) ICC, Nov. 30, 2017. .  
<sup>1</sup> [“High-risk arms trade ...”](#) Pax for Peace, Jul., 2022.  
<sup>1</sup> Vicky Xiuzhong Xu, [“Uyghurs for sale ...”](#) Australian Strategic Policy Institute Policy Brief, Report No. 26/2020.  
<sup>1</sup> [“Palantir Technologies, Inc.”](#) Stock Analysis; Sam Biddle, [“How Peter Thiel’s Palantir...”](#) *Intercept*, Feb. 22, 2017,  
<sup>1</sup> Orr Hirschauge and Hagar Shezaf, [“How Israel Jails Palestinians ...”](#) *Haaretz*, May 31, 2017, .  
<sup>1</sup> [“Thousands of Palestinians ...”](#) *Al Jazeera*, Jun. 30, 2021.  
<sup>1</sup> [“Failing to Do Right ...”](#) *AI 2020* .  
<sup>1</sup> [“The War Against Immigrants ...”](#) *Mijente*, August 2019 .  
<sup>1</sup> [“New Documentary Reveals ...”](#) *The Appeal*, My, 21, 2020; [“Data Company ...”](#) *WNYC*, July 16, 2019, .  
<sup>1</sup> Caroline Haskins, [“300 Californian Cities ...”](#) *Vice*, July 12, 2019, Maha Ahmed, [“Aided By Palantir...”](#) *Intercept*, May 11, 2018; [“Palantir Technologies Inc.”](#) Investigate website, AFSC.  
<sup>1</sup> [“Palantir Technologies Inc.”](#) Investigate website, AFSC.

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<sup>i</sup> [Office of Faith-Based Investing and Corporate Engagement](#), PC(USA).

<sup>ii</sup> [PRESBYTERIAN CHURCH \(USA\) 2023 General Assembly Divestment/ Proscription List 2023](#), p.1.

<sup>iii</sup> [Ibid.](#), pp. 5-6.

<sup>iv</sup> [Ibid.](#), p. 7.

<sup>v</sup> The following section and the section on Palantir Technologies utilize reports on the AFSC’s [Investigate website](#).

<sup>vi</sup> [“Top 100 Defense Companies,”](#) *Defense News*, 2023.

<sup>vii</sup> [“GE’s F110 Engine,”](#) GE Aerospace; Christine Gibson, [“The F-35 Stealth Fighter...”](#) Aug. 24, 2023; [“Boeing,”](#) Investigate website, AFSC; [“Lockheed Martin Corp.,”](#) Investigate website, AFSC.

<sup>viii</sup> [“ISRAEL/OPT: The Conflict in Gaza,”](#) AI, Jan. 19, 2009; [“Israel/Gaza,”](#) HRW, Dec. 30, 2008; [“Israel/Palestine ...”](#) HRW, Jul. 15, 2014; [“Gaza ‘Black Friday’...”](#) AI, Jul. 29, 2015; [“Israel/ OPT...”](#) AI, May 17, 2021; [“Killing blockaded civilians ...”](#) B’tselem, May 15, 2021; [“HRW accuses Israel, Palestinians ...”](#) *Al Jazeera*, Jul. 27, 2021; [“Commission of Inquiry collecting evidence ...”](#) UN Office of the High Commissioner for Human Rights, 10 October 2023; [“Israel: Palestinian armed groups ...”](#) AI, Oct. 12, 2023; [“Damning evidence crimes ...”](#) AI, Oct. 20, 2023; Jacob Magid and Jeremy Sharon, [“B’tselem accuses Israel ...”](#) *Times of Israel*, 10 Oct., 2023; Ben Adler, [“3 questions ...”](#) *Yahoo! News*, Oct. 11, 2023; Stefano D’Urso, [“Configuration And Payload ...”](#) *The Aviationist*, Oct.12, 2023; ; Gabriel Centeno, [“Meet the Israeli fighter jets ...”](#) *Aeroflap*, Oct. 10, 2023; Christine Gibson, [“The F-35 Stealth Fighter...”](#) Aug. 4, 2023.

<sup>ix</sup> [“The T-700...”](#) GE Aerospace; [“GE XT700-GE-700 ...”](#) National Air and Space Museum; [“Boeing Co.,”](#) Investigate website, AFSC; [“Lockheed Martin Corp.”](#) Investigate website, AFSC; Christine Gibson, [“Trusted Around the World ...”](#) GE, Jun. 22,2023, Lubna Masarwa and Oscar Rickett, [“Israel uses Apache ...”](#) *Middle East Eye*, June 19, 2023; [“2021 is deadliest year ...”](#) DCI, Dec. 10, 2021; Karen Yourish and Josh Keller, [“The Toll in Gaza and Israel ...”](#) *NYT*, Jul. 15, 2014; Anne Barnard, [“Boys Drawn to Gaza Beach ...”](#) *NYT*, July 16, 2014; [“HUMAN RIGHTS IN PALESTINE ...”](#) Human Rights Council, UN, Sept. 25, 2009.; [“US-made Apaches ...”](#) *Al Jazeera*, Sept. 1, 2009, .

<sup>x</sup> [“LM2500 ...”](#) GE.

<sup>xi</sup> [“Israel, Blockade of Gaza ...”](#) ICRC; [“Statement of ICC Prosecutor ...”](#) ICC, Nov. 30, 2017. .

<sup>xii</sup> [“High-risk arms trade ...”](#) Pax for Peace, Jul., 2022.

<sup>xiii</sup> Vicky Xiuzhong Xu, [“Uyghurs for sale ...”](#) Australian Strategic Policy Institute Policy Brief, Report No. 26/2020.

<sup>xiv</sup> [“Palantir Technologies, Inc.”](#) Stock Analysis; Sam Biddle, [“How Peter Thiel’s Palantir...”](#) *Intercept*, Feb. 22, 2017,

<sup>xv</sup> Orr Hirschauge and Hagar Shezaf, [“How Israel Jails Palestinians ...”](#) *Haaretz*, May 31, 2017, .

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- xvi “[Thousands of Palestinians ....](#)” *Al Jazeera*, Jun. 30, 2021.
- xvii “[Failing to Do Right ....](#)” *AI 2020*.
- xviii [The War Against Immigrants ....](#), *Mijente*, August 2019.
- xix “[New Documentary Reveals ....](#)” *The Appeal*, My, 21, 2020; “[Data Company ....](#)” *WNYC*, July 16, 2019.
- xx Caroline Haskins, “[300 Californian Cities ....](#)” *Vice*, July 12, 2019, Maha Ahmed, “[Aided By Palantir.....](#)” *Intercept*, May 11, 2018; “[Palantir Technologies Inc.](#),” Investigate website, AFSC.
- xxi “[Palantir Technologies Inc.](#),” Investigate website, AFSC.

**ANTI-HARASSMENT AND ANTI-RACISM POLICY AND ACKNOWLEDGEMENT**  
**THE PRESBYTERY OF MID-KENTUCKY**  
**PRESBYTERIAN CHURCH (USA)**

The Presbytery of Mid-Kentucky of the Presbyterian Church (USA) seeks to form disciples whose lives and behaviors conform to the teachings 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, 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 and Anti-Racism 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 a workplace 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 the Presbytery of Mid-Kentucky's direction to review and sign this Policy and Acknowledgment 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, mental or physical health status, 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, layoffs, reinstatements, and educational programs.<sup>1</sup>

Generally 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.<sup>2</sup>

**Racism and discrimination refer to, but are not limited to: racially-motivated comments, slurs, jokes, pictures, objects, threats, physical assaults, and/or intimidation. Racism and discrimination also include institutionally or culturally racist policies, practices, and norms, unequal application of policies based on race, and unequal or biased treatment based on race. This includes behaviors, actions, or systems that**

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<sup>1</sup> This list of protected classes is based in part on the categories defined in the Civil Rights Act of 1964.

<sup>2</sup> The generally prohibited activities are based on the Commonwealth of Kentucky's definition of harassment and discrimination in Kentucky legal statutes.

may not be intended to be racist but harm people of color, as well as intentional racial harassment or discrimination. In addition to larger more obvious transgressions, this can also include smaller more subtle instances of discriminatory or biased behavior or speech especially when there is a clear and persistent pattern established.<sup>3</sup>

Sexual harassment refers to unwelcome sexual behavior, either verbal or physical requests for sexual favors, and other verbal or physical harassment of a sexual nature. Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general. Both the harassed and harasser can be, or identify as, any gender, and the harassed and harasser can be, or identify as, the same sex or gender. In addition to larger more obvious transgressions, this can also include smaller more subtle instances of discriminatory or biased behavior or speech especially when there is a clear and persistent pattern established.<sup>4</sup>

An employee may be subject to disciplinary action, up to and including dismissal. Similarly, a minister member, inquirer, candidate, certified Christian Educator, Commissioned Ruling Elder or member of the Presbyterian Church (U.S.A.) who engages in this type of behavior may be subject to disciplinary action as is 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 (COM), the Commission on Preparation for Ministry, or the Presbytery itself. The harassment of an employee or other person participating in any ministry of the Presbytery of Mid-Kentucky or its constituent congregations based on race, color or national origin or other protected classes as named above is also prohibited.

The staff of the presbytery are prohibited from having consensual romantic or sexual relationships with another member of the staff of the Presbytery of Mid-Kentucky unless the staff members are lawfully married to each other. The general presbyter and stated clerk of the Presbytery of Mid-Kentucky are prohibited from having consensual romantic or sexual relationships with a minister member of the Presbytery of Mid-Kentucky unless they are lawfully married to that minister member. In addition, any person authorized by the COM to serve in a pastoral role of a particular congregation within the Presbytery of Mid-Kentucky is prohibited from having consensual romantic or sexual relationships with a member of that particular congregation unless that individual is 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 ability to complain about the harassment of discriminatory behavior as soon as possible. The

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<sup>3</sup> This section is adapted from the South Kingstown Rhode Island Public School District's "Anti-Racism, Anti-Discrimination, and Anti-Harassment Policy, [https://go.boarddocs.com/ri/soki/Board.nsf/files/C2SNQK610A5A/\\$file/Anti-Racism%2C%20Anti-Discrimination%20and%20Anti-Harassment%20Policy%20rev.3.30.21.docx%20\(1\).pdf](https://go.boarddocs.com/ri/soki/Board.nsf/files/C2SNQK610A5A/$file/Anti-Racism%2C%20Anti-Discrimination%20and%20Anti-Harassment%20Policy%20rev.3.30.21.docx%20(1).pdf)

<sup>4</sup> Adapted from the EEOC's 2023 Proposed Enforcement Guidelines for Harassment in the Workplace, <https://www.eeoc.gov/proposed-enforcement-guidance-harassment-workplace>

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, 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 presbytery'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 personnel committee together with the general presbyter (unless named as offender in which case the general presbyter will not be involved) MUST issue a Cease and Desist Memorandum to the alleged offender and contact the presbytery's personnel committee and/or COM 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 "Rules of 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 to report a criminal act.**

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 the 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 strictly 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 and Anti-Racism 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 and Anti-Racism policy.

\_\_\_\_\_ Printed Name

\_\_\_\_\_ Signature and Date

**Presbytery of Mid-Kentucky**  
**Balance Sheet**  
As of December 31, 2023

	Total	
	As of Dec 31, 2023	As of Dec 31, 2022 (PY)
<b>ASSETS</b>		
<b>Current Assets</b>		
<b>Bank Accounts</b>		
100400 US Bank Checking	28,154.02	313,314.94
100500 US Bank Money Market	17,407.79	117,219.91
100600 PNC Bank Calvin PC	0.00	463,505.53
100700 US Bank MM Calvin Funds	393,514.02	
<b>Total Bank Accounts</b>	<b>\$ 439,075.83</b>	<b>\$ 894,040.38</b>
<b>Other Current Assets</b>		
<b>130000 Designated Funds</b>		
130100 Presbytery Loan Fund	297,417.88	261,994.68
130110 Presbytery Reserve Fund	278,202.97	257,509.99
130120 Restricted Fund - Edwards Fund	50,538.43	46,910.42
130130 Donor Rest. Fund - Hampton Mem.	1,698.26	1,595.56
130140 Donor Rest. Fund - PYC Fund	42,754.86	36,740.87
130150 Donor Rest. Fund - Quissenberry	131,377.17	106,823.02
130160 Presb Schol. Fnd for Retired	31,355.93	27,565.96
130200 Presb Desig - Meadowview Legacy	2,257,382.75	2,071,542.49
130220 Presb. NCD & Revital Fund	733,519.91	611,032.78
<b>Total 130000 Designated Funds</b>	<b>\$ 3,824,248.16</b>	<b>\$ 3,421,715.77</b>
<b>Total Other Current Assets</b>	<b>\$ 3,824,248.16</b>	<b>\$ 3,421,715.77</b>
<b>Total Current Assets</b>	<b>\$ 4,263,323.99</b>	<b>\$ 4,315,756.15</b>
<b>Fixed Assets</b>		
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
<b>Total Fixed Assets</b>	<b>\$ 979,300.00</b>	<b>\$ 979,300.00</b>
<b>Other Assets</b>		
<b>170000 Loans Receivable</b>		
170100 Loan Rec-Beechmont PC	43,442.86	50,046.94
170900 Loan Receivable - Westwood PC	20,332.00	25,249.00
170910 Loan Receivable - Eminence 1st	19,595.00	
<b>Total 170000 Loans Receivable</b>	<b>\$ 83,369.86</b>	<b>\$ 75,295.94</b>
<b>Total Other Assets</b>	<b>\$ 83,369.86</b>	<b>\$ 75,295.94</b>
<b>TOTAL ASSETS</b>	<b>\$ 5,325,993.85</b>	<b>\$ 5,370,352.09</b>
<b>LIABILITIES AND EQUITY</b>		

**Liabilities****Current Liabilities****Accounts Payable**

200000 Accounts Payable	145.53	3,645.53
<b>Total Accounts Payable</b>	<b>\$ 145.53</b>	<b>\$ 3,645.53</b>

**Other Current Liabilities**

210000 Prepaid Per Capita	12,034.17	11,370.10
210001 Prepaid Shared Mission Support	1,350.00	3,250.00
230000 Payroll Liabilities	0.00	0.00
230045 Lou City Non Res W/H	-3.21	-3.37
Federal Taxes (941/944)	0.00	-42.52
<b>Total 230000 Payroll Liabilities</b>	<b>-\$ 3.21</b>	<b>-\$ 45.89</b>

<b>Total Other Current Liabilities</b>	<b>\$ 13,380.96</b>	<b>\$ 14,574.21</b>
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<b>Total Current Liabilities</b>	<b>\$ 13,526.49</b>	<b>\$ 18,219.74</b>
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<b>Total Liabilities</b>	<b>\$ 13,526.49</b>	<b>\$ 18,219.74</b>
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**Equity**

300000 Opening Balance Equity	20,822.98	822.98
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**320000 Designated Accounts**

240500 Desig-UKirk	0.00	11,399.88
320001 Desig-2019 Synod Youth Event	1,655.68	1,655.68
320005 Desig-SDOP Grant	5,000.00	0.00
320100 Designated Fund - NCD & Revital	731,519.91	611,032.78
320114 Designated-Triennium	6,000.00	6,000.00
320209 Desig - Meadowview Legacy	2,257,382.75	2,071,542.49
320212 Desig-Synod Tech Grant	4,053.67	6,053.67
320213 Desig-Statewide Presb Meeting	0.00	-45.52
320215 Desig-Jentes KY Taxes Calvin PC	1,683.15	3,722.77
320225 Desig-Jentes PR Calvin PC	-2,527.02	39,363.76
320230 Desig-Jentes BOP Dues Calvin PC	6,278.72	18,486.24
320240 Desig-Jentes City Tax	451.91	1,759.88
320245 Desig-Wissink Salary Calvin PC	0.36	30,209.08
320250 Desig-Wissink Housing Calvin PC	-0.44	10,000.00
320255 Desig-Wissink SECA 1 Year	0.08	3,076.04
320260 Desig-Wissink BOP Dues 1 year	0.00	-3,716.74
320265 Desig-Calvin PC Legacy Funds	39,649.60	197,610.78
320270 Desig-South Fork PC Sale Proceeds	0.00	40,462.00
320285 Desig-Calvin PC FWT & FICA	26,071.05	
320290 Designated Okolona PC Payroll	-2,661.07	
320305 Designated Cres Hill Payroll	614.88	
320310 Desig-Spirit of Sophia Sabbath Grant	3,500.00	
<b>Total 320000 Designated Accounts</b>	<b>\$ 3,078,673.23</b>	<b>\$ 3,048,612.79</b>

320200 Temp Restricted Fund Balance	0.00	0.00
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240180 Restr-Peacemaking Pby Share	427.81	1,432.32
240190 Restr-Pby Share Centsability	1,213.06	963.19
240435 Restr-DePART	4,230.82	4,230.82
310110 Restr-Hygiene Kit Project	771.97	670.00
320103 Rest-Retired Ministers	31,355.93	27,565.96

<b>320105 Restr-Hampton Mem</b>	1,698.26	1,595.56
<b>320106 Restr-Edwards Scholarship</b>	50,538.43	46,910.42
<b>320107 Restr-Quissenberry Scholarship</b>	122,200.17	98,863.02
<b>320108 Restr-PYC</b>	42,754.86	36,740.87
<b>320110 Restr-Meadowview Draw Excess</b>	20,587.80	69,045.00
<b>320235 MM Calvin Funds</b>	389,228.55	462,682.55
<b>320275 Medical Debt Relief Fund</b>	0.00	4,000.00
<b>320280 SDOP Grant 2022</b>	0.00	4,750.64
<b>Total 320200 Temp Restricted Fund Balance</b>	<b>\$ 665,007.66</b>	<b>\$ 759,450.35</b>
<b>320300 Perm Designated Fund Bal</b>	5,000.00	5,000.00
<b>390000 Retained Earnings</b>	1,523,678.07	1,680,810.87
<b>Net Income</b>	19,285.42	-142,564.64
<b>Total Equity</b>	<b>\$ 5,312,467.36</b>	<b>\$ 5,352,132.35</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 5,325,993.85</b>	<b>\$ 5,370,352.09</b>

### 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

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

PIN	CHURCH	Memb as of 12/21	2022 GPM	2022 SMS PLEDGED	2022 SMS PAID	2022 SMS RECEIVABLE	2023 SMS PLEDGED	2023 SMS PAID	2023 SMS RECEIVABLE	2023 PER CAPITA ASSESSED	2023 PER CAPITA PAID	2023 PER CAPITA RECEIVABLE
9898	Anchorage	290	78.42	\$22,741.30	\$22,741.32	-\$0.02	\$12,739.00	\$ 12,736.00	\$3.00	\$7,511.00	7,511.00	\$0.00
9899	Bardstown First	16	0.00	\$0.00		\$0.00			\$0.00	\$414.40	\$200.00	\$214.40
9900	Bardstown Road	82	79.27	\$6,500.00	\$6,500.00	\$0.00	\$6,500.00	\$ 6,500.00	\$0.00	\$2,123.80	\$2,123.80	\$0.00
9901	Beechmont	56	0.00	\$0.00		\$0.00			\$0.00	\$1,450.40	\$1,450.00	\$0.40
9902	Bethel First	127	55.12	\$7,000.00	\$7,000.00	\$0.00	\$7,000.00	\$ 7,000.00	\$0.00	\$3,289.30	\$3,289.00	\$0.30
9904	Beulah	175	5.71	\$1,000.00	\$1,000.00	\$0.00	\$1,000.00	\$ 1,000.00	\$0.00	\$4,532.50	\$4,532.50	\$0.00
9905	Big Spring-Bloomfield*	12	0.00	\$0.00		\$0.00			\$0.00	\$310.80	\$595.15	-\$284.35
9907	Briargate	47	0.00	\$0.00	\$1,000.00	-\$1,000.00	\$500.00	\$ 500.00	\$0.00	\$1,217.30	\$1,217.30	\$0.00
9909	Buechel	15	0.00	\$0.00		\$0.00			\$0.00	\$388.50		\$388.50
3054	Calvin	50	0.00	\$0.00		\$0.00			\$0.00	\$1,295.00	\$1,295.00	\$0.00
3055	Central	131	127.86	\$16,750.00	\$16,750.00	\$0.00	\$16,750.00	\$ 16,750.00	\$0.00	\$3,392.90	\$3,392.90	\$0.00
3093	Columbia Union	13	0.00	\$0.00		\$0.00			\$0.00	\$336.70	\$336.70	\$0.00
11944	Covenant Community	34	0.00	\$0.00	\$2,000.00	-\$2,000.00		\$ 2,000.00	-\$2,000.00	\$880.60	\$880.60	\$0.00
9911	Crescent Hill	146	0.00	\$0.00	\$1,000.00	-\$1,000.00	\$2,000.00	\$ 2,000.00	\$0.00	\$3,781.40	\$3,781.40	\$0.00
3100	Ebenezer	89	15.45	\$1,375.00	\$1,375.00	\$0.00	\$1,375.00	\$ 1,375.00	-\$1,375.00	\$2,305.10	\$2,378.20	-\$73.10
9913	Elizabethtown First	104	19.23	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$ 2,000.00	\$0.00	\$2,693.60	\$2,693.60	\$0.00
9914	Eminence First	12	0.00	\$0.00		\$0.00			\$0.00	\$310.80	\$310.80	\$0.00
3056	Fourth	99	10.10	\$1,000.00	\$1,000.00	\$0.00	\$1,200.00	\$ 300.00	\$900.00	\$2,564.10	\$2,564.10	\$0.00
3010	Frankfort First	172	37.79	\$6,500.00	\$3,250.00	\$3,250.00		\$ 3,250.00	-\$3,250.00	\$4,454.80	\$4,454.80	\$0.00
9918	Glasgow First	79	6.33	\$500.00	\$500.00	\$0.00	\$500.00	\$ 500.00	\$0.00	\$2,046.10	\$2,046.10	\$0.00
3057	Grace Hope	53	11.32	\$600.00	\$600.00	\$0.00	\$600.00	\$ 600.00	\$0.00	\$1,372.70	\$1,372.70	\$0.00
3099	Greensburg	38	17.11	\$650.00	\$650.00	\$0.00			\$0.00	\$984.20	\$984.20	\$0.00
9920	Harvey Browne	493	91.28	\$45,000.00	\$45,000.00	\$0.00	\$45,000.00	\$ 45,000.00	\$0.00	\$12,768.70	\$12,768.70	\$0.00
9921	Hebron	113	0.00	\$0.00		\$0.00			\$0.00	\$2,926.70	\$2,926.70	\$0.00
9922	Highland	844	66.35	\$56,000.00	\$56,000.00	\$0.00	\$56,000.00	\$ 56,000.00	\$0.00	\$21,859.60	\$21,859.60	\$0.00
9923	Hopewell**	78	12.82	\$1,000.00	\$2,000.00	-\$1,000.00	\$1,000.00	\$ 1,000.00	\$0.00	\$2,020.20	\$3,261.00	-\$1,240.80
7692	John Knox	51	9.80	\$500.00	\$500.00	\$0.00	\$400.00	\$ 400.00	\$0.00	\$1,320.90	\$1,320.90	\$0.00
11471	Lagrange	78	0.00	\$0.00		\$0.00			\$0.00	\$2,020.20	\$2,000.04	\$20.16
10895	Louisville Korean	33	0.00	\$0.00		\$0.00			\$0.00	\$854.70	\$854.70	\$0.00
11992	Louisville Tiwanese	20	100.00	\$2,000.00	\$2,000.00	\$0.00	\$500.00	\$ 500.00	\$0.00	\$518.00	\$518.00	\$0.00
9928	Meadowview**	28	0.00	\$0.00		\$0.00			\$0.00	\$725.20	\$725.20	\$0.00

December 31, 2023

MKP 2023 Shared Mission Support and 2023 Per Capita

PIN	CHURCH	Memb as of 12/21	2022 GPM	2022 SMS PLEDGED	2022 SMS PAID	2022 SMS RECEIVABLE	2023 SMS PLEDGED	2023 SMS PAID	2023 SMS RECEIVABLE	2023 PER CAPITA ASSESSED	2023 PER CAPITA PAID	2023 PER CAPITA RECEIVABLE
9929	Munfordville	16	0.00	\$0.00		\$0.00			\$0.00	\$414.40	\$414.40	\$0.00
10638	New Goshen	44	0.00	\$0.00		\$0.00			\$0.00	\$1,139.60	\$1,139.60	\$0.00
9930	Okolona	30	0.00	\$0.00		\$0.00			\$0.00	\$777.00	\$777.00	\$0.00
9525	Patteson Memorial	11	0.00	\$0.00		\$0.00			\$0.00	\$284.90	\$284.90	\$0.00
1535	Peace	66	0.00	0.00		\$0.00			\$0.00	\$1,709.40	\$1,709.40	\$0.00
3065	Pewee Valley	149	70.47	10,500.00	10,500.00	\$0.00	\$10,500.00	\$ 750.00	\$0.00	\$3,859.10	\$3,859.10	\$0.00
9932	Portland Avenue	28	28.57	800.00		\$800.00	\$400.00		\$400.00	\$725.20	\$725.20	\$0.00
11470	Radcliff	8	62.50	500.00	500.00	\$0.00	\$500.00	\$ 500.00	\$0.00	\$207.20	\$207.20	\$0.00
9935	Second	1143	35.00	40,000.00	40,000.00	\$0.00	\$40,000.00	\$ 40,000.00	\$0.00	\$29,603.70	\$29,603.70	\$0.00
10183	Shawnee	30	0.00	0.00		\$0.00			\$0.00	\$777.00		\$777.00
9937	Shelbyville First	152	6.58	1,000.00	1,000.00	\$0.00	\$1,000.00	\$ 1,000.00	\$0.00	\$3,936.80	\$3,936.80	\$0.00
9917	South Frankfort	216	9.26	2,000.00	2,000.00	\$0.00	\$2,000.00	\$ 2,000.00	\$0.00	\$5,594.40	\$5,594.40	\$0.00
9938	Springdale	279	55.91	15,600.00	15,600.00	\$0.00	\$15,600.00	\$ 15,600.00	\$0.00	\$7,226.10	\$7,226.10	\$0.00
15051	Springfield	73	0.00	0.00		\$0.00			\$0.00	\$1,890.70	\$1,890.70	\$0.00
9940	Strathmoor	45	80.00	3,600.00	3,600.00	\$0.00	\$2,700.00	\$ 2,700.00	\$0.00	\$1,165.50	\$1,165.50	\$0.00
9941	Trinity	132	7.58	1,000.00	1,000.00	\$0.00	\$800.00	\$ 600.00	\$200.00	\$3,418.80	\$3,418.80	\$0.00
3104	United	57	0.00	0.00		\$0.00			\$0.00	\$1,476.30	\$1,476.30	\$0.00
9944	Westwood	42	0.00	0.00		\$0.00			\$0.00	\$1,087.80		\$1,087.80
	<b>Totals:</b>	<b>6099</b>		<b>\$246,116.30</b>	<b>\$247,066.32</b>	<b>-\$950.02</b>	<b>\$227,939.00</b>	<b>\$ 233,061.00</b>	<b>-\$5,122.00</b>	<b>\$157,964.10</b>	<b>\$157,073.79</b>	<b>\$890.31</b>

\* Dissolved in 2022, still must pay per capita in 2023 (based on 2021 statistics)

\*\* Hopewell and Big Spring Bloomfield credits to be transferred to 2024 Per Capita

**Presbytery of Mid-Kentucky**  
**Final Budget 2024 (Approved November 8, 2023)**  
 (Selected INCOME line items only)

INCOME				NOTES - ACTUAL 2023	NOTES - BUDGET 2024
	Actual	2023	Budget 2023	Budget 2024	
400100 Shared Mission Support	\$233,061.00		\$246,116.30	\$228,000.00	Missed budget
400200 Per Capita Income	\$157,073.79		\$157,964.11	\$146,853.85	Lower memberships
PER CAPITA: 99.4 % of budget!					
TOP FIVE SHARED MISSION: Highland, Harvey Browne, Second, Central, Springdale					
TOP FIVE SM PER MEMBER: Central, Harvey Browne, Bardstown Road, Pewee Valley, Radcliff					
Balance contributed for MKY operations	\$259,645.07		\$271,136.16	\$250,969.67	
<b>Ukirk Ministry</b>					
420100 Ukirk Synod and Other Income	\$16,800.40		\$15,048.00	\$15,048.00	
420101 Ukirk Designated Funds	\$11,399.88		\$13,725.00	\$0.00	Fund is fully depleted
xxxxChurches Individual donations				\$5,800.00	Your support needed
xxxxx Christian Education Fund transfer				\$5,000.00	
Total Ukirk Income	\$28,200.28		\$28,773.00	\$25,848.00	
less Ukirk Expenses	(\$28,423.17)		(\$40,000.00)	(\$35,670.40)	
Ukirk Balance	(\$222.89)		(\$11,227.00)	(\$9,822.40)	
<b>CHALLENGE: how to replace their depleted income source and deficit ending balance</b>					
<b>Preston Highway Hispanic Ministry</b>					
410120 Preston Hwy. Hispanic Ministry	\$200.00		\$1,000.00	\$2,000.00	Small contribution
410125 Preston Hwy Diaconal Contrib			\$4,000.00	\$2,000.00	No contribution
420220 Draw from Meadowview Fund	\$39,082.56		\$37,239.82	\$37,100.00	
Total 410120 Preston Hwy. Hispanic Ministry	\$39,282.56		\$42,239.82	\$41,100.00	
less Preston Highway Expenses	(\$39,282.56)		(\$42,239.82)	(\$41,143.15)	
Preston Highway Balance	\$0.00		(\$0.00)	(\$43.15)	
<b>ACTUAL AND BUDGET: Significant draw on Meadowview</b>					
<b>Goshen Property</b>					
416215 Property Rental Income - G & G	\$15,164.44		\$18,000.00	\$0.00	
420995 NCD & Revitalization Fund Transfer	\$69,146.46		\$20,000.00	\$68,000.00	Significant
Total Goshen Property	\$84,310.90		\$38,000.00	\$68,000.00	Significant
less Goshen Property Expenses	(\$79,979.16)		(\$38,000.00)	(\$68,000.00)	
Goshen Property Balance	\$4,331.74		\$0.00	\$0.00	
<b>GRAND TOTALS SINCE TAKEOVER: Income - \$24,164.44; Expenses - (\$217,107.65)</b>					
<b>Other Income</b>					
420130 Calvin Contribution	\$33,029.50		\$33,000.00	\$35,000.00	
496220 Draw from Quisenberry Fund	\$10,583.71		\$7,000.00	\$7,000.00	from fund as needed
Calvin Grant to Mission	\$0.00		\$0.00	\$7,000.00	
496225 draw from Christian Education Fund	\$0.00		\$12,500.00	\$11,750.00	
496160 P/R Svc. to Churches Income	\$3,440.00		\$7,260.00	\$8,000.00	
420145 Calvin contribution for finance work	\$7,400.00		\$0.00	\$4,000.00	
496150/496155 Treas-Bkpg for Churches	\$25,974.54		\$24,547.56	\$26,657.31	
480500 Interest Income - Money Market	\$10,202.90		\$0.00	\$9,000.00	well done-Michael P.
Total Unbudgeted income	\$183,615.27		\$0.00	\$0.00	
<b>TOTAL INCOME</b>	<b>\$975,597.25</b>		<b>\$723,191.36</b>	<b>\$653,267.66</b>	
<b>NOT COMPARABLE - Unbudgeted income and severence payments impact</b>					

# Presbytery of Mid-Kentucky

Final Budget 2024 (Approved November 8, 2023)

(Selected EXPENSE line items only)

EXPENSES				NOTES - 2023	NOTES - BUDGET 2024
	Actual	2023 Budget	2023 Budget	2024	
<b>520000 Presbytery Program Expenses</b>					
520005 Commission on Ministry	\$7,525.55	\$14,000.00	\$8,250.00		based on 2023 actual
520100 Commission on Prep for Ministry	\$12,210.36	\$8,000.00	\$8,000.00		
520200 Church Growth & Transformation	\$3,290.07	\$6,000.00	\$2,000.00		
520255 Mission Committee	\$4,751.91	\$7,000.00	\$7,000.00		
520300 Christian Education Committee	\$5,401.45	\$16,750.00	\$12,750.00		
520335 Cedar Ridge Camp	\$30,000.00	\$30,000.00	\$30,000.00		
520430 Coordinating Commission	\$6,323.14	\$13,000.00	\$10,000.00		
<b>Total 520000 Presbytery Program Support</b>	<b>\$69,502.48</b>	<b>\$94,750.00</b>	<b>\$78,000.00</b>		
<b>ACTUAL 2023: Significant savings versus budget - helpful</b>					
<b>Presbytery Expenses</b>					
600100 Presbytery Operations	\$5,904.70	\$7,100.00	\$7,100.00		
600200 Office Operations	\$13,653.84	\$13,850.00	\$13,850.00		
600115 Stipend-States Clerk	\$14,605.65	\$15,605.65	\$15,043.82	Budget included \$1000 Cont ED	
600120 Stipend-Recording Clerk	\$1,976.64	\$1,976.64	\$2,035.94		
610100 Office Mngr	\$73,099.85	\$73,082.14	\$75,274.61		
610300 Treasurer	\$54,506.26	\$49,712.24	\$54,940.87	Almost half is church pay for work	
610500 Workers Comp Ins	\$608.00	\$1,500.00	\$1,500.00		
610505 Staff Meeting & Travel	\$4,553.93	\$5,000.00	\$6,000.00		
610600 G Presbyter	\$147,105.13	\$149,830.43	\$149,830.00		Declined COLA and took extra week
620120 Web Master stipend	\$1,460.57	\$1,460.57	\$1,504.39		
<b>Total Personnel Expenses (inc. severance)</b>	<b>\$417,563.72</b>	<b>\$418,758.25</b>	<b>\$341,188.13</b>	On budget	COLA 3%
620200 Financial Review	\$500.00	\$5,500.00	\$2,000.00		
<b>Total Presbytery Expenses</b>	<b>\$437,622.26</b>	<b>\$445,208.25</b>	<b>\$364,138.13</b>		
<b>BALANCE</b>	<b>(\$23,809.59)</b>	<b>(\$69,950.95)</b>	<b>(\$57,568.20)</b>	Draws on funds	
<b>WE CAN TAKE \$23,809 FROM RESERVE FUND, IF NECESSARY IN 2024</b>					
<b>OTHER INFORMATION</b>					
Calvin Severance Pymts	\$119,590.58	\$119,590.58	\$33,058.50	Draw - Calvin Fund	Draw - Calvin Fund
Investment Gain/Loss on Non-designated Funds	\$43,095.01	na	tbd		