Presbytery of Mid-Kentucky
Stated and Annual Meeting
February 25, 2023
Second Presbyterian Church
AGENDA

Moderator: Ruling Elder Perry Chang

Vice-moderator: Teaching Elder Christine Coy Fohr

Stated Clerk: Teaching Elder Jerry Van Marter

Recording Clerk: Teaching Elder Andrew Hartmans

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

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

9:45 a.m. **Education Day Workshops**

11:15 a.m. **Worship with Communion**

12:15 p.m. **Lunch**

- Designated tables for discussion of the former New Goshen property

1:00 p.m. **New Commissioner Orientation**

1:15 p.m. **Gathering All Together** – Moderator Perry Chang

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

1:25 p.m. **Recognition of Dee Hoge**

1:30 p.m. **Announcements** (one minute or less, please)

1:40 p.m. **Church Administration Committee:**

- Proposed amendments to the Constitution proposed by the 225th General Assembly (2022)

2:10 p.m. **Consent Agenda:**

- **Approve** minutes of the November 12, 2022 meeting

- **Approve** the following amendments to the Constitution (from Church Administration): 22-A, 22-B, 22-C, 22-D, 22-E, 22-F, 22-G, 22-H, 22-I, 22-J, 22-K, 22-L, 22-M, 22-N, 22-0, 22-P, 22-Q,

22-R, 22-S, 22-T, 22-U, 22-V, 22-W, 22-X, 22-Y, 22-Z, 22-AA, 22-BB.

- **Approve** an Administrative Commission for Shawnee Presbyterian Church (from COM)

- **Dissolve** the Administration Commission for New Goshen Presbyterian Church and refer all remaining matters to the North Oldham New Church Development team.

2:25 p.m. **Cedar Ridge Camp report:** Andrew Hartmans

2:30 p.m. **Coordinating Commission report:** Jim Murphy

- **Annual meeting of the corporation**

- **Mission Committee/Self-Development of People report:** Brad Palmer/Faye Fedlam

- **Finance Committee report:** Steve Makela

2:45 p.m. **Commission on Ministry report:** Marissa Galvan-Valle

- **FOR ACTION:** See COM report for six action items
- Summary of actions taken since last presbytery meeting
- Welcome new members; farewell to departing members
- Recognition of ordiversaries

3:00 p.m. **Church Growth/Transformation Committee report:** Tara Reck

- Report of the Phila Consulting Group (New Goshen/North Oldham property)

3:30 p.m. **New Business**

3:35 p.m. **Report from the Stated Clerk** – Jerry Van Marter

- Attendance and offering reports
- Session records review report
- Acknowledgements and thanks

3:45 p.m. **Adjournment with prayer**

Next stated meetings: Monday, May 22, 2023 (TBA)

Monday, September 18, 2023 at Cedar Ridge Camp

Mid-Kentucky Presbytery 2022

By the Numbers

About us

47 - congregations in 29 counties in the center of the Commonwealth
41 – congregations have membership of fewer than 200
2 - congregations dissolved (Calvin, New Goshen)
1 - new worshipping community closed (Limen Place)
$43,046 – the minimum effective cash salary for full-time pastors and certified Christian Educators
182 – ministers of Word and Sacrament (114 – active and 68 – honorably retired)
20 - full-time installed calls (13 men and 7 women)
21 – temporary pastors serving congregations
5 – non-Presbyterians pastoring Mid-Kentucky congregations (3-Baptists; 1 – RCA; 1-ELCA)
11- inquirers and candidates for ministry of Word and Sacrament under care of the presbytery

Some of what we do

19 – Matthew 25 Congregations committed to dismantling structural racism, eliminating systemic poverty and building vital congregations
$49,500 – grant to Shawnee Presbyterian Church for facility renovations in ministry partnership with the Hope Buss
$25,000 – grant to La Escuelita Learning Hub at Beechmont Presbyterian
$41,535 – mission support for Preston Highway Hispanic Ministry
$35,000 – direct support to Cedar Ridge Camp
$10,000 – direct support of the 225th General Assembly in Louisville
3 - congregations (John Knox, Strathmoor and Central) participating in Ecumenical-Connect – the Lilly Funded Church Transformation Program sponsored by the PCUSA, ELCA, UCC and Episcopal churches in Kentucky and Indiana
15% - of congregations received up to $9000 each in grants for installation of free Electric Vehicle Charging Stations (Bardstown Road, Beulah, Cedar Ridge Camp, Crescent Hill, First Presbyterian, Elizabethtown, Highland, Hopewell, Springdale)

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North Oldham Mission Plan

Presented to the Presbytery of Mid-Kentucky

December 2022

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NEW GOSHEN MISSION PLAN OVERVIEW

Developed for the Presbytery of Mid-Kentucky
December 2022

Phila Group was hired in May 2022 to work with a discernment team to pursue a potential new worshiping community mission in North Oldham County KY, subsequent to the closing of New Goshen Presbyterian Church -- with the hopes of a viable mission plan that could be pursued by the Presbytery of Mid-Kentucky

North Oldham Discernment Team: John Odom, Don Garton, Ashia Stoess, Elisa Owen, and Charlie Evans.

After 8 months of prayer walking, conversations with residents and local leaders, Bible study, and group discernment, the New Goshen Discernment Team is excited to make these recommendations:

- Move forward with a new mission in New Goshen, with a primary focus on building community – especially with families of younger children and with those in the community who feel unconnected to the existing (more conservative) churches in the area.
- Develop a detailed job description, search for and hire a Mission Developer/Evangelist to lead up the mission. To be accomplished by January 2024.
- Pursue a compelling business that both provides an entryway for people to be engaged by the mission and provides a future income stream to the mission. The first year of the mission would include the exploration of business possibilities and the development of a business plan.
- Establish a Commission within the Mid-Kentucky Presbytery to provide support and oversight to this new mission. A Core Planning Team will also be established that will be made up of people chosen by Missionary Lead who will be tasked with developing and implementing the mission plan that will be approved by the North Oldham Commission of Presbytery.

Why North Oldham?

- Jesus calls the Church to go out and make disciples.
- There is currently no PCUSA witness in North Oldham County, KY.
- The existing facility (the building of the former New Goshen Presbyterian Church) is ideally located, right on Route US-42. It affords a flexible space to support the anticipated mission and compelling business.
- New Goshen lacks the public meetings spaces for community development – especially for those not attracted to the existing churches.

Background Information

The Church Growth and Transformation Committee of the Mid-Kentucky Presbytery approached Phila Consulting Group with the desire to determine whether there could be a viable mission possibility out of the New Goshen Presbyterian Church facility or whether it was in the Presbytery's best interest to sell the property. At that time, New Goshen Presbyterian Church was a declining congregation who could no longer steward the financial responsibility of the facility, and the Presbytery became trustees of the property. Since that time, New Goshen Presbyterian Church has been formally dissolved as a congregation of Mid-Kentucky Presbytery. With a highly visible, modern facility in a growing area of the Presbytery, the question at hand is whether this facility could be an asset to be leveraged for a new worshiping community.

The North Oldham Context

North Oldham County is a growing suburb of Louisville, 20 miles east of downtown Louisville. It is a primarily upper middle-class community known for good schools and proximity to downtown. Demographic studies show that this is a community of highly educated professionals who value education for their children. North Oldham schools are not only highly rated but allow children to attend school with their neighbors. For this reason, North Oldham County is teaming with families of school aged children.

North Oldham County is made up of numerous neighborhoods, and much of the life of the community takes place within the specific neighborhoods and schools. Neighborhood clubhouses/swimming pools create gathering spaces for neighborhoods and school playmates foster neighbor to neighbor connection. Youth sports and after school enrichment activities garner heavy participation and comprise much of the free time of families on afternoons, evenings, and weekends.

Highway 42 is the primary artery of the community. Most entrances to these neighborhoods flow in and out of Highway 42. Highway 42 is the commuter artery that feeds into River Road, the primary route into downtown Louisville, and to the interstate, where shopping/entertainment/medical care is accessible. Highway 42 is scheduled to be widened over the next few years to accommodate increasing traffic due to current and projected population growth. The New Goshen facility sits on a prime location with high visibility on Highway 42, across the street from an elementary school and just south of North Oldham Middle School and North Oldham High School.

North Oldham County has a noticeable lack of shopping, dining, and entertainment options. Most of these amenities necessitate a 20-minute drive. Site visits along the 42 corridor revealed a robust drive through business at the local Starbucks, but a lack of local “third spaces” outside of member only clubs. There are a few small local businesses and several business/office spaces.

The North Oldham church scene consists primarily of churches considered theologically conservative. Southeast Christian has a growing satellite campus north of the New Goshen property and Sojourn Church has a North campus on the 42 corridor. St. John’s Methodist is the largest mainline congregation nearby, and it is expected that this congregation will be significantly affected by the current UMC denominational split. Currently meeting in the New Goshen facility, Grace and Glory Lutheran Church (ELCA) is the only progressive church in the area, but it is a very small congregation that has not been able to develop a ministry that deeply resonates with the North Oldham community. Through our site visits, we discovered an underbelly of the population who do not resonate with the prevailing theology of the larger congregations but are looking for something deeper for their family. Their current alternatives are to drive 20 minutes to another mainline congregation, begrudgingly let their children attend children and youth programs at the big churches, or to forego church participation altogether.

There is a philanthropic bent in the North Oldham community. Parents are involved in the local schools and volunteer for community events. North Oldham residents are aware of the needs of the global community as well as the Louisville region and have the desire and the resources to make a meaningful difference. North Oldham residents donate to causes they believe in and can often be found supporting nonprofit organizations that deal with health, food insecurity, social services, education, politics, the environment, and the arts. Many parents are looking for ways for their privileged children to grow in compassion and empathy through meaningful service.

We see that there is an opportunity for a church that seeks to connect with upper middle class suburban families with an emphasis on both Jesus and justice. This would not be a program-centered attractional church, but rather an incarnation of Jesus-centered community that develops through relational connections among neighborhoods, a compelling business that fosters relational intersections, and invitational opportunities into participating in initiatives of justice and contagious goodness.

The Process of Discernment

The North Oldham Mission Discernment Team was convened by the Mid-Kentucky Presbytery in May 2022. The team consists of these members: John Odom, Don Garton, Ashia Stoess, Elisa Owen, and Charlie Evans. Phila Group consultants Shannon Kiser, Brian Clark and Gary Mears met with this team over a period of 8 months for 5 face-to-face meetings (with one remaining for 2023) to discern the best mission use for the property and facility that was formerly home for the New Goshen Presbyterian Church. The significant questions to discern:

1. Is there a viable mission and ministry opportunity in the North Oldham area?
2. Do we recommend that the Mid-Kentucky Presbytery keep or sell the property?
3. If recommendation is to keep the property, what is the mission/business plan that could lead to a PCUSA New Worshiping Community that is self-sustaining over a period of 7 years?

The Discernment Team and Phila Consultants prayer walked the community, met in local establishments, and spoke with local business leaders, nonprofit leaders, church leaders, educators, and residents. We worked networks and existing connections as well as forging new connections. We met with a commercial real estate agent to explore specifics related to the North Oldham commercial market and met with the architect who designed the facility to explore specifics related to the condition and functionality of the New Goshen building. Through conversation, Bible exploration, prayer, and deep listening, the Team has identified a theological identity for the mission, a vision for the mission, a potential mission plan, and a missionary leader for the mission.

The Theological Identity Undergirding the Mission

Developed through conversation and Bible Study as a Discernment Team

Any new worshiping community that emerges through a mission initiative in North Oldham should reflect the theological identity articulated by the Discernment Team.

WHO IS JESUS?

Jesus gives us the best picture of God and what thriving humanity looks like. Jesus is worth following because he leads to true life for all people. Jesus is crucified, risen, and active in the world. Jesus invites us to make God the center of our life and to align our lives to God's ways. In our suffering and our joy, if our hearts are open, through Jesus, God is always with us.

WHAT IS CHURCH?

Church is the Body of Christ, which is an authentically human spiritual community marked by belonging with Christ, one another, and the world.

It is community:

- formed by Scripture and Sacrament
- proclaiming and lifting up Jesus
- existing to be an active blessing beyond itself and into the world

It is family (in the best sense) that is committed to stick together through the challenges and comforts of life, nurtured in the grace of God.

WHAT IS SALVATION?

Salvation is the guaranteed extension of God's love, in this world and beyond. Scripture proclaims that "God so loved the world," and we believe that this love is being extended all the time to everyone, everywhere. Salvation invites us to love freely as we have been freely loved.

WHAT IS WITNESS?

Witness is sharing God's love. Witness is both a noun and a verb: it's both who we are and how we lead our lives in the world. As we attend to the pain and brokenness of the world, we bear witness to the deep pain that exists in this world and we bear witness to hope in Christ.

WHAT IS JUSTICE?

Justice looks like all people living in freedom, abundance, and dignity. We trust that God is working towards justice and righteousness that reflect the kin-dom of God. We are called to join in God's heart for justice in our priorities and actions.

The Vision (the "Who" of this potential mission)

Developed through community presence, conversation, and Bible Study as a Discernment Team

The people group that God has placed on the hearts of the Discernment Team as they considered a mission in North Oldham County are community residents who:

- Are not interested in program centered churches, traditional churches, or "hipster" churches.
- Shy away from heavy handed evangelism or the prevailing conservative theology in the Bible belt that has pushed them away from Jesus rather than toward Jesus.
- Yearn for community, especially after the period of isolation brought on by the COVID-19 Pandemic.

The Team recognizes that ministry in an affluent suburb can be challenging as there are rarely any overt expressed needs. However, the Team recognizes an underbelly of the population who are not currently served by any local church and could find vital community, purpose, and faith through a different expression of church.

The emerging mission plan is meant to:

1) **Produce a church consistent with our identity statement**
2) **Engage the "who" God is placing on our heart**

The Mission Plan: What could this mission look like?

The Discernment Team determined early on that a traditional church plant—full time pastor and programmatic staff parachuted into the building to launch worship services and lead attractional programs—would be cost prohibitive and would be unlikely to succeed in North Oldham.

Instead, the Team believed that the mission plan being developed should be paired with a compelling business in the New Goshen facility. This business would not only provide financial support for the mission, it would also provide the door through which people will naturally connect with the mission. Instead of only catering to church shoppers, the business would create the opportunity for natural "collisions" (relational connect points) with people in the community. In this way, the existing building could be leveraged as a 7 day a week opportunity for connection and an ongoing income stream.

What do we mean by "compelling" business? It is a business that would provide perceived value to the residents of the larger North Oldham community, something that residents

would be excited about whether they are church people or not. It would be a business that locals would want to frequent and would provide an environment that fosters relational connection even as customers receive the products and services that are being offered. A compelling business would multiply the impact of the facility and vastly increase the ministry touchpoints that are possible for a new and emerging mission. The business intersection would provide the opportunity for natural relational engagement with people in a non-threatening space, allowing for opt in opportunities for service, Bible study, and worship.

What could this look like? Picture a sanctuary that is repurposed to not only be a worshiping space on Sundays, but also as a theater for movie showings and live performances throughout the week. Or picture an indoor children's play area, where parents bring their children for daily free play and birthday party/special events. Or picture a relaxing coffee shop with a simple café to meet up with friends or clients, with meeting spaces available for staff meetings or group events. In all these scenarios and more, there would be a reason for North Oldham County residents to frequent the facility. And in this way, the church would become a "third space" for North Oldham County, meaning it would be a place people would naturally come and hang out. Within this context, the Mission Developer would have the ability to meet and develop relationship with customers, building trust and connection through hospitality and "non-churchy" engagement. From there, the Mission Developer would be paying attention to opt-in opportunities for service, deeper community, and faith exploration. For example, picture a jazz vespers experience, a parenting support group and prayer, a weekly café and conversation, and a monthly service project all emerging as opt in faith exploration opportunities through a coffee shop. Or a weekly Messy Church gathering, with dinner and interactive family faith exploration activities, emerging through connection with young families through an indoor playground. Or a faith and film group that explores spiritual themes in movies that are shown in the theater once a week. Over time, those involved in these opt in opportunities are growing in faith and growing in connection with one another, forming the seed from which a new worshiping community takes root. This core group, with the leadership of the Mission Developer, begins to form regular rhythms of worship, fellowship, mission, and shared

leadership as the group takes on a sense of ownership for the mission and ministry of this emerging congregation.

The Discernment Team believes that there are a handful of options for a compelling business that would provide an income stream and a connecting point with the community. To hone in on the best way forward will require additional market research, which is projected in the business plan laid out in this report.

The Mission Developer Plan: Who could lead this mission?

The Discernment Team is clear that the mission lead will be key for this project. This kind of mission requires a leader with a unique set of skills and needs to resonate with the theological identity undergirding the mission.

A missionary fit for this project would be:

- a lover of Jesus who is enthusiastic about embodying the kingdom of God and the character of Christ in the everyday spaces and places of life.
- an entrepreneur who is excited about establishing a business/social enterprise as a point of entry for connection and community building with local families and individuals, as well as a funding source for the mission.
- a ministry leader who sees the church as a Christ-centered, diverse community, reaching out to families who have felt pushed-away by the institutional church.
- an effective communicator who has (or can make) connections with existing communities and networks in North Oldham to bring people and resources together.
- an incarnational presence who would be locally oriented, preferably willing to live in the North Oldham area
- a manager who is excited about developing a missionary plan to establish a loving community that looks a lot different from the churches which already exist in North Oldham and is sustainable for the long-term.

The Discernment Team recommends the convening of a Search Team made up of 3-5 people WHO will begin immediate implementation of a search process for this key Mission Developer. The search should be informed by the theological identity and missionary qualities listed above. The initial job description developed by the Discernment Team is included at the end of this report. (Appendix A). If no viable lead mission developer is revealed by January 2024, the Team recommends concluding the search process and moving to sell the North Oldham facility.

Should a mission developer be identified, it is projected that the mission plan would be more thoroughly honed and developed by this leader, in conversation with the Mid-Kentucky Discernment Team and any local core team that may develop over the first 3-6 months. With clarity on the missionary lead, some business options will naturally rise to the top given the developer's interests, personality, and skill sets. With access to local business leaders and residents, the Mission Developer will be able to thoughtfully vet business options and recommend the best option for moving forward, fine tuning the business plan and leading the implementation of this hybrid mission/business plan.

Why a mission/business hybrid?
The Discernment Team recognizes that the long-term success of a new mission in the current environment is likely going to require a new financial model, especially when it is aim at those not currently active in, or estranged from, traditional church. Because the mission is meant to engage with people who are generally disinterested in existing churches, a business could be the very best way to connect in a non-threatening, natural setting: a setting that doesn't feel at all like church and has the best opportunity for people to explore the possibility of faith community at their own pace.

Preliminary Timeline, 2023

- **February - Presbytery Approval of Project**
- **March – With the Assistance of Phila Consulting, the Search Team Finalizes a Job Description for the lead Missionary and Begins a two-track search.**
    - First Track – Lead Missionary Ordained
    - Second track – Lead Missionary Not Ordained
- **April - The Search for the lead missionary begins.**
- **November – The Search is Evaluated.**
    - If the position is filled the 7-year projected timeline begins.
    - If the position is not filled and no clear candidates identified, the search team reports to the Presbytery the end of their work and Presbytery begins the process of selling the property of the former New Goshen Presbyterian Church.

7 Year Projected Timeline

- **Year 1**-- The primary focus in the first year will be developing relationships. The "tasks" for year one:
    - recruit 3-7 people to serve as a core planning team.
    - develop and begin a plan of invitation to discipleship working with the Core Planning Team and other members of the local community.
    - crystallize the compelling business.
    - develop a business plan for the compelling business with the Core Planning Team.
    - present the business plan to the North Oldham Commission for final approval and budgeting in month nine.

    - if compelling business plan is found to be viable by the North Oldham Commission implement the construction and remodeling of the facility to fulfill the business plan.
        - If no viable business plan is formed and the Core Planning Team is not developed, consider "shaking off the dust and moving on" before significant financial commitments are made.
        - If no viable plan, consider selling the facility and take appropriate steps to care for the mission lead who will need to transition.
- **Year 2**-- The focus in year two will be on growing the mission and full implementation of the business plan. Build upon the invitation to discipleship, beginning to create a new worshiping community.
- **Year 3**-- Continue to adapt, develop, and expand the discipleship plan and business plan. Continue building the new worshiping community. At the end of year three the North Oldham Commission of Presbytery should assess the initiative as follows:
    - 20 people (representing 10 families) are committed to the mission of the new worshiping community.
    - revenue from the business plan is at $75,000.
- **Years 4 and 5**--The focus in years four and five are on the mission and business growth with the goal of a sustainable mission at the end of year five. At the end of year five the North Oldham Commission of Presbytery should assess the initiative as follows:
    - 70 people (representing 25 families) are committed to the mission of the new worshiping community.
    - revenue from the business plan is at $125,000.
- **Years 6 and 7** – The mission has achieved or approaches financial sustainability (as shown in the budget calculations below), leadership sustainability, and worshiping community vibrancy. The North Oldham mission will charter as a Presbyterian Church (USA) congregation.

Seven Year Projected North Oldham Mission Budget

Expenses						
	Year One Expenses					
		Mission Lead Salary				$ 60,000.00
		BOP Benefits				$ 23,400.00
		Team Gathering and Development				$ 10,000.00
		Facility				
			Playground		$ 45,000.00	
			Theater and Café		$ 70,000.00	
			Building Repair		$ 290,000.00	
			Utilities/Ins.		$ 12,000.00	
						$ 417,000.00
		Total				**$ 510,400.00**
	Year Two Expenses					
		Mission Lead Salary				$ 61,200.00
		BOP Benefits				$ 23,868.00
		Business Staff				$ 32,760.00
		Program				$ 10,000.00
		Utilities/Ins./ Maintenance				$ 45,000.00
		Total				**$ 172,828.00**
	Year Three Expenses					
		Mission Lead Salary				$ 62,672.00
		BOP Benefits				$ 24,442.08
		Business Staff				$ 32,760.00
		Program				$ 10,000.00
		Utilities/Ins./ Maintenance				$ 45,000.00
		Total				**$ 174,874.08**
	Year Four Expenses					
		Mission Lead Salary				$ 63,672.00
		BOP Benefits				$ 24,832.08
		Business Staff				$ 49,140.00
		Program				$ 12,000.00
		Utilities/Ins./ Maintenance				$ 45,000.00
		Total				**$ 194,644.08**

Year Five Expenses		
Mission Lead Salary	$	64,945.00
BOP Benefits	$	25,328.55
Business Staff	$	58,968.00
Program	$	12,000.00
Utilities/Ins./ Maintenance	$	45,000.00
Total	**$**	**206,241.55**
Year Six Expenses		
Mission Lead Salary	$	66,244.00
BOP Benefits	$	25,835.16
Business Staff	$	64,864.80
Program	$	12,000.00
Utilities/Ins./ Maintenance	$	45,000.00
Total	**$**	**213,943.96**
Year Seven Expenses		
Mission Lead Salary	$	67,569.00
BOP Benefits	$	26,351.91
Business Staff	$	71,351.28
Program	$	12,000.00
Utilities/Ins./ Maintenance	$	45,000.00
Total	**$**	**222,272.19**
Total Seven Year Expenses		**$1,595,203.86**

Note: Mission Giving to the causes of the Presbytery of Mid-Kentucky is not listed but assumed in some form as the worshiping community forms.

Income							
	Year One Income						
		GA Seed Grant				$ 10,000.00	
		BOP Grant (100%)				$ 23,400.00	
		Presbytery Mid Kentucky				$ 377,000.00	
			Property Investment	$	317,000.00		
			Mission and Ministry	$	60,000.00		
		Total				**$ 410,400.00**	
	Year Two Income						
		GA Investment Grant				$ 30,000.00	
		BOP Grant (100%)				$ 23,868.00	
		Presbytery Mid Kentucky				$ 55,000.00	
		Compelling Business				$ 49,000.00	
		Project Offering and Support				$ 15,000.00	
		Total				**$ 172,868.00**	
	Year Three Income						
		GA Growth Grant				$ 30,000.00	
		BOP Grant (100%)				$ 24,442.08	
		Presbytery Mid Kentucky				$ 35,000.00	
		Compelling Business				$ 75,000.00	
		Project Offering and Support				$ 30,000.00	
		Total				**$ 194,442.08**	
	Year Four Income						
		BOP Grant (66%)				$ 16,389.00	
		Presbytery Mid Kentucky				$ 15,000.00	
		Compelling Business				$ 100,000.00	
		Project Offering and Support				$ 65,000.00	
		Total				**$ 196,389.00**	
	Year Five Income						
		BOP Grant (33%)				$ 8,359.00	
		Presbytery Mid Kentucky				$ 10,000.00	
		Compelling Business				$ 125,000.00	
		Project Offering and Support				$ 75,000.00	
		Total				**$ 218,359.00**	

Year Six Income						
	Presbytery Mid Kentucky				$ 10,000.00	
	Compelling Business				$ 135,000.00	
	Project Offering and Support				$ 100,000.00	
	Total				**$ 245,000.00**	
Year Seven Income						
	Presbytery Mid Kentucky				$ -	
	Compelling Business				$ 145,000.00	
	Project Offering and Support				$ 100,000.00	
	Total				**$ 245,000.00**	
Total Seven Year Income					**$ 1,782,458.00**	
	Grants			**$ 166,458.00**		
	Presbytery Mid-Kentucky			**$ 602,000.00**		
	***Capital Improvements	$ 417,000.00				
	***Program	$ 185,000.00				
	Compelling Business			**$ 629,000.00**		
	Project Offering and Support			**$ 385,000.00**		

Recommended Structure for Support and Accountability

Phila Group recommends clearly defined structures of reporting and accountability to create the best culture for a thriving mission.

1. The Mission Developer is hired as Evangelist/Organizing Pastor, job code 301.
This position is an employee of Mid-Kentucky Presbytery qualified for the evangelism support efforts of the Presbyterian Church (USA) as described below:

> *Many communities served by organizing pastors and evangelists (church job code 301) face economic challenges. It may not be feasible to provide comprehensive benefits for their ministers through the Benefits Plan of the Presbyterian Church (USA). To support the PC(USA)'s evangelism efforts, the Board is offering presbyteries that employ these ministers a limited number of grants to fund the cost of enrolling them in Pastor's Participation. Pastor's Participation includes family medical, pension, Retirement Savings Plan of the Presbyterian Church (USA), and death and disability coverage. The cost to the presbytery for this coverage is free for the first three years, one-third of the cost in year four, and two-thirds of the cost in year five.*
>
> *<u>Who's eligible?</u>*
>
> *For a presbytery to be eligible for the grant, the minister must*
>
> *i. be employed by the presbytery in job code 301 for no less than 20 hours per week*
> *ii. have an effective salary that is less than the congregational ministers' media ($62,100 for 2022)*
> *iii. not currently be enrolled in Pastor's Participation and not have been enrolled for Pastor's Participation in this employment relationship, or with this employer, for at least two years before enrollment in this grant program; and*
> *iv. not have initiated a retirement benefit with the Board of Pensions*

2. The New Goshen Mission Developer would be supported by a Core Planning Team. This team would be comprised of local residents and business leaders with particular knowledge and/or relationships in the New Goshen community. The Core Planning Team is not intended to provide management or oversight, but is intended to brainstorm with the Mission Developer, provide specific advice on the uniqueness of the community, and support the Mission Development in community outreach, networking, and relationship building.

3. New Goshen Mission Commission would be established by the Mid-Kentucky Presbytery to provide management and guidance, as well as financial oversight to the New Goshen Mission and the Mission Developer. This Commission would also provide a link between the Mission and the Presbytery's Church Growth and Transformation and Finance Committees.

4. Lastly, the Mission Developer, as an employee of the Mid-Kentucky Presbytery, will be directly supervised by the Presbytery Executive. The Mission Developer will meet monthly with the Presbytery Executive to:

- Review goals and progress toward goals
- Share ideas and dreams
- Receive encouragement

Evaluating the Mission: Developing a System of Qualitative Missional Metrics

Attentiveness to evaluating the mission AND the business will be critical for the effectiveness and focus of the initiative. Because most of our existing church evaluative tools focus merely on attendance, Phila Group suggests a set of evaluative tools and conversations that attend to the priorities and behaviors of the mission developer. There are no guarantees that a mission will be "successful," but regular evaluation and thoughtful priorities and practices will give this mission the best chance for success.

Below are some questions to guide the steering team and the presbytery executive in their monthly conversations with the Mission Developer:

1. How do you see God at work in the mission and the community/culture around you?
2. What spiritual disciplines are you actively practicing? How do you nourish your relationship with God?
3. What are the hurts and joys of your community?
4. What facets of the good news of the gospel might resonate with the people you are currently engaging or hope to engage? How is the new worshiping community embodying good news?
5. Describe your current practices of developing and building relationships. How are you intentional about connecting with new people? How are you intentional about invitation? How are you intentional about follow up?
6. How are you developing leaders/team?
7. How are you balancing attentiveness to the mission and to the business?
8. What are your priorities in the mission right now? Why? Does your time, energy, and focus line up with these priorities?
9. What are the goals for the business right now? Does your time, energy, and focus line up with these goals?
10. What evidence can you point to that participants are growing as disciples, a sense of Christian community is forming, lives are being transformed?
11. What are you learning from your attempts and your successes? Your strengths and your weaknesses? Your joys and your challenges? How are these learnings helping to shape the next steps of the mission?
12. How is the mission tracking with the timeline of development and sustainability? Are there any adjustments you need to make? Is there any progress we should celebrate?

<u>Goal Setting by the Mission Developer</u>

The mission developer is required to identify and submit goals for the mission every six months. Ideally, these would be SMART goals (Specific, Measurable, Achievable, Relevant, and Time-Bound). These goals will be part of the monthly conversations with the Presbytery Executive and The Core Planning Team and will guide the priorities and energies of the mission developer.

Metrics for Evaluation

To get a fuller picture of missional impact, we need to measure more than just attendance at gatherings. Below are data points that might be useful metrics for this mission. The mission developer may choose to identify some of these for the 6 month SMART goals appropriate to that phase of the mission and delineate some specific goals he/she is working towards.

In the early stages of mission development:

- List of contacts that have been engaged in significant conversation
- How many follow-up conversations with contacts
- How many prayer walks in the community and/or how many times you've spent in deep prayer for the mission? How many others are praying for this mission?
- List of conversations with partners/stakeholders
- How many social media touch-points with the community
- How many people personally invited to an event/gathering
- How many people attended event/gathering
- People of peace identified

As the business is developing:

- Financial plan, weekly financial data, and monthly financial report
- Build-out budget plan and oversight of costs
- Staffing plans and financial impact projections
- Certification and permit requirements tracked and completed
- Marketing plan created and implemented
- How are you training the staff for the business AND the mission?
- Whose expertise have you sought out to strengthen or implement the business plan?

When community begins to form:

- How many people regularly attend events/gatherings
- How many people in our "orbit" (intersection points with people who are not regular attenders to a worship gathering)
- How many leaders have we lifted up/equipped
- What stories can we point to of our reputation in the larger community? How have people been talking about us?
- What stories can we point to of an emerging group identity? How do we see people talking about or embodying the core values of the mission?
- How many points of sale have we had?
- How many classes or events have we run?
- How many spiritual conversations have we had with people?
- How many people are giving to support the mission?

- How many people are inviting friends?

Final Thoughts
Phila Group was encouraged and inspired by the wisdom and the giftedness of the Discernment Team and the participation and investment of each of them to this process. We are excited that, through this mission, there can be a continuing Presbyterian witness in North Oldham.

APPENDIX A
NORTH OLDHAM MISSION DEVELOPER JOB DESCRIPTION

Seeking an entrepreneurial ministry leader for a new mission in north Oldham County, Kentucky

Looking for…

- a lover of Jesus who is enthusiastic about embodying the kingdom of God and the character of Christ in the everyday spaces and places of life.
- an entrepreneur who is excited about establishing a business/social enterprise as a point of entry for connection and community building with local families and individuals, as well as a funding source for the Mission.
- a ministry leader who sees the church as a Christ-centered, diverse community, reaching out to families who have felt pushed-away by the institutional church.
- an effective communicator who has (or can make) connections with existing communities and networks in North Oldham to bring people and resources together.
- an incarnational presence who would be locally oriented, preferably willing to live in the North Oldham area
- a manager who is excited about developing a missionary plan to establish a loving community that looks a lot different from the churches which already exist in North Oldham and is sustainable for the long-term.

The Presbytery of Mid-Kentucky (Presbyterian Church USA) has gathered a discernment team who have spent the last nine months praying, listening, and dreaming about the potential for a new mission in North Oldham, KY. The team envisions a community space (in an existing, but currently unused PC(USA) church building in North Oldham) that is compelling for families and individuals to visit – not just once, but repeatedly – and creates an opportunity to build relationships and develop a community who love and support each other. They imagine a space for the local people-group who have felt pushed away by or have not been able to find a comfortable home in the existing local churches.

This people group:

- Is not interested in program centered churches, traditional churches, or "hipster" churches.
- Shies away from heavy handed evangelism or the prevailing conservative theology in the Bible belt that has pushed them away from Jesus rather than toward Jesus.
- Yearns for community, especially after the period of isolation brought on by the COVID-19 Pandemic.
- Would not likely attend a "worship launch" or a church event but would welcome the opportunity to connect with others through the doorways that a business/social enterprise might provide.

The initial role of the Mission Developer will be to fully develop a Mission Plan for this new Mission in North Oldham, building upon the work the discernment team has done. This plan will crystalize the identification of the people group that is the initial focus of this new mission, as well as the means of outreach, community development, and ministry with that

people group. The Mission Plan will also define the Mission's approach to the community space, mentioned above, and how that space may be used as a point of entry for connection and community building with local families and individuals, as well as a funding source for the Mission. After final development and acceptance of the plan and accompanying budget, the Mission Leader would begin implementing the plan and assembling the team to work with the Mission Leader. See the Appendix to this Position Description for the Initial Schedule for anticipated work of this Ministry Leader.

The Presbytery of Mid-Kentucky has a commitment to a new kind of mission.

- They believe that a business/ministry hybrid is likely the most viable mission strategy.
- They have financial resources to put to this project.
- They have a team of people who would support this mission, though none of them are the missionary leader for this project.
- The Presbytery is committed to and would provide oversight and support to this new initiative, with a desire to establish similar initiatives in other parts of the Presbytery.

We believe that God is already raising up a person with a heart and a passion and a calling that will help the next steps of this mission plan become even more clear. We seek a person who is excited about prayerfully developing and implementing a missionary plan to reach out to individuals and families, building community in a way that respects and cherishes their individuality and gifts. We seek an individual who is an entrepreneur, a communicator, a business manager, and a lover of Jesus -- eager to share Christ's love in a new way.

APPENDIX TO MINISTRY LEADER POSITION DESCRIPTION
Initial Schedule

1) **Initial Contract – 1 year**
   a) **Months 1-6:** Develop a business plan, building use/remodeling plan, develop mission plan, gather key core people, and initial "adopters"
      i) Develop the design of the "compelling" children area
      ii) Develop the design and use plan for the facility
      iii) Fine tune the initial mission plan
      iv) Do market research for business/compelling children's and family area
      v) Meet, connect with, and gather an initial core group of early adopters of the mission
      vi) Begin to engage in discipleship with the core group
   b) **Months 7-9:** Evaluate the next step(s)
      i) Continue to develop the core group
      ii) Fine tune the mission plan
      iii) Oversee any necessary remodeling and construction for the creation of the compelling children and family area.
      iv) If business plan and market research reveal no positive business plan and no core group is formed by the end of 9 months, "shake off the dust," giving the Ministry Leader a 3-month severance
         (1) Begin the process of selling the property.
      v) If viable business plan confirmed, core group forming, extend Ministry Leader's call to "permanent"
         (1) Hire necessary staff to fulfill the initial mission plan and business plan
   c) **Months 10 – 12:** Begin the compelling "business" and mission plan
2) **Months 13 – 24:** Continue the mission and business plan, continue to form a worshiping community
3) **Month 24 – 36:** Continue to adapt, develop, and expand the mission plan, business plan, and worshiping community
4) **Month 36:** Evaluate the mission plan and the formation of a new worshiping community.
   a) If community is formed and/or forming, continue the mission.
   b) If no worshipping community is formed and/or forming consider the sale of the property.

Presbytery of Mid-Kentucky
Church Administration Committee
Report on proposed Constitutional Amendments
February 25, 2023

FOR ACTION: The Church Administration Committee unanimously recommends that the following 28 proposed amendments to the Constitution approved by the 225th General Assembly (2022) be ratified as part of the Consent Agenda for this meeting: 22-A, 22-B, 22-C, 22-D, 22-E, 22-F, 22-G, 22-H, 22-I, 22-J, 22-K, 22-L, 22-M, 22-N, 22-0, 22-P, 22-Q, 22-R, 22-S, 22-T, 22-U, 22-V, 22-W, 22-X, 22-Y, 22-Z, 22-AA, 22-BB.

BACKGROUND:

The members of the Church Administration Committee are Mark Barnes (Harvey Browne), Debbie Braaksma (Beechmont), Kathy Costanzo (HR), Brian Cubbage (Beechmont), Donna Jentes (member at-large, formerly Calvin), Allana Thompkins (Shawnee). Jerry Van Marter serves as staff.

The Church Administration Committee has been meeting regularly since early January to review and make recommendations on the proposed amendments to the Constitution of the Presbyterian Church (U.S.A.) submitted to the presbyteries by the 225th General Assembly (2022). There are a total of 33 proposed amendments to the Constitution this cycle, more than usual because no amendments were considered during the COVID-shortened 2020 General Assembly.

The Committee divided the proposed amendments into six topical groups:

DIRECTORY FOR WORSHIP (9): 22-T, 22-U, 22-V, 22-W, 22-X, 22-Y, 22-Z, 22-AA, 22-BB.

BOUNDARY TRAINING (5): 22-G, 22-H, 22-K, 22-L, 22-O.

ELECTRONIC MEETINGS (3): 22-C, 22-M, 22-N.

INCLUSIVE LANGUAGE (2): 22-A, 22-B.

RULES OF DISCIPLINE (5): 22-GG, 22-CC, 22-DD, 22-EE, 22-FF.

OTHERS (9): 22-D, 22-E, 22-F, 22-I, 22-J, 22-P, 22-Q, 22-R, 22-S.

Because of the sheer volume of overtures and the fact that one of the overtures (22-GG) is a complete rewrite of the Rules of Discipline, the Committee will present overtures for consideration at both the February and May meetings of the presbytery. In February the presbytery will consider ALL 28 amendments not related to the Rules of Discipline. The five amendments related to the Rules of Discipline will be considered at the May presbytery meeting. Our deadline to vote is July 8, 2023.

The full texts plus background information on all the overtures can be found here. Because the Amendment Book is so long, the Committee offers this abbreviated guide to the amendments prepared by our Synod of Living Waters Executive Greg Goodwiller:

Proposed Amendments to the Constitution of the PC(USA)

Approved by the 225th General Assembly (2022)

Number	BOO Reference	Brief description	Current Vote
22-A	F-1.0302c	Expands inclusive language-gender identity.	29-1
22-B	F-1.0404	Expands inclusive language-gender identity.	29-0
22-C	G-1.0501	Authorizes electronic congregational meetings.	33-0
22-D	G-1.0503	Adds receiving disciplinary decision against a church member as proper business for a congregational meeting.	23-0
22-E	G-2.0503	Removes “honorably” before “retired” for ministers.	19-9
22-F	G-2.0505a	Requires consultation with other denomination when receiving immigrant pastors without otherwise acceptable education and ordination requirements.	26-0
22-G	G-2.0603	Requires boundary training during Inquiry phase.	26-3

22-H	G-2.0605	Requires sessions to notify presbytery of sexual misconduct by members who are enrolled inquirers or candidates.	27-1
22-I	G-2.0804	Requires minimum 12 weeks paid family leave.	16-5
22-J	G-2.1001	Allows commissioned pastors to serve in more validated ministry at a time.	30-0
22-K	G-2.1002	Requires boundary training for elders seeking to be Commissioned Pastors.	29-0
22-L	G-2.1103	Requires boundary training for elders seeking to be Certified Christian Educators.	30-0
22-M	G-3.0104	Okays procedures for electronic session meetings.	32-0
22-N	G-3.0105	Allows virtually all meetings to be electronic.	32-0
22-O	G-3.0106	Adds boundary training language to sexual misconduct policies.	23-3
22-P	G-3.0106	Requires antiracism policies by all councils.	21-3
22-Q	G-3.0303c	Authorizes presbyteries to establish minimum severance packages.	19-4
22-R	G-3.0401	Allows synods to enroll their officers as members.	26-1
22-S	G-4.0301	Expands and clarifies “confidentiality” requirements.	25-1
22-T	W-3.0205	Adds Baptism to the list of appropriate actions following the declaration of forgiveness in worship.	23-7
22-U	W-3.0409	Adds “when appropriate” to the recommended act of providing an invitation to baptism preparation for those who come to the Table unbaptized.	19-11
22-V	W-3.0414	Removes the requirement that a Minister lead the prayer of thanksgiving that concludes Communion.	36-0
22-W	W-4.0403	Adds “signs and symbols of blessing’ to the section	32-3

		about ordination and installation services.	
22-X	W-5.0104	Adds language about the importance of household worship in faith formation in the Reformed tradition.	34-1
22-Y	W-5.0104	Adds language to the section on household worship.	32-2
22-Z	W-5.0201	Adds “discipleship” to a list of the Church’s ministries that are connected to its worship.	34-0
22-AA	W-5.0204	Shortens a list to “particular specialized pastoral care.”	33-1
22-BB	W-5.0204	Clarifies language about “services of wholeness” to better express a Reformed understanding of them.	32-0