

Presbytery of Mid-Kentucky
Stated Meeting
November 8, 2025
John Knox Presbyterian Church
AGENDA

Moderator: Ruling Elder Alicia Bloos

Vice-moderator: Teaching Elder Joel Weible

Stated Clerk: Teaching Elder Jerry Van Marter

Recording Clerk: Teaching Elder Andrew Hartmans

8:30 a.m. **Registration & refreshments**

Peer Review of Session Minutes: Jerry Van Marter

10:00 a.m. **Welcome, Prayer and Convene:** Alicia Bloos

- Welcome to our first time Members, Commissioners and Guests
- Welcome and seating of any Corresponding Members
- Welcome from John Knox Presbyterian Church
- Declaration of a quorum and approval of the docket.

10:10 a.m. **Worship** – Worshipful Work Committee

- Preaching: the Rev. Susan Barnes, pastor, John Knox Presbyterian Church.
- Offering Recipient: Eastern Area Community Ministries and Santa's Little Helpers

10:40 a.m. **Report of the Interim General Presbyter:** Marian McClure Taylor

10:50 a.m. **Consent Agenda:** Jerry Van Marter

- Approve the minutes of the September 15, 2025 stated meeting.

10:55 a.m. **General Presbyter Search Committee report:** Nolan Huizenga/Jenny Edlin

11:00 a.m. **Final Report of the Shawnee Administrative Commission** – Emily Odom

11:10 a.m. **Coordinating Commission report:** Christine Coy Fohr

For action: election of at-large members to the Nominating/Representation Committee

Finance Committee – Tom Hughes

- Approval of the 2026 presbytery budget

11:30 a.m. **Personnel Committee report:** Betty Muse

11:40 a.m. **Nominations and Representation Committee:** Sara Sutphin/Pam Clinger

11:50 a.m. **Announcements:** Announcements should be no more than one minute in length.

Noon **Lunch**

12:45 p.m. **Commission on Ministry report:** Marissa Galvan-Valle

- Summary of actions taken since last presbytery meeting
- Welcome new members; farewell to departing members
- Recognition of ordinations

1:05 p.m. **Kentucky Council of Churches report:** Brad Palmer

1:15 p.m. **Standing Rules Revision work group:** Christine Coy Fohr, Marian Taylor

1:40 a.m. **New Business**

1:45 a.m. **Report from the Stated Clerk:** Jerry Van Marter

1:50 p.m. **Installation of Moderator and Vice-Moderator:** Alicia Bloos

2:00 p.m. **Adjournment**

Next stated meetings: Saturday, February 21, 2026 at Anchorage

Monday, May 18, 2026 at Shelbyville-First (tentative)

Monday, September 14, 2026 at Cedar Ridge Camp (tent.)

Recently Jerry Van Marter and I have each been reminded of what goes into buying a new place to live. Inspections are a big part of that. How solid is this house that was built in 1977? What water issues? Electrical? Radon? Will I be given a packet of instructions about the heating and cooling system, the washer and dryer, and the landscape lighting that's actually pretty important in a neighborhood with zero streetlights?!

Well, there are now several lead candidates to be our new General Presbyter who are all asking analogous questions about the Presbytery of Mid-Kentucky. How solid is this association of congregations, this council of the church? Are there any weak spots I'll need to address in my first few years?

I've felt it was my mission this year to help us as a team, both staff and elected leaders, to present good answers to those kinds of questions. Here are some examples that are hinted at by many of today's docket items:

Standing rules:

A new person should be able to read our standing rules and get an accurate picture. Our standing rules are very out of date and refer to committees that have not existed for some time now. Our stated clerk has helped a small team including myself, Christine Coy Fohr, Perry Chang, and Tom Vandergriff to do a significant revision. Many good edits came from the committees and commissions. The new version more accurately describes how we function.

Position descriptions and Personnel Policies:

A new person won't know all those understandings and practices that many of us know and may not even need to write down. I've worked with the Personnel committee to revise and consolidate some old versions of a personnel policy manual. And everyone who is on the presbytery payroll now has an up-to-date position description and knowledge of when and by whom their work will be evaluated.

Finances:

A new person will want to know how long we can afford to have the staffing structure and program commitments that we have currently. Our Finance Committee has sounded the alarm about the long-term downward trend in unified giving which is driven in part by membership figures. Meanwhile, cost of living increases make other costs go up. In the 2026 proposed budget there is a way forward in using funds such as the Meadowview funds and Reserve funds to close the gap.

Healing:

Three of our congregations have talked with me about specific instances in the past when they felt their needs were poorly addressed by the presbytery, causing some damaged relationships. I have done my best to give these congregations an experience of being heard by someone who is determined that the presbytery can and will learn from such experiences. This should help a new General Presbyter to start on a better footing.

Ethos of Innovation:

A new person will want to know if we are stuck in our ways, or open to innovation. This has been an innovative presbytery. One of the engines for innovation has been the grants using Meadowview and New Church Development funds. Our September meeting revolved entirely around this theme, strengthening our ethos of innovation.

Conversations with Historically Black congregations:

Just prior to John Odom's departure, there was some momentum building around the idea of a capital campaign that would benefit the four historically Black congregations of this presbytery. Capital campaigns require vigorous work at all levels and are not best launched during an interim year. Hitting the pause button has given many of us more time to reflect on how to listen well to the needs, and to consider a wider set of options for responding. I hope that conversation will continue. We have done nothing that would bind a new GP to any one approach.

Training: My largest concern in handing this position over to a new leader has to do with training. We no longer have simply a requirement that minister members get boundary training every three years. That was already a big challenge. But now we have requirements for both ministers and ruling elders for Child Protection training, anti-racism training, and boundaries in ministry training. These needs cannot be addressed adequately by occasional Lunch and Learn events and once a year workshops at a winter meeting of the presbytery. One very helpful step forward this year was that I have enrolled us with our insurance company's training program called Praesidium Academy. This allows enrolled persons to take excellent classes online and receive a certificate. If we make the fullest possible use of this Academy we can make some real headway on regular habits of training. However, we will need, and do not have, a point person who will see this through with persistence and a sense of calling.

Conclusion: No house is ever in a state of perfect equilibrium. Our Mid-Kentucky Presbytery home is like that, too. We're in great shape, but there's work to be done! I'm open to your thoughts. And I'll work on all this and more, right up to my finish line!

Mission Committee, Presbytery of Mid-Kentucky
Report to the Coordinating Commission and Presbytery

November 8, 2025

Del Braaksma, Chair

The Mission Committee has been continuing to work on gathering information from our churches on the various types of mission/ministry activities they are involved in with their communities and organizing this information so that it can be a helpful data bank that can be shared and utilized by congregations. Some of this information will be shared at the upcoming Presbytery meeting in the form of a continuous loop PowerPoint. We still are missing information from some congregations and will be calling congregations so we can have a “complete picture” of who we are, and what we are doing!

We realize we can easily get isolated in our ministries and sometimes forget how important it is to create relationship with others who may be doing similar (or dissimilar) activities as ourselves. It is especially apparent in these current times when major funding for SNAP, local food for school programs, and local food purchase assistance programs is being cut. Many of our neighbors are beginning to feel the crunch. In speaking with Briargate Presbyterian Church this past week, the Welcome Table experienced a record number of 575 meals served! We need each other and to explore who to do work together even more so now.

A second focus of our committee has been working at organizing a grant information/writing workshop to take place at the February Presbytery meeting. It is being envisioned that this would be one in a possible series of workshops to be offered. Funding challenges has been one of the most frequently mentioned needs that was shared at the Mission Luncheon as well as by those churches who have responded to our questionnaire. Be on the lookout for more information coming!

The committee also participated in and supported a number of ministries in our Presbytery this past year that included:

- Cedar Ridge Camp - Autumn Under the Cedars event
- Beechmont Presbyterian Church - La Escuelita Learning Hub
- PDA Hygiene Kits – purchases of items and transport to Alabama
- Bellwood & Brooklawn - Hope for Harvest Fundraising event
- Briargate Presbyterian Church - The Welcome Table
- Shawnee Presbyterian Church - Communal Meal
- Self-Development of People (SDOP)

Mid-Kentucky Presbytery
Coordinating Commission Meeting
Thursday, October 30, 2025 – 12:30 p.m.
MINUTES

Attendance:

Commission members present: Christine Coy Fohr, Chair; Alicia Bloos, Moderator; Joel Weible, Vice-Moderator; Nolan Huizenga, at-large (2025); Charlie Kendell, at-large (2026); Katherine Kupar, at-large (2027); Tom Vandergriff, Latina/o Ministries Committee; Ellen Sherby, at-large (2027); Paul Seebeck, Church Growth and Transformation Committee; Kim Tribolet, Christian Education Committee; Marissa Galvan-Valle, Commission on Ministry; David Gambrell, Worshipful Work Committee; Carl Horton, Commission on Preparation for Ministry; Perry Chang, Church Administration Committee; Betty Muse, Personnel Committee; Steve Makela, Finance Committee;.

Commission members excused: Del Braaksma, Mission Committee; Marcus Long, Black Presbyterian Caucus; Kathy Costanzo, at-large (2026); Faye Fedlam, Self-Development of People Committee; Sara Sutphin and Pamela Clinger Nomination and Representation Committee;

Staff present: Marian Taylor, interim general presbyter; Jerry Van Marter, stated clerk.

Guest present: Meg Buckner, seminary intern

Opening Prayer: the meeting was opened with prayer by Jerry Van Marter at 12:35 p.m.

Approval of Agenda: the agenda was approved as distributed.

Approval of September 4, 2025 meeting minutes: the minutes of the September 4, 2025 were approved as distributed.

Staff reports:

- **Interim General Presbyter** – Marian Taylor reported on a follow-up church safety workshop on April 25, 2026; Matthew Wilson’s (Greensburg) wife, Janine, died last weekend; Brad Palmer’s father died last night; Marian outlined progress in committees, much in preparation for the new General Presbyter
- **Stated Clerk** – Jerry Van Marter reported on the Kentucky Council of Churches Assembly and presented the provisional docket for the November presbytery meeting.
- **Recording Clerk/Cedar Ridge Camp Director** – Andrew Hartmans reported on Autumn Under The Cedars.

Items for Action:

- **For approval: November 8 Presbytery Meeting Docket** was approved as amended.
- **For approval: Offering recipient for November 8 Presbytery meeting:** Eastern Area Community Ministries and Santa's Little Helpers.
- **For approval: Communion at Youth Event November 9 approved (Adrian, Annica)**
- **For approval: Nominees to the Committee on Nominations and Representation:**
2026 Wayne Lisa Zahalka
2027 Sara Sutphin, Pam Clinger, Vince Patton
**2028 Marilyn Duke (2nd), Andrea Trautwein CHPC, Anne Moore Ebenezer.
- **For information: Welcoming GA co-moderator Tony Larson Nov 16 at 5pm** – invitation list will be expanded to all pastors in the presbytery.

Report on Executive Presbyter Search Process: Nolan Huizenga reported on the progress of the search committee; they are down to three finalists and will be interviewing in-person during the month of November.

Standing Committee Reports:

- **Christian Education** – Kim Tribolet reported on the upcoming youth retreat (47 registered). There was discussion of Education Day in February and whether to add time to the day to accommodate workshops.
- **Church Growth and Transformation** – Paul Seebeck reported that the committee continues to look at congregations' web sites/social media presence to see where the presbytery might be of help. A vendor has been identified to help.
- **Hispanic/Latina/o Ministries** – Tom Vandergriff reported that the committee didn't meet in October; committee is advocating for a raise for Elmer Zavala; committee is planning Elmer's annual review.
- **Worshipful Work** – David Gambrell reported that he's in touch with John Knox about presbytery worship; David also reported on the November 2 all-presbytery worship service at 4:00 p.m.
- **Finance** – Steve Makela reported (for Tom Hughes) that every year is a financial challenge, particularly this year as the presbytery faces hiring a new general presbyter; Finance is going to request increases in shared mission support from congregations; Meadowview Fund will be tapped for staff compensation support. Reserve funds will also be drawn upon to balance the budget. There was considerable

discussion. **FOR ACTION:** the Commission voted to affirm the direction of the Finance Committee in building the budget.

- **Mission** – Del Braaksma was not present so no report.
- **Self-Development of People** - Faye Fedlam was not present so no report.
- **Black Presbyterian Caucus** – Marcus Long was not present so no report.

Reports from Presbytery commissions/committees/related entities:

- **Commission on Ministry** – Marissa Galvan-Valle reported on the recent Ministers Retreat and the Safe Church Training event.
- **Commission on Preparation for Ministry** – Carl Horton reported on annual consultations; one inquirer, Grace Love, is ready to move to candidacy; one inquirer has fallen through the cracks, so paperwork is being recompiled.
- **Personnel**– Betty Muse reported that reviews have been done for some staff; the Personnel Policies Manual is about ready, will be given to the new General Presbytery for review.
- **Nomination and Representation** – Sara Sutphin and Pam Clinger were not present so no report.
- **Church Administration** – Perry Chang reported that the proposed standing rules eliminate the committee and delegate most of its duties to the Permanent Judicial Commission.

New Business:

- **Standing Rules:** after considerable discussion, the Commission agreed to present the proposed Standing Rules to the November presbytery meeting for a first reading, with a deadline for feedback to be received and a general gathering for discussion.
- **Technology at Presbytery meetings:** there was considerable discussion about technology challenges at presbytery meetings. **FOR ACTION:** After the November presbytery meeting, we will dial back two-way participation over Zoom at in-person presbytery meetings. There was discussion about alternating between Zoom-only and in-person meetings.
- **Funding proposal:** Marian wishes to solicit contributions from retired minister members of the presbytery via a personal appeal. She asked Commission members to offer ideas and suggestions as she develops this idea.

Sharing of thanksgivings and prayer concerns: Commission members lifted up numerous prayer concerns.

Closing Prayer and Adjournment: the meeting was adjourned with prayer by Christine Coy Fohr at 2:25 p.m.

Minutes submitted by Jerry Van Marter, stated clerk

Standing Rules

Presbytery of Mid-Kentucky

Effective November 3, 2018

Draft date October 29, 2025

I. Constitutional Authority

- 1.1 The Presbytery of Mid-Kentucky shall be governed by the Constitution of the Presbyterian Church (U.S.A.), Part One (The Book of Confessions) and Part Two (The Book of Order), the latest edition of Roberts Rules of Order Newly Revised and these Standing Rules.
- 1.2 These Standing Rules and the attached appendices shall serve as a Manual of Administrative Operations, in accordance with the Book of Order, G- 3.0106

II. Name

- 2.1 This organization is named "The Presbytery of Mid-Kentucky." Prior names, legally retained, include "The Presbytery of Louisville-Union" and "The Presbytery of Louisville."

III. Vision Statement:

- 3.1 "Spiritual leaders empowering life-giving congregations for the transformation of the world by faith in God through Jesus Christ."

IV. Bounds

- 4.1 The bounds of this presbytery include all the Commonwealth of Kentucky counties of Adair, Barren, Breckinridge, Bullitt, Carroll, Casey, Clinton, Cumberland, Franklin, Gallatin, Green, Hardin, Hart, Henry, Jefferson, Larue, Marion, Meade, Metcalfe, Monroe, Nelson, Oldham, Owen, Russell, Shelby, Spencer, Taylor, Trimble, and Washington.

V. Higher Governing Body Relationships

- 5.1 The Presbytery of Mid-Kentucky is a presbytery of the Presbyterian Church (U.S.A.) and a member presbytery of the Synod of Living Waters.

VI. Meetings

6.1 Stated Meetings:

- 6.1.1 There shall be at least four stated meetings of the presbytery each year. The time and place of meetings shall be determined by the Coordinating Commission.

6.1.1 Invitations for meetings of presbytery are properly addressed to the moderator or stated clerk.

- 6.1.2 In emergencies, the date, place, and hour of a stated meeting may be changed by the moderator in consultation with the vice-moderator, stated clerk, and the general presbyter..

6.2 Agenda for the Meetings:

- 6.2.1 A provisional docket for each stated meeting shall be prepared by the stated clerk with

input from the Coordinating Commission. The Coordinating Commission shall finalize the provisional docket. The general presbyter, stated clerk, moderator, and vice-moderator shall meet prior to the presbytery meeting to coordinate the docket.

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

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

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

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

6.3 Special Meetings:

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

VII. Officers

7.1 Moderator:

7.1.1 The moderator and vice-moderator shall be elected at the September stated presbytery meeting each year and installed at the November stated meeting to a term of one year beginning January 1 of the following year. The moderator shall preside over all presbytery meetings and appoint all entities except those elected by presbytery or otherwise named. The moderator shall have the privilege of service as an ex-officio member of all committees of the presbytery. Ordinarily, the moderator shall have served as vice-moderator prior to serving as moderator and shall chair the Coordinating Commission the year after serving as moderator.

7.1.2 The moderator of presbytery, or his or her designee, shall ordinarily preside over and participate in commissions of the presbytery for the purpose of ordinations and/or installations of pastors, associate pastors, co-pastors and designated pastors. The moderator shall have authority to organize commissions for the purpose of ordaining and installing ministers and commissioning ruling elders. These commissions shall report to the next stated presbytery meeting.

7.1.3 The moderator shall have the authority to appoint ministers and ruling elders to investigating committees and/or committees of the Coordinating Commission as needed, as called for in the Rules of Discipline (D-10.02.01b and D-6.0302a). Such appointments shall be done in consultation with the stated clerk, the general presbyter, the chairperson of the Commission on Ministry, and one ruling elder at-large member of the Coordinating Commission.

7.1.4 Vice Moderator: The vice-moderator shall, in the absence of or at the request of the moderator, perform the duties required of the moderator. The vice-moderator shall be elected to a term of one year, to coincide with the term of the moderator. Ordinarily the vice-moderator shall stand for election as moderator for the following year.

7.2 Stated Clerk:

7.2.1 The stated clerk shall be elected at the September stated meeting and installed at the ~~last~~ November stated meeting ~~of the year~~ to a term of three years, beginning on January 1 of the following year. The stated clerk shall be paid a salary as determined by the presbytery through the Personnel Committee. The work and salary of the stated clerk shall be included in the presbytery's annual review of its staff.

7.2.2 The Stated Clerk shall:

7.2.2.a Work with the Coordinating Commission and -the general presbyter, stated clerk, moderator, and vice-moderator to prepare a provisional docket for each Stated Meeting of Presbytery.

7.2.2.b Be responsible for recording and publishing all presbytery minutes, and shall be custodian of them.

7.2.2.c Distribute the minutes as required by presbytery after each meeting.

7.2.2.d Present the minutes to the synod for its approval.

7.2.2.e Communicate the minutes to each session and minister member of presbytery.

7.2.2.f Communicate all orders of presbytery to those members of presbytery involved.

7.2.2.g Keep an accurate roll of all the churches, clerks of session, and ministers.

- 7.2.2.h Assemble the annual necrology report to be included in presbytery's minutes.
- 7.2.2.i Sign and issue promptly all official papers of the presbytery not otherwise provided for.
- 7.2.2.j Prepare presbytery's annual statistical reports to the General Assembly from the reports of sessions.
- 7.2.2.k Serve as parliamentarian at meetings of presbytery and the Coordinating Commission.
- 6.3.2.i Propose to presbytery at its first stated meeting each year the reestablishment of parity voting between ruling elders and ministers, according to the Book of Order, G-3.0301). In the event that a ruling elder is elected moderator or vice-moderator of presbytery or is a voting member of the Coordinating Commission, that ruling elder shall be enrolled as a member of the presbytery for the term of office, whether or not commissioned by his or her session.
- 6.3.2.j. Provide for a regular review of the session minutes and registers of all the churches in the presbytery and report review results to the presbytery.
- 6.3.2.k. Develop and review guidelines for inclusion in "The Handbook for Clerks of Session" for keeping session minutes and registers, and shall offer training to the clerks of session of member churches.
 - 6.3.2.l Provide staff support to presbytery entities as needed in coordination with the general presbyter.
 - 6.3.2.m Perform all the duties required by the Constitution of the Presbyterian Church (U.S.A.).
 - 6.3.2.n Be authorized to sign retirement documents required by the Board of Pensions when Benefits Plan members apply for retirement benefits, with the approval of the Commission on Ministry. Such actions shall be reported to the presbytery by the Commission on Ministry.
 - 6.3.2.o Retain all records of proceedings under the Rules of Discipline for a minimum of two years (D-7.0600e)
 - 6.3.2.p Be authorized to sign any retirement papers from the Board of Pensions for ministers who are retiring from active Service between meetings of the presbytery, and prior to presbytery's action on their retirement.

7.3 Recording Clerk:

- 7.3.1 The Recording Clerk shall be recommended by the stated clerk and nominated by the Committee on Nominations and Representation. Presbytery shall elect the recording clerk to a term of three years at the September stated meeting, following the election of the stated clerk. The Recording Clerk shall be installed at the November stated meeting of the presbytery and the term of service shall begin January 1 of the following year. The Recording Clerk shall be paid a salary as determined by the presbytery through the Personnel Committee and shall be included in the presbytery's annual review of its staff.
- 7.3.2 The Recording Clerk shall:
 - 7.3.2.a Record all proceedings of the meetings of presbytery and submit them promptly, with supporting documents, to the stated clerk.
 - 7.3.2.b Assist the stated clerk in the duties of parliamentarian for the meetings of presbytery.
 - 7.3.2.c Serve as recording clerk to the Coordinating Commission when the stated clerk is not available.

7.4 Treasurer:

- 7.4.1 The Treasurer of Presbytery shall be elected by Presbytery at the ~~last~~ September stated meeting and installed at the November stated meeting to a term of three years, beginning January 1 of the next year, and to succeeding terms as the Presbytery chooses. The Treasurer shall be paid a salary as determined by the presbytery upon recommendation of the Personnel Committee. The work and salary of the Treasurer shall be included in the presbytery's annual review of its staff.

The Treasurer shall:

- 7.4.1.a Serve as an ex officio advisory member of the Finance Committee.

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

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

8.1 Coordinating Commission

8.1.2 Composition:

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

8.1.3 The Commission shall:

- 8.1.3.a Provide general coordination and strategic leadership for the presbytery's mission and ministry.
- 8.1.3.b In consultation with the stated clerk, set the agenda for each presbytery meeting including theme development and worship leadership.
- 8.1.3.c Oversee the work of each of the presbytery's committees and receive reports from and offers counsel to the presbytery's commissions.
- 8.1.3.d Relate to organizations with which the presbytery has a covenant, ecumenical relationships and/or denominational affiliations.
- 8.1.3.e Appoint task forces.
- 8.1.3.f Affirm the establishment of networks.
- 8.1.3.g Approve requests for contract positions as described in the staffing rationale.
- 8.1.3.h Move the annual budget to the presbytery for adoption.
- 8.1.3.i Approve the requests of congregations to list portions of their property for sale up to \$500,000 in value, upon recommendation of the Finance Committee.
- 8.1.3.j Apply for grants through churchwide special offerings.
- 8.1.3.k In conjunction with the stated clerk, prepare an annual calendar for the presbytery.
- 8.1.3.l Maintain a continuing study of the presbytery's needs for general staff, and when convinced of the need for a particular staff position, shall recommend to presbytery the descriptions of both the position and person needed. The presbytery's search for persons to fill the positions shall be subject to the provisions contained in the Book of Order.

8.2 Coordinating Commission Committees (report to the presbytery through the Coordinating Commission)

- 8.2.1 Each committee will elect a chair from their elected membership and will appoint a representative to the Coordinating Commission, ordinarily the chair.
- 8.2.2 Church Growth and Transformation Committee, whose purpose shall be to foster and encourage vital congregations, developing new worshiping communities and shared ministries between congregations, and promoting new and transformational endeavors within the congregations of the presbytery. The committee will be composed of six members.
- 8.2.3 Finance Committee — Composed of six members, of whom at least two shall be ministers and at least two shall be ruling elders, and the remainder shall be members of a congregation of the presbytery. The committee also has the ability to add to its membership by invitation members of a congregation of the presbytery.

The Committee shall:

- 8.2.3.a Coordinates all fiscal matters for the presbytery including the annual designation of those permitted to prepare or sign checks from presbytery accounts.
 - 8.2.3.b Prepare annually a proposed budget for presbytery to be submitted by the Coordinating Commission.
 - 8.2.3.c Ensure that the presbytery ordinarily maintains a reserve fund equal to 50% of the sum of presbytery operations (600100), office operations (600200), and personnel expenses (610000).
 - 8.2.3.d Consider any financial request beyond the presbytery budget. Coordinating Commission will be notified of any unbudgeted request over \$25,000 that the Finance Committee approved.
 - 8.2.3.e Ensure an annual review of the presbytery's financial records and report the findings to the presbytery.
 - 8.2.3.f Serve as the Board of Trustees of the Corporation of the Presbytery of Mid- Kentucky and shall act as such when instructed by the presbytery or when accomplishing those legal transactions assigned as specific responsibilities in the standing rules. The stated clerk of the presbytery shall act as the agent for the trustees of the corporation for the purchase and sale of property or other legal matters and shall be the custodian of all related deeds and papers. The chair and vice-chair of the Finance Committee shall serve as president and vice-president of the corporation.
- 8.2.4 Hispanic/Latino Ministries Committee whose purpose will be the support for Hispanic and Latino ministry and outreach. This committee will be composed of two ordained members elected by presbytery, one of whom will serve as chair, and may add to its membership by invitation members of the worshiping communities.
 - 8.2.5 Leader Development and Christian Education Committee whose purpose will be to continue and grow educational and leader development opportunities in Mid-Kentucky Presbytery. This committee is also responsible for the oversight of UKirk ministries in the presbytery and oversight of the UKirk Board. This committee will be composed of three members elected by presbytery, one of whom will serve as chair, and may add to its membership by invitation members of a congregation of the presbytery.
 - 8.2.6 Mission Committee/Self-Development of People: composed of six members in three classes plus a representative of SDOP, this committee may also invite additional participants.

The Committee shall:

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

committee's care.

8.2.7 Personnel Committee -- Composed of six members plus the general presbyter.
The committee will elect a chair from its elected members.

The Committee shall:

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

8.2.7..b Review and recommend changes in the presbytery's office equipment and office space each year.

8.2.7..c In consultation with the Finance Committee, recommend to the Coordinating Commission and to the presbytery any changes in contract terms or terms of call for all staff members.

8.2.7..d Coordinate background checks on potential and current staff.

8.2.7..e Hear and respond appropriately to staff grievances.

8.2.7..f Provide ongoing support for personal and professional development of staff.

8.2.7..g Review the presbytery's personnel manual bi-annually (odd numbered years) and recommend to the Coordinating Commission any proposed changes to the Coordinating Commission.

8.2.7..h Responsible for naming a member to the Racial Justice Committee and other committees as designated.

8.2.7..i The Committee will meet a minimum of quarterly.

8.2.8. Racial Justice Committee: Composed of six members, including one from the Personnel Committee, one from the Nominations and Representation Committee, and at least two people of color who belong to the presbytery congregation/ministries made up mainly of People of Color.

The Committee shall:

8.2.8..a Advise the Personnel Committee on how to establish clear, confidential procedures for reporting and investigating incidents of racism or racial bias within the church.

8.2.8..b Review the presbytery's progress on measurable policy goals such as:

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

8.2.8.c Review the presbytery's Anti-Racism Policy every two years, seeking feedback from clergy, staff, and congregation members to assess the policy's effectiveness and identify areas for improvement, checking with presbytery partners on our effectiveness in community engagement, and proposing updates/amendments to the policy as necessary to

respond to evolving challenges and contexts.

8.2.9 Worshipful Work Committee whose purpose shall be to coordinate and create worship experiences for presbytery meetings and other presbytery-related events.

8.3. Entities of the Presbytery Reporting Directly to the presbytery, in consultation with Coordinating Commission

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

The commission shall:

- 8.3.1.a Supervise the churches of presbytery without pastors; arrange for the appointment of moderators in churches without pastors; assist in arranging for pulpit supplies; act for presbytery in an advisory capacity in initiating and maintaining relations between ministers and churches. These actions shall be reported to presbytery at every stated meeting.
- 8.3.1.b Correspond with members of presbytery working within its bounds in roles other than pastor or associate pastor, with those laboring outside the bounds of presbytery, and with those who are retired.
- 8.3.1.c Be responsible for presbytery's work relating to the Board of Pensions and the Benefits Plan of the Presbyterian Church (U.S.A.); shall be designated as the presbytery's correspondent with these programs; shall receive requests for ministerial relief, and direct appropriate recommendations to the Committee on Finance.
- 8.3.1.d Work in conjunction with the Committee on Preparation for Ministry whenever the duties of the two committees overlap.
- 8.3.1.e Assign and conduct examinations before presbytery of all candidates in Mid-Kentucky Presbytery for ordination.
- 8.3.1.f Act, on behalf of presbytery, to hear the sermons of candidates for the ministry.
- 8.3.1.g Act, on behalf of presbytery, to find in order calls issued by churches; approve and present calls for services of ministers; to approve the examination of ministers transferring from other presbyteries; to dissolve the pastoral relationship in cases where the congregation and pastor concur; to grant permission to ministers to labor within or outside the bounds of the presbytery; to dismiss ministers to other presbyteries; to act on behalf of presbytery to approve contracts for all temporary pastoral relationships; and to appoint moderators of sessions in churches without a pastor. All such actions shall be reported to the next stated meeting of the presbytery.
- 8.3.1.h Recommend to presbytery minimum terms of call, including salary (including housing allowance) and other compensation for minister members of the presbytery, and shall hear appeals from churches who wish to be relieved from meeting minimum standards.
- 8.3.1.i Maintain these standards among ministers and churches: (a) No church may engage a minister in any capacity until all financial obligations to former pastors, interim or supply pastors, including pension or annuity payments, have been discharged; (b) The pastor nominating committee of a vacant church shall consult with this commission in the very early stages of their work, and before engaging a pastor, associate pastor, stated suppl or temporary supply; (c) No full time pastoral relationship shall be approved in which the minister's salary and allowances are less than the sum adopted by presbytery as its minimum salary and allowances unless an appeal has been made and approved by the Commission on Ministry; (d) No part-time relationship shall be approved unless the proportionate amount of minimum standards are paid.
- 8.3.1.j Establish training for commissioned ruling elders to particular service and shall have oversight of all commissioned ruling elders serving congregations in Mid-Kentucky Presbytery.

8.3.2 Commission on Preparation for Ministry -- Composed of twelve members, six of whom shall be Ministers, three Ruling Elders, and three qualified active members elected from the Presbytery at-large.

The Commission shall:

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

- 8.3.2.b Enroll inquirers and dismiss candidates, with the provision that all such actions be reported to the next stated meeting of the Presbytery as provided in the Book of Order, G-2.06.
- 8.3.2.c On behalf of Presbytery, elect ruling elders and ministers to serve as readers for examinations for candidates for ordination at the request of the Presbyteries Cooperative Committee on Examination of Candidates.
- 8.3.2.d Recommend to presbytery some disposition of every application which comes before the commission.
- 8.3.2.e Receive and process all communications from the General Assembly committees and from theological institutions which pertain to candidates.
- 8.3.2.f Work in conjunction with the Commission on Ministry whenever the duties of the two commissions overlap.

8.3.3 Nominations and Representation Committee—Composed of nine members, as evenly divided between ministers and ruling elders as possible. The members shall be nominated by the Coordinating Commission and elected by the presbytery. The Coordinating Commission shall endeavor to assure that the membership of the committee represents the diversity priorities of the presbytery.

The Committee shall:

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

8.3.4 The Permanent Judicial Commission (reports directly to the presbytery) -- Composed of nine members for a term not to exceed six years. These members will be placed in three classes and when called for service shall elect their own moderator and clerk and shall conduct their proceedings according to the Book of Order (primarily Chapter D-5) of the Presbyterian Church (U.S.A.).

The Commission shall:

- 8.3.5.a Provide for a regular review of the standing rules of the presbytery in consultation with the stated clerk.
- 8.3.5.b Serve as a Bills and Overtures Committee by reviewing any overtures or resolutions submitted to the presbytery for possible recommendation by a session, the Synod of Living Waters, or the General Assembly of the PC(USA), all such being received within ten days of the stated meeting at which they will be considered.

IX. Task Forces and Networks -- The presbytery, through the Coordinating Commission, may also address needs through:

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

concerns. An approved network will be open to all interested parties, publicized through presbytery communications, and will report annually to the Coordinating Commission. Networks may sponsor programs or events with the approval of the Coordinating Commission.

X. Cedar Ridge Camp, Inc.

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

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

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

10.3.1 be responsive to presbytery.

10.3.2 be responsible for the program of outdoor education at Cedar Ridge Camp.

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

10.3.4 be responsible for maintaining all property and equipment to keep Cedar Ridge Camp functional.

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

10.3.6 be responsible for studying and proposing site development for outdoor education purposes.

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

10.3.8 be accountable to the presbytery in all financial matters regarding the operation of Cedar Ridge Camp.

10.3.8 be responsible for publicizing and promoting the purposes of the ministry of Cedar Ridge Camp.

10.3.9 -develop and revise in timely fashion, management and operating systems to facilitate the effective and efficient performance of its work and the administration of the operation of Cedar Ridge Camp and report such revisions to the Coordinating Commission.

XI. Miscellaneous:

11.1 Policy on Receipt and Distribution of Mission Funds: Each church shall send its mission funds, as approved by the session, directly to the presbytery office, where distribution shall be made to the General Assembly, the synod, and the presbytery according to the percentages adopted by the presbytery.

11.2 Policy on Per Capita Apportionments: Each church shall send to the presbytery office its annual per capita apportionments in the amount fixed by presbytery, to provide for the administrative expenses of the presbytery, synod and General Assembly.

11.3 Suspension of the Standing Rules: Any standing rule may be suspended temporarily at any stated meeting of presbytery by a two-thirds majority of the members present and voting.

11.4 Amendments to the Standing Rules: The standing rules may be amended by a two-thirds majority of members present and voting at any stated meeting, providing a notice shall have been given publicly of the intention to amend at a previous stated meeting. Any proposed amendment to the standing rules shall be referred to the Committee on Church Administration and other committees as appropriate, for their review and recommendation.

11.5 Corrections to the Standing Rules: The stated clerk is authorized to make editorial corrections in the standing rules and shall report these corrections to the presbytery at the next stated meeting. When conditions outside the control of presbytery render any portion of these rules inaccurate, the stated clerk shall make the appropriate corrections and report such conditions and corrections to presbytery at the next stated meeting.

11.6 Submission of overtures to General Assembly: When any session of the presbytery wishes to submit an overture to the General Assembly for

the presbytery's consideration, it shall submit that overture to the stated clerk in time for it to be included on the provisional docket to the next presbytery meeting. That submission shall be considered a first reading of the overture, which shall be automatically be referred to the Permanent Judicial Commission. The Permanent Judicial Commission shall bring its recommendation (approve, disapprove, take no action) regarding the overture to the next stated meeting of the presbytery.

11.7 Overtures to the General Assembly referred to our Presbytery from another Presbytery: Should a session within the bounds of this presbytery request Mid-Kentucky Presbytery to concur with an overture from another presbytery, the Permanent Judicial Commission shall review the overture and recommend a response to the Presbytery of Mid-Kentucky.

APPENDICES:

The following appendices shall be included with the publication of the standing rules. Appendices may or may not be subject to approval by the presbytery, depending on the subject of the appendix. These are included to keep the presbytery aware of current practice and important documents.

Appendix 1 Covenant between the Presbytery of Mid-Kentucky and Cedar Ridge Camp, Inc. Appendix 2 Sexual Misconduct Prevention Policy

Appendix 3 Standards of Ethics Policy Appendix 4 Parental Leave Policy Appendix 5 Personal Leave Guidelines

Appendix 1

A COVENANT BETWEEN THE PRESBYTERY OF MID-KENTUCKY AND CEDAR RIDGE CAMP, INC.

ARTICLE 1 - PURPOSE

The purpose of this covenant is to define the nature and scope of the relationship between Cedar Ridge Camp, Inc., and the Presbytery of Mid-Kentucky.

ARTICLE 2 - PARTIES TO THE COVENANT

The Presbytery of Mid-Kentucky is part of the Presbyterian Church (USA), located in the Commonwealth of Kentucky with offices at 1044 Alta Vista Drive, Louisville, Kentucky 40205. .

Cedar Ridge Camp, Inc. is an organization of the Presbytery formed to operate and oversee the programs and facilities relative to Cedar Ridge Camp, located at 4010 Routt Road, Louisville, Kentucky, 40299.

ARTICLE 3 - RESPONSIBILITIES UNDER THE COVENANT

A. Cedar Ridge Camp, Inc.

1. The mission of Cedar Ridge Camp, Inc. is as follows:

Cedar Ridge Camp, Inc., is an organization of the Presbytery of Mid-Kentucky which has as its Christian ministry to be an extension of congregations' ministries in education through outdoor and camping experiences and time for reflection, study and meditation. It is the purpose of this ministry to encourage spiritual growth and an appreciation of the interdependence of the Christian Community and the natural world.

Cedar Ridge Camp accomplishes this ministry by providing:

- a. A summer camping program
 - b. Year round multi-generational programs
 - c. Programs for reflection, meditation, fellowship and recreation
 - d. Retreats for study, research and renewal
 - e. Facilities for churches, organizations and individuals to use in their educational and recreational programs.
2. Cedar Ridge Camp, Inc. may up-grade the facilities in the direction of becoming a more adequate conference site, and shall strive to exceed state required and camping association standards for the operation of the camp.
 3. The camping program shall provide a unique Christian camping experience with nurture in Christ and growth in Christian faith through Christian living as the focus.
 4. All programs shall be implemented in cooperation with appropriate committees and commissions of the Presbytery.
 5. The operation shall be cost effective and efficient.

6. Cedar Ridge Camp, Inc. shall keep the Presbytery advised as to program and fiscal status of the operation and program with reports to each meeting of the Coordinating Commission.
7. Cedar Ridge Camp, Inc., in keeping with its ministry, shall be available to interpret its programs and to assist congregations and the Presbytery in the development of their ministry in education.
8. Cedar Ridge Camp, Inc. shall consult with the Coordinating Commission about plans concerning new operations and services, interpretive strategies and educational programs.
9. Cedar Ridge Camp, Inc. and any organization employed by it shall maintain employment and personnel practices which comply with the policies on representation and equal employment opportunities of the Presbyterian Church (U.S.A.).
10. Cedar Ridge Camp, Inc. and any organization employed by it shall maintain investment practices which comply with the policies of the Presbyterian Church (U.S.A.).

B. The Presbytery of Mid-Kentucky

1. The Presbytery shall provide program initiative and support for Cedar Ridge Camp, Inc. through its staff and structure.
2. The Presbytery shall cooperate with Cedar Ridge Camp, Inc. in promoting the programs and ministry of Cedar Ridge Camp.
3. The Presbytery shall use the facilities and the programs of Cedar Ridge Camp whenever feasible.
4. The Presbytery shall encourage congregations and individuals to support Cedar Ridge Camp, Inc.'s operating expenses, capital improvements and planned giving programs.
5. The Presbytery budget shall provide annual financial support for Cedar Ridge Camp, Inc. The guideline for the annual support shall be a minimum of 8% of the Presbytery's budget.
6. The Presbytery shall hold a stated meeting at Cedar Ridge Camp at least every three years.

ARTICLE 4 - MUTUAL UNDERSTANDING

The Executive Director of Cedar Ridge Camp, Inc. shall be considered Presbytery Staff and shall relate to the Education Committee of Presbytery.

This covenant shall be reviewed jointly by the Presbytery and Cedar Ridge Camp, Inc. Board every five years or earlier at the request of either party.

INTRODUCTION

Appendix 2

MID-KENTUCKY PRESBYTERY SEXUAL MISCONDUCT POLICY

(Approved May 11, 2015)

The Mid-Kentucky Presbytery, in an effort to further the peace, unity and purity of the church through the prevention and remediation of sexual misconduct within the church, has developed the following policy. The structures and procedures for responding to allegations of sexual misconduct are mandated by the Book of Order. This policy applies to all Ministers and Commissioned Ruling Elder members of the Presbytery. Others who serve the church, paid and volunteer, are under the jurisdiction of the session of the particular church.

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

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

1. Sexual abuse occurs whenever a person in a position of trust engages in a sexual act, sexual contact, or sexual behaviors with another person to whom he or she owes a professional responsibility. Such abuse shall include, but not be limited to, the following:
 - a. Sexual acts or sexual contact with a minor.
 - b. Sexual acts or sexual contact involving inducement, threat, coercion, force, violence, or intimidation of another person.
 - c. Sexual acts or contact between Ministers and persons with whom they have a professional relationship. This includes consensual physical relationships. Sexual relationships even when consensual are not acceptable regardless of whether pastoral care is involved. The inherent imbalance of power between the Minister and a congregant undermines the validity of such consent.
 - d. Sexual acts or sexual contact with another person who is incapable of appraising the nature of the conduct or physically incapable of declining participation in, or communicating unwillingness to engage in, that sexual act or sexual contact.
 - e. Sexual acts or sexual contact arising from the administration to another person of a drug or intoxicant which substantially impairs the ability of that person to appraise or control the nature of the conduct.
 - f. Compelling another person to view child or adult pornographic media or websites.
2. Child sexual abuse includes, but is not limited to, any contact or interaction between a child under 18 years old and an adult when the child is being used for the sexual stimulation of the adult person or of a third person. The behavior may or may not involve touching. Child sexual abuse between an adult and a child is always considered forced whether or not consented to by the child. Child sexual abuse is a crime in all states and must be reported to civil authorities and the Stated Clerk of the presbytery. Anyone who knows or has reason to suspect that child abuse has occurred or is occurring is a mandated reporter under Kentucky law.
3. Rape or sexual assault is a crime in every state and should be reported to civil authorities and to the Stated Clerk of the Presbytery.
4. Sexual harassment includes any sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexually offensive nature when: a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or their continued status in an institution in either a professional or volunteer capacity; b) submission to or rejection of such conduct by an individual is the basis for employment decisions affecting that individual; or c) such conduct has the purpose or effect of unreasonably interfering with an individual's work or volunteer performance by creating an intimidating, hostile, or offensive working environment. Sexual harassment can consist of a single intense or severe act or multiple persistent or persuasive acts. Sexual harassment may include, but is not limited to:
 - a. sexually oriented jokes or humor;
 - b. sexually demeaning comments;
 - c. verbal suggestions of sexual involvement or sexual activity;
 - d. questions or comments about sexual behavior;
 - e. unwelcome or inappropriate physical contact;
 - f. graphic or degrading comments about an individual's physical appearance;
 - g. express or implied sexual advances or propositions;
 - h. display of sexually suggestive objects or pictures;
 - i. repeated requests for social engagements after an individual refuses.

B. Policy on Sexual Misconduct.

1. Sexual misconduct is never permissible. It is a violation of the principles set forth in Scripture as well as of pastoral, employment, and professional relationships. Sexual misconduct by a Minister violates the ordination vows of the Presbyterian Church (USA) and the Standards of Ethical Conduct for the Mid-Kentucky Presbytery.
2. All Minister members of the Presbytery shall attend training offered by the Presbytery or another source satisfactory to the Commission on

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

3. Whereas this policy addresses sexual misconduct by Ministers, each congregation and organization in Mid-Kentucky Presbytery is responsible for developing a policy for church professionals, officers, members, non-member employees, and volunteers which is consistent with this document.

PART II: RESPONSIBILITIES AND ROLES OF MID-KENTUCKY PRESBYTERY IN POLICY IMPLEMENTATION

A. Availability of Policy and Procedures

1. All Ministers shall be given copies of the policy and be required to sign an acknowledgment of receipt.
2. This document shall also be available to all church members and to the public.
3. Presbytery employees shall receive this document as a supplement to the employee handbook.
4. This policy will be sent to every clerk of session upon request or when it has been updated. The policy will be available at all times on the presbytery's web site.

B. Management of Allegations of Sexual Misconduct by Ministers of Word and Sacrament

1. Resource Documents

The responsibilities, structures and procedures for responding to allegations of sexual misconduct are mandated in part by the Book of Order, such as the roles of the Commission on Ministry and an Investigating Commission (see G-11.0502 and D-10.0200).

2. Liability and Insurance

The Presbytery and its congregations shall annually obtain from their insurance agents, confirmation that their liability insurance policy covers sexual misconduct liability for its programs and activities.

3. Record Keeping

Mid-Kentucky Presbytery will include in every employee's personnel file, including Ministers, the application for employment, any employment questionnaires, reference responses, and other documents related to this policy including a signed receipt for receiving the sexual misconduct policy.

C. PRE-EMPLOYMENT SCREENING FOR PROSPECTIVE INCOMING TEACHING ELDERS

1. Reference Checks

Pre-employment screening includes specific questions related to previous complaints of sexual misconduct. The Presbytery reviews Sexual Misconduct Information of the Presbyterian Church (USA) Personal Information Form when interviewing persons seeking Minister calls.

The office of the Presbyter for Community Life is responsible for making reference checks through the Synod Executive, Mid-Council Leader, or other authorized persons to ascertain whether those persons have any history of sexual misconduct. The Presbyter for Community Life reports to the Commission on Ministry either that there was no reported sexual misconduct, or that the Commission should inquire into reported sexual misconduct. A written record of conversations and correspondence with references will be kept in the Minister's/employee's personnel file.

The Presbytery for Community Life or the Stated Clerk within the Presbytery is obligated to give truthful information regarding complaints, inquiries, and administrative or disciplinary action related to sexual misconduct by the applicant.

Applicants shall be given an opportunity to correct or respond to information regarding sexual misconduct obtained from a reference check.

2. Background Checks

Pre-employment screening for prospective incoming Ministers also includes a mandatory Criminal History Background Check performed by a private investigative firm which will access the misdemeanor and felony conviction records of courts in the United States. The criminal background check is based on the last seven years' residential history of the applicant.

As part of the Commission on Ministry's clearance process, all prospective incoming Ministers shall be required to sign a written consent and release form authorizing the criminal record background check.

The Commission on Ministry will provide all prospective incoming Ministers with a written disclosure that a criminal record background report will be requested. Only the Presbyter for

Community Life or the Stated Clerk shall order and review the criminal record background reports. The discovery of a criminal conviction will not automatically exclude the person from entry into the Presbytery and work in its congregations. The use the Presbytery makes of the criminal record background report will be determined on an individual case by case basis. The Presbyter for Community Life and the Commission on Ministry will counsel both with the prospective Minister and the calling congregation where appropriate. At the same time, Commission on Ministry will take with full seriousness the failure of incoming prospective Minister to volunteer critically important information regarding criminal history.

The Presbyter for Community Life and Stated Clerk shall ensure the confidentiality and appropriate retention of criminal record background reports.

A Minister who claims that the information in the report is inaccurate, false or incomplete shall have the right to dispute it with the investigative

firm.

The Presbytery will follow all the steps set forth in the Fair Credit Reporting Act.

D. EDUCATION

Mid-Kentucky Presbytery has a commitment to offer, provide resources for, and to publicize educational opportunities to prevent sexual misconduct in the church.

PART III: POLICY ON RESPONSE TO ALLEGATIONS OF SEXUAL MISCONDUCT BY MINISTERS

1. Known or suspected sexual misconduct by a Minister shall be reported to civil authorities and to the Stated Clerk.
2. Sexual abuse involving children and allegations of rape, sexual assault, or other misconduct that violates criminal law shall be reported to civil authorities and to the Stated Clerk.
3. In the event that an alleged incident of sexual harassment comes to the attention of the Clerk of Session, the Stated Clerk of the Presbytery will contact the accuser/victim and discuss the following alternatives:
 - a. The Session or employing agency level: referring the matter to the church session and/or personnel committee for their consideration and action.
 - b. The Commission on Ministry level: requesting an intervention by the Commission on Ministry or its representatives.
 - c. The Presbytery level: directly proceeding to the judicial process defined in the Book of Discipline.

Out of this conversation each participant shall determine the appropriate level of intervention and offer that view to the others.

- a. If all parties (including the accuser and/or victim) believe alternative "a" should be the course of action, it shall be pursued.
 - b. If any one or more of the parties believes alternative "b" should be pursued, then "b" shall be pursued unless any one party or more believes alternative "c" should be pursued, then alternative "c" will be pursued.
 - c. Beginning with alternative "a" does not preclude shifting the approach to alternative "b" or "c" at a later time.
 - d. Alternative "c" does require the participation of the accuser/victim.
 - e. The accuser/victim can proceed to disciplinary process (alternative "c") at any time he or she may choose independent of any other party.
4. Ministers are subject to inquiry and discipline under the Book of Order Rules of Discipline. A final report, including any charges filed, and actions taken shall be made by the Stated Clerk to the Presbytery. A copy of the report will be filed in the permanent personnel file of the accused.
 5. A written complaint to the Stated Clerk alleging sexual misconduct by a Minister member of the Presbytery subjects that Minister to any policy on administrative leave in effect.
 6. A Minister may make a written confession of misconduct without a victim's complaint to the Stated Clerk. The Clerk will proceed under the Book of Order Rules of Discipline.
 7. The Presbytery will respect the rights of all parties involved: accusers, victims, accused, and an involved congregation. These rights include:
 - a. To be heard and taken seriously. From the time that sexual misconduct is reported, all persons shall receive immediate attention and serious consideration from those representing the Presbytery. A reasonable attempt to identify and to locate the victim(s) will be made in the case of self-accusal.
 - b. To be informed about church procedures with regard to the accusation. One member of the Commission on Ministry or the Permanent Judicial Commission will be the Presbytery contact for each party involved.
 - c. To obtain legal advice.
 - d. To be offered an advocate trained by the Commission on Ministry. While Mid-Kentucky Presbytery proceeds to deal with the accusation, the Presbytery has the responsibility to provide each party involved moral support from an individual who is available to him or her or them.
 - e. To be assured that justice will be pursued through the procedures set forth in the Book of Order and this Policy.
 - f. To become engaged in work toward healing and reconciliation.
 8. The Presbytery shall design a plan for provision of counseling or reimbursement of counseling fees for the victim(s) that involves Presbytery, the victim's(s') insurance, the perpetrator, congregation or its insurance for a reasonable period of time, up to a maximum of one year.

APPENDIX: Glossary of Terms

Accused is the person against whom a claim of sexual misconduct is being made.

Accuser/victim is the person claiming knowledge of sexual misconduct by a person covered by this policy. The victim is the person alleged to have been subjected to sexual misconduct by a person covered under this policy. The accuser may or may not have been the victim of the alleged sexual misconduct. Advocate is a person trained by the Commission on Ministry in the issues of sexual misconduct and to provide support, and emotional and physical presence, to either the alleged victim(s) and their family, the accused, family members of the accused, or the congregation involved in a sexual misconduct case. The advocate also provides clarification of the investigative process of the church and the judicial process of the church to the person(s) with whom he or she works. The role of an advocate is not to speak for the party for whom he or she is advocate but to inform that party of his or her rights within the investigative process. The advocate shall not give advice regarding civil remedies. When requested by the party for whom she or he is

advocate, the advocate may accompany that person to meetings of Presbytery entities when that party is testifying.

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

Appendix 3

Standards of Ethical Conduct Mid-Kentucky Presbytery

For Minister Members, Church Educators, Commissioned Ruling Elders, Leaders of New Worshipping Communities, and all other persons called to ministry within Mid-Kentucky Presbytery

(Approved June 9, 2015)

Theological Foundation:

As Ministers of Word and Sacrament, Church Educators, Commissioned Ruling Elders, Leaders of New Worshipping Communities, and other persons called to ministry within Mid-Kentucky Presbytery - as servants of Jesus Christ in the Presbyterian Church (U.S.A.), we are, among other things, called to:

1. Teach the faith and equip the saints for the work of ministry (Eph. 4:12) as we serve in a variety of ministries, as authorized by the presbytery (G-2.0501);
2. Interpret the mysteries of grace and lift the people's vision toward the hope of God's new creation (G-2.0501);
3. Seek always to discern the mind of Christ and to build up Christ's body through devotion, debate, and decision (G-2.0501).
4. Seek to live holy lives that treat people with that dignity, sanctity and respect because God is holy and all persons are created in God's image. (1 Peter 1:15)

We also affirm:

Christ calls the Church into being, giving it all that is necessary for its mission in the world, for its sanctification, and for its service to God. Christ is present with the Church in both Spirit and Word. Christ alone rules, calls, teaches, and uses the Church as he wills. (F-1.0202).

Christ gives to the Church its faith and life, its unity and mission, its order and discipline. Scripture teaches us of Christ's will for the Church, which is to be obeyed. In the worship and service of God and the government of the church, matters are to be ordered according to the Word by reason and sound judgment, under the guidance of the Holy Spirit. (F-1.0203).

I. Standards of Ethical Conduct

A. Purpose

The purpose of these Standards of Ethic Conduct is to set forth positive guidelines for the practice of ministry within Mid-Kentucky Presbytery, and to promote sensitivity, spiritual reflection, and action

Commission on Ministry with all current and incoming minister members, church educators, commissioned ruling elders, and leaders of new worshipping communities of the presbytery. This is not an exhaustive document, nor will it ever be final, but is one which reflects contemporary concerns in the life of the Church.

B. The Presbyterian Context

Basic to Reformed and Presbyterian understanding of Christian discipleship is faithfulness to personal and communal ethics, integrity and discipline in life and doctrine. This faithfulness is exercised through the decisions of the councils of the church: Sessions, Presbyteries, Synods and General Assembly. It is shaped by reference to standards set forth in Scripture, the advocacy of the Holy Spirit, the accumulated wisdom of the people of God, a critical examination of societal thought and practice in the light of the Gospel, and an awareness that God alone is Lord of each conscience.

While persons engaged in ministry are accountable to the Presbytery wherein they labor, they also bear accountability to their calling congregation, council, or body. There is also a larger accountability to the religious community as a whole and to the general public. Persons in ministry should endeavor to be knowledgeable and sensitive to prevailing moral, social, ethical and religious standards, realizing that any violation on their part may cause harm to church members, colleagues in ministry, their profession, and the Church, which is the Body of Christ.

C. Ordination Vows

Those who are called to ordered ministry (ruling elders, ministers, and deacons) and called to other ministries of the church are bound by their membership and ordination vows. All have agreed to trust the Lord Jesus Christ, uphold the truth of the Scriptures and be guided by the confessions, love our neighbors, be governed by our Church's polity, and work for the reconciliation of the world. They have promised to further the peace, unity, and purity of the church, and to pray for and serve the people with energy, intelligence, imagination, and love, and to faithfully perform their duties in their particular ordered ministry (W-4.4002). These vows are the foundation for the ethical practice of ministry.

II. Fundamental Principles of Ethical Conduct

- A. In all matters persons called to ministry are to maintain practices that give glory to Christ, advance the Great Ends of the Church, and nurture, challenge, and protect the welfare of church members, clients, and the public.

- B. Persons called to ministry are to limit their practice of ministry to those positions and responsibilities for which they are called within the Presbyterian Church (U.S.A.) and for which they are qualified by training and/or experience.
- C. Persons called to ministry are to conduct all matters so that security and confidentiality are maintained, and conflict of interest and exploitation are avoided.
- D. Persons called to ministry are to demonstrate respect, honesty, and fairness with colleagues and persons in related professions.
- E. Persons called to ministry are to maintain professional competency throughout their careers, using opportunities to further develop skills in the practice of their ministry.

III. Personal Practices

God gives suitable gifts for their various duties. In addition to possessing the necessary gifts and abilities, those who undertake particular ministries should be persons of strong faith, dedicated discipleship, and love of Jesus Christ as Savior and Lord. Their manner of life should be a

God's people and the concurring judgment of a council of the church. (G-2.0104) Persons called to ministry serving in a validated ministry, shall:

1. demonstrate conformity with the mission of God's people in the world as set forth in Holy Scripture, The Book of Confessions, and the Book of Order of this church;
2. serve and aid others, and enable the ministry of others;
3. give evidence of theologically informed fidelity to God's Word;
4. be carried on in accountability for its character and conduct to the presbytery in addition to any organizations, agencies, and institutions served; and
5. include responsible participation in the deliberations, worship, and work of the presbytery and in the life of a congregation of this church or a church in correspondence with the PC(USA) (G-2.0503a).

Like all church members, persons called to ministry are called to demonstrate a new quality of life within and through the Church and to live responsibly in the personal, family, vocational, political, cultural, and social relationships of life (G-1-0304).

B. Financial Matters

1. Terms of Call for persons called to ministry should provide adequate compensation. Honoraria shall not be considered a substitute for adequate compensation and should not be sought by the Minister or Christian Educator from members of the congregation served. Care should be exercised in accepting gifts or honoraria.
2. Persons called to ministry shall exercise fiscal responsibility pertaining to their calling, which includes:
 - a. Setting an example of benevolence and responsible stewardship;
 - b. Exercising particular ministries of the church (e.g. baptisms, weddings, funerals) to the congregation they serve without expecting honoraria;
 - c. Standing ready to render pastoral services without compensation to individuals and communities in crisis;
 - d. Considering the obtaining of professional liability insurance;
 - e. Declining fees or gifts as payment for business or professional referrals;
 - f. Living within the family's financial means and paying all just debts as promptly as possible;
 - g. Refusing to use church funds, accounts or resources for personal advantage;
 - h. Maintaining adequate records for allowances and reimbursable expenses;
3. Standards governing financial arrangements for pastoral services provided for nonmembers shall be determined by individual Sessions in consultation with the minister, taking into account local practices.

C. Speech and Conduct

1. Conduct includes the following principles:
 - a. Recognizing that all relationships require integrity, sensitivity, confidentiality and caring.
 - b. Modeling responsible authority with parishioners, students, clients, colleagues and employees.
 - c. Protecting those who are vulnerable by recognizing and refusing to take advantage of others in any situation.
2. Persons called to ministry are well advised to follow the advice of Paul that those in the church should act for the sake of the weaker believers (Romans 14, I Corinthians 8,) and should understand that their behavior is under a greater scrutiny. Ministers and Church Educators should recognize that their speech, actions and sexual behavior are measured by members of the community against prevailing local standards.
3. In any relationship between persons called to ministry any abusive behavior is unacceptable, whether it is verbal, physical or sexual in nature.

4. The Sexual Misconduct Policy of Mid-Kentucky Presbytery sets forth a standard of relationships and conduct for all members, including those called to ordered ministries of Ministers, Ruling Elders, and Deacons, as well as Christian Educators, other church employees and volunteers and procedures for addressing misconduct. The Commission on Ministry as well as all persons called to ministry within Mid-Kentucky Presbytery should be familiar with these standards and procedures.

D. Concerning Personal Freedom

The right to freedom of conscience is one of the historic principles of Presbyterian Church Order (F- 3.0101). This freedom of conscience must be exercised within our Presbyterian polity, which states: It is necessary to the integrity and health of the church that the persons who serve it in ordered ministries shall adhere to the essentials of the Reformed faith and polity as expressed in this Constitution. So far as may be possible without serious departure from these standards, without infringing on the rights and views of others, and without obstructing the constitutional governance of the church, freedom of conscience with respect to the interpretation of Scripture is to be maintained. It is to be recognized, however, that in entering the ordered ministries of the Presbyterian Church (U.S.A.), one chooses to exercise freedom of conscience within certain bounds. His or her conscience is captive to the Word of God as interpreted in the standards of the church so long as he or she continues to seek, or serve in, ordered ministry. The decision as to whether a person has departed from essentials of Reformed faith and polity is made initially by the individual concerned but ultimately becomes the responsibility of the council in which he or she is a member. (G-2.0105).

E. Social Media

As stated in The Second Helvetic Confession, “This good and almighty God created all things, both visible and invisible, by God’s co-eternal Word, and preserves them by God’s co-eternal Spirit. . .” (Book of Confessions, 5.032); therefore, one’s online presence is not separate from the other parts of one’s life. The same legal and ethical responsibilities that apply in face-to-face interactions also apply in digital interactions. One’s digital content (social media presence, website postings, emails, private messages and other internet based communications) should demonstrate the Christian belief that all people are beloved children of God to be treated with dignity, honesty, fairness and respect and should be consistent with one’s ordination vows. For additional resources on using social media platforms for evangelism, strengthening Christian fellowship and creating a social media policy for a congregation, the following documents may be useful:

1. “Social Media and Congregations: Strategies, Guidelines, Best Practices and Resources” -- This Evangelical Lutheran Church in America document offers specific advice on developing a congregational social media presence and a social media use policy; it also includes an extensive list of resources for further study.
http://download.elca.org/ELCA%20Resource%20Repository/Social_Media_and_Congregations.pdf?_ga=1.64829231.1016880643.1429379543
2. “Pastoral Transitions in the Age of Social Media” -- This post offers advice on managing relationships on social media for pastors leaving a congregation and is part of the Alban at Duke Divinity School technology advice web page. Many other helpful blog posts on the use of social media are found on Alban’s technology advice web page. <https://alban.org/archive/pastoral-transitions-in-the-age-of-social-media/>
3. “How-To Create a Social Media Policy for Your Church” by Eric Dye -- While this is a review of a web service that helps congregations create a social media policy, it lists guidelines for clergy interaction with youth and adults on social media platforms.
<http://churchm.ag/social-media-policy/>

IV. Professional Practices

A. Leadership

1. The purpose and pattern of leadership shall be understood in terms of service rather than to gain personal benefit or power.
2. To further the peace and unity of the church, persons called to ministry should work with the Session to nurture the congregation toward faithful membership in Christ’s body through growth in worship, mission, service, evangelism, stewardship, and education (G-2.05040).
3. In order to maintain and enhance the quality of leadership, persons called to ministry shall provide for their own care, attending to matters such as Sabbath rest, vacations, continuing education, activities with friends and families, regular worship, study and prayer, and establishing support systems.

B. Practice and Personal Expertise

1. Persons called to ministry shall accurately represent their qualifications in education, training and experience in all communications with the church and the public (i.e. Personal Information Forms, announcements, services, etc.). Persons called to ministry are responsible for correcting any misrepresentations.
2. Persons called to ministry shall work within their personal and professional qualifications and limitations, making appropriate referrals when persons called to ministry feel they have encountered needs beyond their expertise.

C. Confidentiality

1. Persons called to ministry shall conduct all pastoral matters in a manner that ensures appropriate confidentiality and avoids conflict of interest.
 - a. Privileged information shall not be used for personal gain.
 - b. Personnel records of staff members (written or recorded) and records concerning members of the congregation or nonmember

clients should be stored where security and confidentiality are maintained.

- c. Persons called to ministry are mandated reporters for sexual abuse of children, domestic violence of adults and abuse of elders and the disabled in the Commonwealth of Kentucky. Persons called to ministry should advise those whom they counsel that certain types of information cannot legally be held in confidence as well as inform the person what they will do if such information is shared.
 - d. It is a spiritual and professional duty of persons called to ministry to hold in confidence other matters (other than abuse) revealed to them in their counseling, caring and confessional ministries.
2. In giving references of any kind (employment, adoption, college forms, etc.) for another person, persons called to ministry should be willing to share only what they would share with the person for whom the reference is requested. When giving recommendations and references about persons called to ministry, one should be cautious when interjecting opinion or judgment about professional conduct or ethics.

D. Relationships with Other Church Staff and Volunteers

1. Persons called to ministry shall respect all professional, support staff and volunteers without regard to age, race, ethnic origin, disability, marital status, gender, sexual orientation, or function in the church.
2. Termination of non-ordained staff should be in accordance with Equal Employment Opportunity and Book of Order guidelines.
3. In staff relationships, as in all intra-church relationships, the objective is to work together with a spirit of cooperation in building up the whole church. To this end, persons called to ministry should be understanding toward one another, accept each other as persons made in God's image, respect each other's competencies, offer constructive suggestions to one another, forgive misunderstandings, and be tolerant of differences of opinion and style of operation.
4. Loyal support for all other staff members is a tremendous help in building and maintaining good working relationships and in edifying the church. As members of the staff do their work with enthusiasm and confidence in each other, a strong team can be formed to carry forward the ministry and mission of the church. If a person called to ministry is unable to manage relationships with other staff members in a creative and effective manner, then they should give serious consideration to relocating for their own sake and for the sake of the ministry and mission of the church.

E. Relationships with Members of Other Churches

1. Normally persons called to ministry should not visit for pastoral purposes, either in the home or hospital, one who is a member of another church, unless invited by the moderator of session, or the pastor.
2. When called upon to officiate at a wedding, funeral, or baptism for families who are not members of one's own congregation, teaching elders should ascertain whether they are members of a different church. If they are, they should be urged to procure the services of their own pastor. If that effort fails, the teaching elder should seek to inform their pastor, explaining the circumstances and attempting to secure the concurrence of their pastor wherever possible prior to performing any services.
3. Persons called to ministry should not encourage people to transfer membership from neighboring congregations, Presbyterian or other. Care must be taken to avoid enticing people in vulnerable situations.

F. Relationships with Related Professionals

When persons called to ministry are called to work closely with other professionals in related fields (e.g. health care, social services, mental health, legal services, teachers), they shall conduct themselves so that vital concerns for clients and confidentiality are maintained. In every relationship the integrity of the person called to ministry shall be above reproach.

G. Relationships with the Larger Community

1. Persons called to ministry shall support and participate in efforts to better the community in which they live and work.
2. Persons called to ministry shall respect the responsibilities and working hours of other business and professional people.

H. Terminating Relationships with the Congregation

The Presbytery of Mid-Kentucky Commission on Ministry has prepared a helpful resource in this area: Guidelines for the Dissolution of the Relationship Between Pastor and Congregation in the Presbytery of Mid-Kentucky. This document is available on the Presbytery web site: <http://midkentuckypresbytery.org/images/documents/GuidelinesEndPastoralRelationship.pdf>

Ministers considering the dissolution of a pastoral relationship should seek the guidance of the Commission on Ministry. Ethical behavior is required to preserve the peace and unity of the church. Below is a brief summary of the above-mentioned guidelines.

1. Departing Ministers shall:

- a. Announce publicly they are no longer available for pastoral services (weddings, funerals, baptisms, or hospital visitation), except by invitation from the moderator of session and/or session; and that a new pastoral relationship needs to be established.
- b. Refer requests for pastoral services to the current moderator or Clerk of the Session when such requests come from members of a former congregation. Former Ministers shall not solicit such overtures.
- c. Recognize ongoing bonds of friendship, exercising care to have no further ministerial influence on individual members by conversation, correspondence, or other action.
- d. Exercise no part in the selection of a Pastor Nominating Committee or in the selection of a successor.
- e. Be especially discreet when and if visiting their former parish. In such cases, it would be proper to pay their respects to the successor. Frequent visits to one's former parish should be avoided.
- f. Along with their immediate family, exercise all care so as to have no further influence upon the congregation either by conversation, correspondence or other action.
- g. Seek to be supportive of the new pastor when comments are made about them, the program, policies, and activities of the former church.

I. Voluntary and Involuntary Dissolutions of Call:

1. It is essential that the provisions for dissolving a pastoral relationship in the Book of Order and the guidelines provided by the Commission on Ministry are known and followed by all parties.
2. When a call is dissolved either voluntarily or involuntarily, it is a time of challenge for both the departing minister and congregation involved. To insure the peace and unity of the church it is essential that all parties, Presbytery, congregation and minister, avoid escalating conflict and to achieve an equitable dissolution to the call.
3. When it is not possible to serve effectively in a conflicted situation, the minister should seek to dissolve the call with integrity, grace and dignity so that healing occurs for both the minister and the congregation.

J. Temporary Pastoral Relationships (reprinted from G-2.0504b)

Temporary pastoral relationships are approved by the presbytery and do not carry a formal call or installation. When a congregation does not have a pastor, or while the pastor is unable to perform her or his duties, the session, with the approval of presbytery, may obtain the services of a minister, candidate, or ruling elder in a temporary pastoral relationship. No formal call shall be issued and no formal installation shall take place.

Titles and terms of service for temporary relationships shall be determined by the presbytery. A person serving in a temporary pastoral relationship is invited for a specified period not to exceed twelve months in length, which is renewable with the approval of the presbytery. A minister employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor, or associate pastor.

A presbytery may determine that its mission strategy permits a minister currently called as an Associate Pastor to be eligible to serve as the next installed pastor or co-pastor, or a minister employed in a temporary pastoral relationship to be eligible to serve as the next installed pastor, co-pastor, or associate pastor. Presbyteries that permit this eligibility shall establish such relationships only by a three-fourths vote of the members of presbytery present and voting.

K. Relationships with Predecessors

The successor also has the responsibility to be courteous to one's predecessor. The years may have built up loyalties that are strong, and though a predecessor may do everything possible to discourage a family from seeking that person's services, it may be gracious in certain instances for the successor to invite the family's former minister. Wise ministers and Church Educators will observe that such an attitude might do more to move people to accept their own ministry than would resistance and "standing for one's rights" as the new pastor or educator. In all cases, the desire to minister to persons should take precedence over personal considerations.

L. Retired Pastors

When pastoral relationships are dissolved through retirement, special sensitivity is required to preserve the peace and unity of the church.

1. Upon retirement, a retiring pastor and (if married) spouse normally shall not attend meetings or services of worship at their former parish except by invitation of the Moderator of Session.
2. Retired ministers who remain in the community should take care in their participation in the life and work of a former congregation. They should avoid comment on the work of the Pastor Nominating Committee and the work of any succeeding Interim Pastors or installed Pastors.
3. Retired ministers should send clear and unambiguous signals that the word "retired" basically means "withdrawn from active service", at

least in that location. There will naturally be misunderstandings about these matters, and there will be occasions when the line between “old friend” and parishioner” will be muddled. In all such contexts of ambiguity, again it is the retired ministers who bear primary responsibility for making clear that “retired” means “withdrawn from active service” in that location.

4. In all community contacts, retired ministers shall make clear to the community that they speak for themselves and not as the pastor or official representative of a former congregation.
5. The status of Honorably Retired or the title of Pastor Emeritus does not give the authority or the right to engage in ministerial activities or to exercise influence in former congregations except by specific invitation of the Moderator of the Session.

V. Authority of these Standards of Ethical Conduct

The authority of these Standards of Ethical Conduct for persons called to ministry within Mid- Kentucky Presbytery derives from its adoption by the Presbytery at its stated meeting on February 21, 2015.

All questions, concerns, and evidence of apparent disregard of these “Standards of Ethical Conduct” should be submitted to the Commission on Ministry. Insofar as it is possible, the Commission should exercise pastoral oversight and counsel privately with any persons who may be involved. If a minister who is a member of another presbytery is involved, the Commission shall communicate with the Commission on Ministry in that presbytery.

Recommendations

1. That the Presbytery of Mid-Kentucky adopt this statement entitled “Standards of Ethical Conduct for Mid- Kentucky Presbytery.”
2. That persons called to ministry within the Presbytery of Mid-Kentucky covenant with each other to follow these “Standards of Ethical Conduct” in a spirit of brotherly and sisterly concern for the welfare and success of each other’s ministry and in the spirit of Christ.
3. That the Commission on Ministry and/or the Stated Clerk ensure that a copy of these “Standards of Ethical Conduct” is sent to every current and entering minister, church educator, commissioned ruling elder, leader of a new worshipping community, and any other person involved in ministry within the Presbytery, including a request for a signed statement that the individual has read and understands this document. A copy of the signed statement shall be kept in the Presbytery files.
4. That the Commission on Ministry and/or the Stated Clerk ensure that a copy of these “Standards of Ethical Conduct” be sent to every clerk of session within the presbytery with the request that they make this document known to their session.

Helpful References and Resources:

Standards of Ethical Conduct, approved by the 210 General Assembly in 1998. Available at: <http://www.pcusa.org/resource/standards-ethical-conduct/>

Guidelines for the Dissolution of the Relationship Between Pastor and Congregation in the Presbytery of Mid Kentucky. Available at: <http://midkentuckypresbytery.org/images/documents/GuidelinesEndPastoralRelationship.pdf>

Appendix 4

Parental Leave Policy Presbytery of Mid-Kentucky (Adopted May 8, 2017)

I. Theological Grounding

God created us to be in relationship with one another. Human beings are nurtured in families where we care and are cared for at the most basic level, which equips us for life in the larger community. The Church recognizes the significance of family in the lives of its church personnel and seeks to be fair, reasonable and compassionate in all its dealings related to family. Scriptures instructs us to honor those we call “father” or “mother” (Exodus 20:12), and to care for children, for such is “the Kingdom of God” (Mark 10:13-16).

Therefore it is the policy of the Presbytery of Mid-Kentucky and its member congregations to meet or exceed the following compensation terms regarding calls and covenants of Ministers, Certified Christian Educators, and Commissioned Ruling Elders (hereafter referred to as “church professionals”) serving within the bounds when a child(ren)are added to their family through birth or adoption.

II. Parental Leave

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

III. Parental Leave Guidelines

- A. When a church professional or professional’s spouse becomes pregnant, they shall customarily inform the session and/or congregation by the 24th

week of the pregnancy. In the event of adoption, the church professional desiring to adopt shall customarily notify the session and/or congregation at least three months prior to the placement of the child.

- B. Parental leave of thirteen weeks (91 consecutive days) shall be granted to a church professional for a birth or adoption. Parental leave of the thirteen weeks (91 consecutive days) shall be granted to a church professional for a birth or adoption. The church professional shall receive full compensation and benefits during the parental leave. It is anticipated that individual churches will not feel limited by these requirements, but will respond to the need for parental leave responsibly and generously.
- C. A church professional may use accrued vacation and / or sick leave to lengthen the parental leave, providing this information as soon as possible to the session and / or congregation.

IV. Additional considerations:

- A. Study leave shall not be used for parental leave.
- B. Re-entry after parental leave may be negotiated on a full-time or part-time basis, with commensurate adjustments of compensation as agreed upon by the church professional, session, congregation and in consultation with the Commission on Ministry.
- C. If a church professional initiates dissolution of a call, or non-renewal of a contract within one year following parental leave any unused vacation time shall be credited against the leave.
- D. In the event of a late term miscarriage or stillbirth, a church professional should be granted at least half the parental leave s/he would have received.
- E. Church professionals who are serving the same congregation are both entitled to parental leave, which may be taken either simultaneously or sequentially.
- F. If the financial considerations surrounding parental leave of a church professional prove to be a hardship for the session and/or congregation, they should be in touch with the moderator of the Commission on Ministry and the Presbyterian for Community Life, who will seek ways to assist the session and/or congregation to make the parental leave possible.

Appendix 5

MID-KENTUCKY PRESBYTERY PERSONAL LEAVE GUIDELINES

(Adopted November 19, 2016)

The Presbytery of Mid-Kentucky includes personal leaves of absence as part of all compensation terms regarding calls and covenants of Ministers, Certified Christian Educators and Commissioned Ruling Elders (hereafter referred to as “church professionals”) serving congregations within its bounds according to the policy as follows:

I. Personal Leave

Personal leave is defined as a leave of absence for:

- A. a compelling personal reason that is not medically related.
- B. a church professional’s non-pregnancy-related medical condition
- C. care for a church professional’s family member’s illness or disability, other than pregnancy, childbirth, or related medical condition. (The presbytery has a separate Parental Leave Policy.)

II. Personal Leave Guidelines

- A. Church professionals who have completed at least 90 days of continuous service may submit a written request for a personal leave of absence to the session and/or congregation and the Commission on Ministry, for any length of leave time up to a maximum of four months.
- B. Written requests must state the reason for the leave, as well as the beginning and ending dates. It is up to the church professional and the session and/or congregation to determine if the personal leave will be with or without pay. The assistance of the Commission on Ministry in these negotiations may be requested.

C. In all cases, coverage of all dues to the Board of Pensions for medical insurance, death and disability insurance and pension credits will continue to be paid by the session and/or congregation during the duration of the personal leave if they were part of the terms of call or covenant.

D. Requests for personal leaves will be granted at the sole discretion of the session and/or congregation in consultation with the church professional based on the facts and circumstances surrounding each individual request.

E. If the church professional does not return to work immediately upon the end of an approved leave of absence, the Church may deem the employee to have resigned.

F. If in very unusual cases an extension of this leave is required, the request for extension must be submitted to the session and/or congregation prior to the leave's expiration date to permit time for consideration of possible extension.

III. Additional Considerations

Any disagreements between church professionals and session and/or congregations regarding personal leaves will be arbitrated by the Commission on Ministry.

Presbytery of Mid-Kentucky
2026 Proposed Budget (October 26, 2025)

EXPENSE											
Shared Mission Expense											
	Actual 2023	Actual 2024	Actual YTD Sept 25	% of Budget	Budget 2025	Budget 2026					
Non-Budgeted Expenses											
	Actual 2023	Actual 2024	Actual YTD Sept 25	% of Budget	Budget 2025	Budget 2026					
Shared Mission Support											
400110 SMS - Presbytery (85%)	186,448.73	183,977.55	131,290.00	72%	182,400.00	199,750.00					
400120 SMS - PCUSA (10%)	34,959.17	34,495.73	24,616.87	72%	34,200.00	23,500.00					
400130 SMS-SYNOD (5%)	11,653.10	11,498.63	8,205.69	72%	11,400.00	11,750.00					
Total 400100 Shared Mission Support	\$ 233,061.00	\$ 229,971.91	\$ 164,112.56	72%	\$ 228,000.00	\$ 235,000.00					
Per Capita Income (2026)											
400210 Per Capita-Presbytery (\$12.07)	73,196.34	66,805.71	55,562.74	86%	64,333.10	63,403.71					
400220 Per Capita - PCUSA (\$11.08)	59,688.08	54,290.51	49,576.24	86%	57,777.20	58,203.24					
400230 Per Capita - SYNOD (\$3.98)	24,189.37	22,026.96	18,318.81	86%	21,213.40	20,906.94					
Total 400200 Per Capita (\$27.13)	\$ 157,073.79	\$ 143,223.18	\$ 123,759.79	86%	\$ 143,323.70	\$ 142,513.89					
400310 PCUSA Disaster Relief	170.00	5,780.00	500.00		0.00	0.00					
400320 Special Offerings	26,925.90	25,990.37	20,272.19		0.00	0.00					
400330 Missionary	6,250.00	6,750.00	0.00		0.00	0.00					
Peace-making Income											
500410 Peace-making - Presbytery	1,589.70	250.00	0.00		0.00	0.00					
500420 Peace-making - PCUSA	2,339.96	3,644.87	640.80		0.00	0.00					
500430 Peace-making - Synod	585.19	911.49	160.24		0.00	0.00					
Total 400400 Peace-making Income	\$ 4,514.85	\$ 4,806.36	\$ 801.04		\$ 0.00	\$ 0.00					
Total Shared Mission Income	\$ 427,995.54	\$ 416,521.82	\$ 309,445.58		\$ 371,323.70	\$ 377,513.89					
Less distribution to PC-USA and Synod	-168,350.47	-165,688.56	-119,370.90		-124,590.60	-114,360.18					
Remainder for MIKY operations	\$ 259,645.07	\$ 250,833.26	\$ 190,074.68		\$ 246,733.10	\$ 263,153.71					
Non-Budgeted Income											
800001 Prior Year Income	4,426.29	0.00	2,481.50		0.00	0.00					
800200 Misc Contributions	3,041.18	3,249.35	263.84		0.00	0.00					
800350 Quisenberry Offering Income	5,200.00	2,230.60	493.26		0.00	0.00					
800450 Retired Minister Fund	6,512.04	5,200.00	246.63		0.00	0.00					
800800 Worship Offering	30,000.00	4,308.00	3,776.58		0.00	0.00					
800955 Meadowview Draw - Demo	28,649.44	110,173.79	32,500.00		0.00	0.00					
800955 Meadowview Draw	28,649.44	10,500.00	0.00		0.00	0.00					
-01 Covenant Community			54,000.00								
-02 Grace Hope			15,000.00								
-03 Beechmont			15,000.00								
-04 PHSK Loan			100,000.00								
-06 Briargate Welcome table			10,500.00								
Non-Budgeted Expenses											
800001 Disburse Prior Year Income	2,352.73	0.00	1,322.64		0.00	0.00					
810000 Quisenberry Disbursement	1,824.18	0.00	10,823.33		0.00	0.00					
550225 Retired Min. Disbursement	5,200.00	5,200.00	3,166.28		0.00	0.00					
500325 Disburse Worship Offering	6,512.04	4,308.00	0.00		0.00	0.00					
550255 Disb - Meadowview Demo Grants	30,000.00	110,173.79	25,986.37		0.00	0.00					
550255 Disb - Meadowview	28,649.36	10,500.00	0.00		0.00	0.00					
-01 Covenant Community			27,000.00								
-02 Grace Hope			14,187.50								
-03 Beechmont			45,000.00								
-04 PHSK Loan			100,000.00								
-06 Briargate Welcome table			10,500.00								

NOTES - BUDGET 2026

EXPENSE

INCOME

	INCOME				EXPENSE							
	Actual 2023	Actual 2024	Actual YTD Sept 25	% of Budget	Budget 2025	Budget 2026	Actual 2023	Actual 2024	Actual YTD Sept 25	% of Budget	Budget 2025	Budget 2026
-07 John Knox Demo grant			3,187.50						0.00			
-08 LCAN Energy Assessments			1,000.00						1,000.00			
420995 NCD & Revitalization Draw		20,000.00			0.00	0.00		20,000.00			0.00	0.00
495905 Loan Fund W/D	20,000.00	100,000.00			0.00	0.00	20,000.00	100,000.00			0.00	0.00
496205 Synod Tech Grant	2,000.00	3,000.00			0.00	0.00	2,000.00	3,026.96			0.00	0.00
420960 Edwards Schol. Draw			7,000.00					7,000.00				
496200 Spirit of Sophia Grant		49,500.00			0.00	0.00		48,500.00			0.00	0.00
496185 SDOP Grant	4,750.64	7,500.00	2,500.00		0.00	0.00	4,750.64	7,500.00	2,500.00		0.00	0.00
420115 PC-USA Beechmont Grant			30,000.00						30,000.00			
496170 NCD - Beechmont Grant			25,000.00									
420480 IPL - Electric Grant	500.00				0.00	0.00	500.00					
496210 Tri-Pres. Mig Fund Transfer	4,509.48				0.00	0.00	4,157.79					
520470 Medical Debt Contribution	9,126.00				0.00	0.00	9,126.00					
520485 South Fork Donation	4,046.20				0.00	0.00						
550135 Calvin - Multicultural Grant	66,054.00	68,189.10			0.00	0.00	320.00	30.00			0.00	0.00
550235 Hygiene Kit from Balance Sheet	0.00	1,124.00			0.00	0.00	66,054.00	71,189.10			0.00	0.00
55020 Calvin Legacy from Bal. Sheet		91,027.54			0.00	0.00	0.00	1,124.00	701.25		0.00	0.00
Total 420000 Non-budgeted income	\$ 183,615.27	\$ 475,002.38	\$ 302,949.31		\$ 0.00	\$ 0.00	\$ 176,246.74	\$ 472,579.39	\$ 279,762.37		\$ 0.00	\$ 0.00
Non-budgeted disbursements	-\$ 176,246.74	-\$ 472,579.39	-\$ 279,762.37		\$ 0.00	\$ 0.00	\$ 176,246.74	\$ 472,579.39	\$ 279,762.37		\$ 0.00	\$ 0.00
Non-budgeted Balance	\$ 7,368.53	\$ 2,422.99	\$ 23,186.94		\$ 0.00	\$ 0.00						
Ukirk Ministry Income												
420000 Ukirk Synod and Other Income	16,800.40	23,117.10	13,790.30	87%	15,800.00	15,800.00						
42001 Ukirk Designated Funds (other)	11,399.88	0.00			0.00	0.00					12,000.00	12,348.00
xxxxx Churches Individual donations	0.00	0.00			5,852.75	5,400.00	842.41	526.60	688.50		918.00	944.62
xxxxx Christian Education transfer	0.00	0.00			6,000.00	1,090.93	10,272.22	7,909.70	4,436.89		1,020.00	0.00
520525 UK College Conf							1,614.15	0.00			1,500.00	1,000.00
520530 UK Travel								0.00			5,000.00	2,167.25
520545 Ukirk Student							4,350.00	5,389.50	3,000.00		1,500.00	772.00
520555 Ukirk student Soc Sec							332.78	413.10	229.50		1,500.00	59.06
Total 520500 Ukirk Community Exp	\$ 28,423.17	\$ 32,220.72	\$ 17,354.89		\$ 27,652.75	\$ 22,290.93	\$ 28,423.17	\$ 32,220.72	\$ 17,354.89		\$ 27,652.75	\$ 22,290.93
Ukirk Balance	-\$ 222.89	\$ 9,103.62	\$ 3,564.59		\$ 0.00	\$ 0.00						
Preston Highway Hispanic Ministry Expenses												
410120 Preston Hwy. Hispanic Ministry	200.00	125.00	0.00	0%	2,000.00	0.00						Small contribution

EXPENSE

INCOME

	INCOME			EXPENSE			Total	Actual YTD Sept 25	% of Budget	Budget 2025	Budget 2026
	Actual 2023	Actual 2024	% of Budget	Actual 2023	Actual 2024	% of Budget					
485955 Meadowview Draw		39,082.56		3,061.47	3,314.58		2,089.50		0.00		3,500.00
410125 Preston Hwy Diaconal Contrib		0.00	6,636.20	16,615.14	831%	2,000.00	2,011.38		2,000.00	4,000.00	4,000.00
Total 410120 Preston Hwy, Hisp. Ministry		\$ 39,282.56	\$ 43,861.20	\$ 58,695.14	140%	\$ 42,073.57	\$ 30,219.36		\$ 42,073.50	\$ 47,129.32	\$ 47,129.32
less Preston Highway Expenses		\$ -39,282.56	\$ -45,390.33	\$ -30,219.36	-42.0%	\$ -42,073.50	\$ -47,129.32				
Preston Highway Balance		\$ 0.00	\$ 1,529.13	\$ -28,475.76		\$ 0.07	\$ 0.00				
New Goshen Property Income											
416215 NGPC Rental Income - G & G		10,000.00	0.00			0.00					
xxxxxx G&G Utilities Contribution		5,000.00	0.00			0.00					
xxxxxx Other Reimbursement		164.44									
422195 NCD & Revitalization Draw		69,146.46									
New Goshen Property Expenses											
550601 GG Salary			97,905.83	92,882.00	26%	354,000.00	50,325.03				70,000.00
550510 Ins. Claim Exp				76,361.64			76,361.64				
550602 GG Social Security			200.00	2,230.00	7%	33,400.00	3,849.84				5,355.00
550603 GG Medical Benefits							5,568.85				27,300.00
55604 GG Utilities							9,451.52				21,000.00
550605 GG Janitorial/Pest/Trash				10,000.00			11,622.75				1,600.00
550606 Mowing/Landscape							465.00				8,000.00
550610 GG Mileage							4,531.96				1,000.00
550611 GG Continuing Education											5,000.00
xxxxxx Other				1,095.00			4,350.39				28,005.00
Total 510500 New Goshen Property		\$ 84,310.90	\$ 98,105.83	\$ 181,573.64	47%	\$ 387,400.00	\$ 197,908.03		\$ 387,400.00	\$ 213,500.00	\$ 213,500.00
less New Goshen Property Expenses		\$ -79,979.16	\$ -97,905.83	\$ -197,908.03	-387.4%	\$ -387,400.00	\$ -213,500.00				
New Goshen Property Balance		\$ 4,331.74	\$ 200.00	\$ -16,334.39		\$ 0.00	\$ 0.00				
Other Income											
530100 Café Brasil			\$ 23,805.00	\$ 52,179.82		0.00				\$ 1,000.00	\$ 1,000.00

EXPENSE

	Total				Actual YTD Sept 25	% of Budget	Budget 2025	Budget 2026
	Actual 2023	Actual 2024	Actual 2024	% of Budget				
610000 Personnel Expenses								
600115 Stipend-Stated Clerk	14,605.65	20,471.92	11,621.34	15,495.13	22,154.83	3% COLA		
600120 Stipend-Recording Clerk	1,976.64	3,665.99	1,572.75	2,087.02	2,155.74	3% COLA		
600160 Stated Clerk Cont. Ed.	0.00	0.00	0.00	1,000.00	2,000.00			
600180 GP Search Committee			0.00	8,000.00	2,000.00			
610100 Office Mngr								
610110 OM Salary	49,834.40	52,959.47	39,652.02	52,869.30	54,349.64	3% COLA		
610120 OM Medical Ins	19,435.44	20,018.47	16,087.32	20,619.00	21,196.36	39%		
610130 OM Payroll Taxes	3,830.01	4,083.26	3,033.36	4,044.50	4,157.75			
Total 610100 Office Mngr	73,099.85	77,061.20	58,772.70	77,532.80	79,703.75			
610300 Treasurer								
610305 Treas Salary MKP	18,381.48	20,263.17	11,955.48	22,764.50	23,401.91			
610310 Treas Salary Churches	20,104.08	26,741.29	22,710.96	22,857.20	25,801.00			
610315 Treas Salary PBY PR	0.00	0.00	0.00	0.00	0.00			
610320 Treas Benefits Churches	0.00	579.32	0.00	6,022.13	6,252.00	amount churches/PLF will pay		
610335 Treas FICA Match Churches	1,434.86	1,825.30	1,325.97	1,733.28	1,973.78			
610325 Treas Benefits MKP	13,165.92	16,887.28	13,285.90	11,692.30	12,925.00			
620330 Treas FICA MKP	1,419.92	1,788.00	1,325.97	1,741.49	1,790.25			
Total 610300 Treasurer	\$ 54,506.26	\$ 68,094.36	\$ 50,604.18	\$ 66,610.90	\$ 72,143.94			
610500 Workers Comp Ins	\$ 608.00	\$ 600.00	\$ 503.00	\$ 1,500.00	\$ 1,500.00	came in lower		
610505 Staff Meeting & Travel	\$ 4,553.93	\$ 4,156.62	\$ 2,168.98	\$ 6,000.00	\$ 6,500.00			
610600 G Presbyter								
610650 GP Salary	59,070.09	61,802.52	52,500.06	70,000.00	112,967.62			
610660 GP Housing	38,734.49	35,425.47	19,125.00	25,500.00	0.00			
610670 GP Pension & Insurance	38,143.68	30,306.75	8,595.00	11,460.00	37,375.00	Dues per contract		
610680 GP SECA	7,482.05	7,436.94	5,476.32	7,305.75	7,331.25	7.65% of effective		
610690 GP Mileage	2,424.85	2,245.64	496.36	3,000.00	2,000.00	rearrange per contract		
610695 GP Cont. Ed.	1,182.67	1,400.00	1,000.00	1,000.00	3,500.00	rearrange per contract		
610696 GP Prof. Expense Allowance	67.30	1,000.00	990.35	2,400.00	3,500.00	rearrange per contract		
xxxxxx GP Moving Expense					10,000.00			
Total 610600 G Presbyter	\$ 147,105.13	\$ 139,617.32	\$ 88,183.09	\$ 120,665.75	\$ 176,673.87	Interim savings - \$30k		
610697 GP Discretionary Fund	\$ 57.11	\$ 177.23	\$ 0.00	1,000.00	1,000.00			
620120 Web Master stipend	\$ 1,460.57	1,504.44	1,162.44	1,549.57	1,592.96	3% COLA		
Total 610000 Personnel Expenses	\$ 257,973.14	\$ 315,349.08	\$ 214,588.48	\$ 301,451.17	\$ 367,425.09			
multiple Calvin Severance Pymts	\$ 119,590.58	\$ 24,448.67	\$ 0.00	0.00	0.00	Calvin finished		

INCOME

	Total				Actual YTD Sept 25	% of Budget	Budget 2025	Budget 2026
	Actual 2023	Actual 2024	Actual 2024	% of Budget				
496160 PR Svc. to Churches Income	3,440.00	0.00	3,453.75	10,000.00	10,000.00			
420145 Calvin contribution for staff work	7,400.00	5,000.00		0.00	0.00			
496150 Treas-Bkkg for Churches	25,974.54	30,570.85	17,935.81	29,607.80	34,075.68			
Treas-Payroll and Bkkg grant Meadowview				3,200.00	0.00			
xxxxxx Meadowview Draw for GP moving					10,000.00			
Other Income from Churches	\$ 36,814.54	\$ 35,570.85	\$ 21,389.56	\$ 42,807.60	\$ 54,075.68			
xxxxxx Calvin Fund Transfer	119,590.58	24,448.67	0.00	0.00	0.00			

PIN	CHURCH	Memb as of 12/23	2024 SMS PLEDGED	2024 SMS PAID	2024 SMS RECEIVABLE	2025 SMS PLEDGED	2025 SMS PAID	2025 SMS RECEIVABLE	2025 PER CAPITA ASSESSED	2025 PER CAPITA PAID	2025 PER CAPITA RECEIVABLE
9898	Anchorage	283	\$12,856.90	\$12,856.90	\$0.00	\$15,390.13	\$10,260.08	\$5,130.05	\$7,609.87	7,609.87	\$0.00
9899	Bardstown First	17			\$0.00			\$0.00	\$457.13		\$457.13
9900	Bardstown Road	80	\$7,000.00	\$ 7,000.00	\$0.00	\$7,000.00	\$ 7,000.00	\$0.00	\$2,151.20	\$2,151.20	\$0.00
9901	Beechmont	58	\$0.00		\$0.00	\$500.00	\$ 500.00	\$0.00	\$1,559.62	\$1,559.62	\$0.00
9902	Bethel First	125	\$7,000.00	\$7,000.00	\$0.00	\$7,000.00	\$7,000.00	\$0.00	\$3,361.25	\$3,289.00	\$72.25
9904	Beulah	127	\$800.00	\$800.01	-\$0.01	\$1,000.00	\$749.98	\$250.02	\$3,415.03	\$2,561.26	\$853.77
9905	Big Spring-Bloomfield	10			\$0.00			\$0.00	\$268.90	\$268.90	\$0.00
9907	Briargate	41	\$1,200.00	\$ 1,900.00	-\$700.00	\$1,200.00	\$ 1,200.00	\$0.00	\$1,102.49	\$1,102.49	\$0.00
3055	Central	115	\$15,075.00	\$ 15,075.00	\$0.00	\$15,075.00	\$ 6,787.50	\$8,287.50	\$3,092.35	\$3,092.35	\$0.00
3093	Columbia Union	13			\$0.00			\$0.00	\$349.57	\$336.05	\$13.52
11944	Covenant Community	14	\$2,000.00	\$ 2,000.00	\$0.00	\$2,000.00		\$2,000.00	\$376.46		\$376.46
9911	Crescent Hill	73	\$2,000.00	\$ 2,500.00	-\$500.00	\$2,500.00		\$2,500.00	\$1,962.97	\$1,926.97	\$36.00
3100	Ebenezer	90	\$1,375.00	\$ 1,375.00	\$0.00			\$0.00	\$2,420.10	\$2,420.30	-\$0.20
9913	Elizabethtown First	84	\$2,000.00	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00	\$0.00	\$2,258.76		\$2,258.76
9914	Eminence First	12			\$0.00			\$0.00	\$322.68	\$322.68	\$0.00
9956	Fourth	81	\$400.00	\$300.00	\$100.00	\$400.00	\$300.00	\$100.00	\$2,178.09	\$2,178.09	\$0.00
9910	Frankfort First	164	\$2,500.00	\$ 2,500.00	\$0.00			\$0.00	\$4,409.96	\$4,409.96	\$0.00
9918	Glasgow First	81	\$500.00	\$500.00	\$0.00	\$500.00	\$500.00	\$0.00	\$2,178.09	\$2,178.09	\$0.00
9957	Grace Hope	42	\$600.00	\$600.00	\$0.00	\$600.00	\$600.00	\$0.00	\$1,129.38	\$1,129.38	\$0.00
9999	Greensburg	37			\$0.00			\$0.00	\$994.93	\$994.93	\$0.00
9920	Harvey Browne	481	\$45,000.00	\$ 45,000.00	\$0.00	\$45,000.00	\$ 22,500.00	\$22,500.00	\$12,934.09	\$9,700.62	\$3,233.47
9921	Hebron	113			\$0.00			\$0.00	\$3,038.57		\$3,038.57
9922	Highland	697	\$56,000.00	\$ 58,790.00	-\$2,790.00	\$59,720.00	\$ 44,790.00	\$14,930.00	\$18,742.33	\$18,742.33	\$0.00
9923	Hopewell	45	\$1,000.00		\$1,000.00	\$1,000.00	\$ 1,000.00	\$0.00	\$1,210.05		\$1,210.05
9924	John Knox	42	\$400.00	\$400.00	\$0.00	\$400.00	\$400.00	\$0.00	\$1,129.38	\$1,129.38	\$0.00
9947	Lagrange	65			\$0.00			\$0.00	\$1,747.85	\$1,333.36	\$414.49
9895	Louisville Korean	33			\$0.00			\$0.00	\$887.37		\$887.37
9922	Louisville Tiawanese	20	\$500.00	\$500.00	\$0.00	\$500.00	\$500.00	\$0.00	\$537.80	\$537.80	\$0.00
9929	Munfordville	16			\$0.00			\$0.00	\$430.24	\$430.24	\$0.00
9930	Okolona	27			\$0.00	\$50.00	\$ 50.00	\$0.00	\$726.03	\$726.03	\$0.00
9525	Patteson Memorial	10			\$0.00			\$0.00	\$268.90		\$268.90
9535	Peace	59	\$750.00	\$750.00	\$0.00	\$750.00	\$750.00	\$0.00	\$1,586.51	\$1,586.51	\$0.00
9965	Pewee Valley*	141	\$10,500.00	\$9,625.00	\$875.00	\$10,500.00	\$7,875.00	\$2,625.00	\$3,791.49	\$3,791.49	\$0.00
9932	Portland Avenue	22	\$400.00	\$ 400.00	\$0.00			\$0.00	\$591.58	\$591.58	\$0.00

11470	Radcliff	15	\$500.00	\$ 500.00	\$500.00	\$ 500.00	\$403.35	\$387.75	\$15.60
9935	Second	1167	\$40,000.00	\$40,000.00	\$40,000.00	\$30,000.00	\$31,380.63	\$31,380.63	\$0.00
10183	Shawnee	20					\$537.80		\$537.80
9937	Shelbyville First	93			\$1,000.00	\$ 1,000.00	\$2,500.77	\$2,383.55	\$117.22
9917	South Frankfort	195	\$2,000.00	\$ 2,000.00	\$2,000.00	\$ 2,000.00	\$5,243.55	\$2,621.78	\$2,621.77
9938	Springdale	203	\$13,000.00	\$ 13,000.00	\$13,000.00	\$ 6,500.00	\$5,458.67	\$5,458.67	\$0.00
15051	Springfield	73					\$1,962.97		\$1,962.97
9940	Strathmoor	41	\$2,000.00	\$ 2,000.00	\$2,000.00	\$ 1,000.00	\$1,102.49	\$1,102.49	\$0.00
9941	Trinity	115	\$600.00	\$600.00	\$600.00	\$600.00	\$3,092.35	\$2,319.27	\$773.08
3104	United	53					\$1,425.17	\$1,425.17	\$0.00
9944	Westwood	37					\$994.93		\$994.93
	Totals:	5330	\$227,956.90	\$229,971.91	-\$2,015.01	\$232,185.13	\$156,362.56	\$123,179.79	\$75,822.57
							\$143,323.70		\$20,143.91

*1 payment belongs to 2024, received after deadline

Presbytery of Mid-Kentucky
Budget vs. Actuals 2025
 January - September, 2025

	Total				
	Actual	Budget	over Budget	Remaining	% of Budget
Mission Income					
400100 Shared Mission Support	0.00		0.00	0.00	
400110 SMS-Presbytery	131,290.00	182,400.00	-51,110.00	51,110.00	71.98%
400120 SMS-PCUSA	24,616.87	34,200.00	-9,583.13	9,583.13	71.98%
400130 SMS-SYNOD	8,205.69	11,400.00	-3,194.31	3,194.31	71.98%
Total 400100 Shared Mission Support	\$ 164,112.56	\$ 228,000.00	-\$ 63,887.44	\$ 63,887.44	71.98%
400200 Per Capita	0.00		0.00	0.00	
400210 Per Capita-Presbytery	55,562.74	64,333.10	-8,770.36	8,770.36	86.37%
400220 Per Capita-PCUSA	49,878.24	57,777.20	-7,898.96	7,898.96	86.33%
400230 Per Capita-SYNOD	18,318.81	21,213.40	-2,894.59	2,894.59	86.35%
Total 400200 Per Capita	\$ 123,759.79	\$ 143,323.70	-\$ 19,563.91	\$ 19,563.91	86.35%
400310 PCUSA Disaster Relief	500.00		500.00	-500.00	
400320 Special Offerings PC(USA)	20,272.19		20,272.19	-20,272.19	
400400 Peacemaking Income	0.00		0.00	0.00	
400420 Peacemaking-PCUSA	640.80		640.80	-640.80	
400430 Peacemaking-SYNOD	160.24		160.24	-160.24	
Total 400400 Peacemaking Income	\$ 801.04	\$ 0.00	\$ 801.04	-\$ 801.04	
410120 Preston Hwy. Hispanic Ministry	0.00	2,000.00	-2,000.00	2,000.00	0.00%
410125 Preston Hwy Diaconal Contrib	16,615.14	2,000.00	14,615.14	-14,615.14	830.76%
410135 Preston Hwy M-View Income	42,080.00	38,073.50	4,006.50	-4,006.50	110.52%
Total 410120 Preston Hwy. Hispanic Ministry	\$ 58,695.14	\$ 42,073.50	\$ 16,621.64	-\$ 16,621.64	139.51%
420000 Other Income			0.00	0.00	
420001 Prev. Year Income	2,481.50		2,481.50	-2,481.50	
420115 PC(USA) Beechmont Grant Learning Hub	30,000.00		30,000.00	-30,000.00	
420150 Calvin Grant to Mission		7,000.00	-7,000.00	7,000.00	0.00%
420200 Misc contributions	263.84		263.84	-263.84	
420215 Meadowview Draw Demonstration Projects	20,000.00		20,000.00	-20,000.00	
420216 E-town 1st Demo Grant income	12,500.00		12,500.00	-12,500.00	
Total 420215 Meadowview Draw Demonstration Projects	\$ 32,500.00	\$ 0.00	\$ 32,500.00	-\$ 32,500.00	
420450 Retired Schol Fund	246.63		246.63	-246.63	
420550 Quissenberry Offering Income	493.26		493.26	-493.26	
420760 Reserve Fund Transfer	52,179.82		52,179.82	-52,179.82	
420800 Worship Offering	3,776.58		3,776.58	-3,776.58	
420960 Edwards Schol Fund Draw Income	7,000.00		7,000.00	-7,000.00	
420975 Christian Ed Youth Event	75.00		75.00	-75.00	
420995 CG&T Draw		354,000.00	-354,000.00	354,000.00	0.00%
496170 NCD & Revit Grant Beechmont	25,000.00		25,000.00	-25,000.00	

Total 420995 CG&T Draw	\$ 25,000.00	\$ 354,000.00	-\$ 329,000.00	\$ 329,000.00	7.06%
495955 Meadowview Transfer			0.00	0.00	
495955-01 C. Community	54,000.00		54,000.00	-54,000.00	
495955-02 Grace Hope	15,000.00		15,000.00	-15,000.00	
495955-03 Beechmont	15,000.00		15,000.00	-15,000.00	
495955-04 PHSK Loan	100,000.00		100,000.00	-100,000.00	
495955-06 Briargate Welcome Table Grant	10,500.00		10,500.00	-10,500.00	
495955-07 John Knox Demo Grant	3,187.50		3,187.50	-3,187.50	
495955-08 Lcan Energy Assessment Grants	1,000.00		1,000.00	-1,000.00	
Total 495955 Meadowview Transfer	\$ 198,687.50	\$ 0.00	\$ 198,687.50	-\$ 198,687.50	
496150 Treas-Bkkgp for Churches	17,935.81	29,607.60	-11,671.79	11,671.79	60.58%
496160 P/R Svc. to Churches Income	3,453.75	10,000.00	-6,546.25	6,546.25	34.54%
496185 SDOP Grant PCUSA	2,500.00		2,500.00	-2,500.00	
496220 Draw from Quissenberry Fund	5,000.00	7,000.00	-2,000.00	2,000.00	71.43%
496225 PYC Fund Draw		6,750.00	-6,750.00	6,750.00	0.00%
Total 420000 Other Income	\$ 381,593.69	\$ 414,357.60	-\$ 32,763.91	\$ 32,763.91	92.09%
420100 Ukirk Synod Gift & Other Income	13,790.30	27,652.75	-13,862.45	13,862.45	49.87%
420135 Calvin MM W/D Multicultural Church Grants		7,000.00	-7,000.00	7,000.00	0.00%
420350 Triennium Designated Prev Years	6,000.00	6,000.00	0.00	0.00	100.00%
480500 Interest Income - Money Market	723.83	6,000.00	-5,276.17	5,276.17	12.06%
495850 COM Income		500.00	-500.00	500.00	0.00%
495900 CE Fees for Events & Activities	300.00	1,000.00	-700.00	700.00	30.00%
550635 Goodness Grows Income			0.00	0.00	
495906 NCD draw for Goodness Grows Goshen NWC	92,982.00		92,982.00	-92,982.00	
550615 Goodness Grows Rental Income N. Oldham Co.	2,230.00	33,400.00	-31,170.00	31,170.00	6.68%
550630 Goodness Grows NWC Grant PC(USA)	10,000.00		10,000.00	-10,000.00	
550640 N. Oldham GG Ins. Claim draw	76,361.64		76,361.64	-76,361.64	
Total 550635 Goodness Grows Income	\$ 181,573.64	\$ 33,400.00	\$ 148,173.64	-\$ 148,173.64	543.63%
Total Mission Income	\$ 952,122.18	\$ 909,307.55	\$ 42,814.63	-\$ 42,814.63	104.71%
Shared Support Expense					
500100 Church Support-GA			0.00	0.00	
500110 Shared Mission GA	24,616.87	34,200.00	-9,583.13	9,583.13	71.98%
500120 Per Capita GA	47,437.79	57,777.20	-10,339.41	10,339.41	82.10%
500130 Peacemaking GA	640.80		640.80	-640.80	
Total 500100 Church Support-GA	\$ 72,695.46	\$ 91,977.20	-\$ 19,281.74	\$ 19,281.74	79.04%
500200 Church Support-Synod			0.00	0.00	
500210 Shared Mission Synod	8,205.69	11,400.00	-3,194.31	3,194.31	71.98%
500220 Per Capita Synod	17,537.32	21,213.40	-3,676.08	3,676.08	82.67%
500230 Peacemaking Synod	160.24		160.24	-160.24	
Total 500200 Church Support-Synod	\$ 25,903.25	\$ 32,613.40	-\$ 6,710.15	\$ 6,710.15	79.43%
500310 PCUSA Disaster Relief Disburse	500.00		500.00	-500.00	
500320 Special Offerings Disbursement	20,272.19		20,272.19	-20,272.19	
500325 Disburse Worship Offering	3,166.28		3,166.28	-3,166.28	

500405 Disb. Hygiene Kit Donations	701.25		701.25	-701.25	
520000 Presbytery Program Support			0.00	0.00	
520005 Commission on Ministry			0.00	0.00	
520020 Administration	343.15		343.15	-343.15	
520030 Leadership Training Events	167.89	250.00	-82.11	82.11	67.16%
520060 General/Abuse Victims Counseling	1,744.00	2,000.00	-256.00	256.00	87.20%
520070 Annual Clergy Retreats	360.00	2,500.00	-2,140.00	2,140.00	14.40%
520080 Transitional Pastor Training	325.00	500.00	-175.00	175.00	65.00%
520085 Coaching		2,000.00	-2,000.00	2,000.00	0.00%
520090 Misc. Training/Resources	551.25	500.00	51.25	-51.25	110.25%
520095 Clergy Fellowship Gatherings	220.00	250.00	-30.00	30.00	88.00%
520225 Assistance to Pastors		250.00	-250.00	250.00	0.00%
Total 520005 Commission on Ministry	\$ 3,711.29	\$ 8,250.00	-\$ 4,538.71	\$ 4,538.71	44.99%
520100 Commission on Prep for Ministry			0.00	0.00	
520130 CPM Required Psych Eval		7,000.00	-7,000.00	7,000.00	0.00%
520140 Committee Expenses	536.64	1,000.00	-463.36	463.36	53.66%
810000 Quissenberry Scholarships	10,823.33		10,823.33	-10,823.33	
Total 520100 Commission on Prep for Ministry	\$ 11,359.97	\$ 8,000.00	\$ 3,359.97	-\$ 3,359.97	142.00%
520200 Church Growth & Transformation		2,000.00	-2,000.00	2,000.00	0.00%
520255 Mission Committee	1,615.34	7,000.00	-5,384.66	5,384.66	23.08%
520300 Christian Education Committee			0.00	0.00	
520310 Adult Educational Events		250.00	-250.00	250.00	0.00%
520311 Children's Educational Events		250.00	-250.00	250.00	0.00%
520315 Youth Educational Events		4,000.00	-4,000.00	4,000.00	0.00%
520320 Youth Workers Network	117.25		117.25	-117.25	
520325 Scholarships		2,500.00	-2,500.00	2,500.00	0.00%
520330 Administrative Expenses	75.00	250.00	-175.00	175.00	30.00%
520340 Triennium	9,187.68	9,000.00	187.68	-187.68	102.09%
520360 Mid-South APCE Dues		250.00	-250.00	250.00	0.00%
520500 UKirk Communities Exp			0.00	0.00	
520505 UK Salary	9,000.00	12,000.00	-3,000.00	3,000.00	75.00%
520510 UK SECA	688.50	918.00	-229.50	229.50	75.00%
520515 UK Medical & Pension		1,020.00	-1,020.00	1,020.00	0.00%
520520 UK Program Expenses	4,436.89	5,600.00	-1,163.11	1,163.11	79.23%
520525 UK College Conf		1,500.00	-1,500.00	1,500.00	0.00%
520530 UK Travel/Other		5,000.00	-5,000.00	5,000.00	0.00%
520545 Ukirk Student	3,000.00	1,500.00	1,500.00	-1,500.00	200.00%
520555 Ukirk student Soc Sec	229.50	114.75	114.75	-114.75	200.00%
Total 520500 UKirk Communities Exp	\$ 17,354.89	\$ 27,652.75	-\$ 10,297.86	\$ 10,297.86	62.76%
Total 520300 Christian Education Committee	\$ 26,734.82	\$ 44,152.75	-\$ 17,417.93	\$ 17,417.93	60.55%
520335 Cedar Ridge Camp	22,500.00	30,000.00	-7,500.00	7,500.00	75.00%
520430 Coordinating Commission			0.00	0.00	
520441 New Mission Opportunities	1,016.00	5,000.00	-3,984.00	3,984.00	20.32%
540435 Statewide Presbytery Meeting		3,000.00	-3,000.00	3,000.00	0.00%

540455 Child Care - Meetings		2,000.00		-2,000.00		2,000.00		0.00%	
Total 520430 Coordinating Commission	\$	1,016.00	\$	10,000.00	-\$	8,984.00	\$	8,984.00	10.16%
Total 520000 Presbytery Program Support	\$	66,937.42	\$	109,402.75	-\$	42,465.33	\$	42,465.33	61.18%
530000 Hispanic/Latino Committee				0.00		0.00			
510500 Preston Hwy. Hispanic Ministry				0.00		0.00			
510515 PHM Transport/Mileage	2,089.50			2,089.50		-2,089.50			
510520 PHM SECA	1,702.62	2,270.10		-567.48		567.48		75.00%	
510530 PHM Salary	22,255.83	29,674.40		-7,418.57		7,418.57		75.00%	
510535 PHM Program Expenses	2,160.03	8,129.00		-5,968.97		5,968.97		26.57%	
510540 Preston HWY Diaconal Ministry	2,011.38	2,000.00		11.38		-11.38		100.57%	
Total 510500 Preston Hwy. Hispanic Ministry	\$	30,219.36	\$	42,073.50	-\$	11,854.14	\$	11,854.14	71.83%
530100 Cafe Brasil			1,000.00	-1,000.00		1,000.00		0.00%	
Total 530000 Hispanic/Latino Committee	\$	30,219.36	\$	43,073.50	-\$	12,854.14	\$	12,854.14	70.16%
550110 PYC Fund Disbursement		350.00		350.00		-350.00			
550155 Disburse-Beechmont Grant		30,000.00		30,000.00		-30,000.00			
550255 Meadowview Funds Disbursement		0.00		0.00		0.00			
550255-01 Grace Hope Project		14,187.50		14,187.50		-14,187.50			
550255-02 C. Community		27,000.00		27,000.00		-27,000.00			
550255-03 77 Years - PHSK Loan		100,000.00		100,000.00		-100,000.00			
550255-04 Beechmont		45,000.00		45,000.00		-45,000.00			
550255-05 LKAN Energy Assessment Grants		1,000.00		1,000.00		-1,000.00			
550255-06 Briargate Welcome Table grant		10,500.00		10,500.00		-10,500.00			
550258 John Knox Dem. Grant		8,405.00		8,405.00		-8,405.00			
550259 E-town 1st PC Dem. Grant		12,500.00		12,500.00		-12,500.00			
550262 Anchorage Demonstration Grant Disb.		5,081.37		5,081.37		-5,081.37			
Total 550255 Meadowview Funds Disbursement	\$	223,673.87	\$	0.00	\$	223,673.87	-\$	223,673.87	
550295 Disb. Camp Edwards Schol Fund		7,000.00		7,000.00		-7,000.00			
550315 Disb SDOP Grant PCUSA		2,500.00		2,500.00		-2,500.00			
550535 Disburse Spirit of Sophia Grant		225.00		225.00		-225.00			
				0.00		0.00			
550600 N. Oldham Goodness Grows			387,400.00	-387,400.00		387,400.00		0.00%	
550510 N. Oldham GG Ins. Claim expense	76,361.64			76,361.64		-76,361.64			
550601 N. Oldham GG Salary	50,325.03			50,325.03		-50,325.03			
550602 N. Oldham GG Social Security	3,849.84			3,849.84		-3,849.84			
550603 N. Oldham GG Medical/Benefits	8,977.23			8,977.23		-8,977.23			
550604 N. Oldham GG Utilities	11,622.75			11,622.75		-11,622.75			
550605 N. Oldham GG Janitorial/Pest control/Trash pickup	975.71			975.71		-975.71			
550606 N. Oldham GG Mowing/Landscaping	6,678.72			6,678.72		-6,678.72			
550607 N. Oldham GG Bldg. Maintenance	23,731.72			23,731.72		-23,731.72			
550608 N. Oldham GG Property Insurance	10,795.00			10,795.00		-10,795.00			
550609 N. Oldham GG HOA Dues	240.00			240.00		-240.00			
550612 N. Oldham GG Other Expense	4,350.39			4,350.39		-4,350.39			
Total 550600 N. Oldham Goodness Grows	\$	197,908.03	\$	387,400.00	-\$	189,491.97	\$	189,491.97	51.09%
	\$	197,908.03	\$	387,400.00	-\$	189,491.97	\$	189,491.97	51.09%

Total Shared Support Expense	\$ 682,052.11	\$ 664,466.85	\$ 17,585.26	-\$ 17,585.26	102.65%
Remaining Mission Incoe	\$ 270,070.07	\$ 244,840.70	\$ 25,229.37	-\$ 25,229.37	110.30%

Presbytery Epenses

600100 Presbytery Operations			0.00	0.00	
520410 Ky Council of Churches	2,250.00	3,000.00	-750.00	750.00	75.00%
520415 Resources, Supplies, KCC Regist		600.00	-600.00	600.00	0.00%
600130 Taxes & Legal Fees	135.00		135.00	-135.00	
600135 Insurance Presbytery Office	3,602.00	3,000.00	602.00	-602.00	120.07%
600170 Permanent Judicial Commission		500.00	-500.00	500.00	0.00%
Total 600100 Presbytery Operations	\$ 5,987.00	\$ 7,100.00	-\$ 1,113.00	\$ 1,113.00	84.32%
600200 Office Operations			0.00	0.00	
520460 Annual Gift to LPTS	3,400.00	3,400.00	0.00	0.00	100.00%
600210 Office Computer/Software/IT	3,904.50	4,000.00	-95.50	95.50	97.61%
600215 Office Equipment	1,763.79	3,000.00	-1,236.21	1,236.21	58.79%
600220 Postage & Shipping	556.47	400.00	156.47	-156.47	139.12%
600225 Telephone & Internet	420.45	600.00	-179.55	179.55	70.08%
600230 Office Supplies	903.38	1,000.00	-96.62	96.62	90.34%
600235 Publications/Subscriptions/Reso		200.00	-200.00	200.00	0.00%
600245 Bank Svc Chg	612.51	750.00	-137.49	137.49	81.67%
600250 Misc Office	112.20		112.20	-112.20	
600270 Legal Fees	5.00	500.00	-495.00	495.00	1.00%
Total 600200 Office Operations	\$ 11,678.30	\$ 13,850.00	-\$ 2,171.70	\$ 2,171.70	84.32%
610000 Personnel Expenses			0.00	0.00	
600115 Stipend-Stated Clerk	11,621.34	15,495.13	-3,873.79	3,873.79	75.00%
600120 Stipend-Recording Clerk	1,572.75	2,097.02	-524.27	524.27	75.00%
600160 Stated Clerk Cont. Ed.		1,000.00	-1,000.00	1,000.00	0.00%
600180 GP Search Committee		8,000.00	-8,000.00	8,000.00	0.00%
610100 Office Mngr			0.00	0.00	
610110 OM Salary	39,652.02	52,869.30	-13,217.28	13,217.28	75.00%
610120 OM Medical Ins	16,087.32	20,619.00	-4,531.68	4,531.68	78.02%
610130 OM Payroll Taxes	3,033.36	4,044.50	-1,011.14	1,011.14	75.00%
Total 610100 Office Mngr	\$ 58,772.70	\$ 77,532.80	-\$ 18,760.10	\$ 18,760.10	75.80%
610300 Treasurer***			0.00	0.00	
610305 Treas Salary MKP	11,955.48	22,764.50	-10,809.02	10,809.02	52.52%
610310 Treas Salary Churches	22,710.96	22,657.20	53.76	-53.76	100.24%
610320 Treas Benefits Churches		6,022.13	-6,022.13	6,022.13	0.00%
610325 Treas Benefits MKP	13,285.80	11,692.30	1,593.50	-1,593.50	113.63%
610335 Treas FICA Match Churches	1,325.97	1,733.28	-407.31	407.31	76.50%
620330 Treas FICA MKP	1,325.97	1,741.49	-415.52	415.52	76.14%
Total 610300 Treasurer	\$ 50,604.18	\$ 66,610.90	-\$ 16,006.72	\$ 16,006.72	75.97%
610500 Workers Comp Ins	503.00	1,500.00	-997.00	997.00	33.53%
610505 Staff Meeting & Travel	2,168.98	6,000.00	-3,831.02	3,831.02	36.15%
610510 Calvin Severance Payments		33,058.50	-33,058.50	33,058.50	0.00%

610600 G Presbyter			0.00	0.00	
610650 GP Salary	52,500.06	70,000.00	-17,499.94	17,499.94	75.00%
610660 GP Housing	19,125.00	25,500.00	-6,375.00	6,375.00	75.00%
610670 GP Pension & Insurance	8,595.00	11,460.00	-2,865.00	2,865.00	75.00%
610680 GP SECA	5,476.32	7,305.75	-1,829.43	1,829.43	74.96%
610690 GP Mileage	496.36	3,000.00	-2,503.64	2,503.64	16.55%
610695 GP Cont. Ed.	1,000.00	1,000.00	0.00	0.00	100.00%
610696 GP Prof. Expense Allowance	990.35	2,400.00	-1,409.65	1,409.65	41.26%
Total 610600 G Presbyter	\$ 88,183.09	\$ 120,665.75	-\$ 32,482.66	\$ 32,482.66	73.08%
610697 GP Discretionary Fund		1,000.00	-1,000.00	1,000.00	0.00%
620120 Web Master stipend	1,162.44	1,549.57	-387.13	387.13	75.02%
Total 610000 Personnel Expenses	\$ 214,588.48	\$ 334,509.67	-\$ 119,921.19	\$ 119,921.19	64.15%
620200 Financial Review		2,000.00	-2,000.00	2,000.00	0.00%
800000 Other Expenses			0.00	0.00	
800001 Disb. Previous Year Receipts	1,322.64		1,322.64	-1,322.64	
Total 800000 Other Expenses	\$ 1,322.64	\$ 0.00	\$ 1,322.64	-\$ 1,322.64	
Total Presbytery Expenses	\$ 233,576.42	\$ 357,459.67	-\$ 123,883.25	\$ 123,883.25	65.34%
Shared Support Expense + Administrative Expense				\$ 915,628.53	
Net Income/Loss*	\$ 36,493.65	-\$ 112,618.97	\$ 149,112.62	-\$ 149,112.62	-32.40%
Other Income**					
700000 Other Income/Expense			0.00	0.00	
720000 Investment Gain/Loss	548.75		548.75	-548.75	
Total 700000 Other Income/Expense	\$ 548.75	\$ 0.00	\$ 548.75	-\$ 548.75	
Total Other Income	\$ 548.75	\$ 0.00	\$ 548.75	-\$ 548.75	
Net Other Income	\$ 548.75	\$ 0.00	\$ 548.75	-\$ 548.75	
Net Income	\$ 37,042.40	-\$ 112,618.97	\$ 149,661.37	-\$ 149,661.37	-32.89%

Notes:

2025 Budget included here is as approved Nov. 16, 2024

*2025 Budget includes a possible draw of \$74,565.40 from Reserves

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

***Treasurer's salary from churches is reimbursed as incurred

Wednesday, Oct 15, 2025 10:28:00 AM GMT-7 - Accrual Basis

Presbytery of Mid-Kentucky Balance Sheet

As of September 30, 2025

	Total	
	As of Sep 30, 2025	As of Sep 30, 2024 (PY)
ASSETS		
Current Assets		
Bank Accounts		
100400 US Bank Checking	10,650.60	68,361.08
100400.01 G. Grows Insurance Claim Receipts	459,148.08	
Total 100400 US Bank Checking	\$ 469,798.68	\$ 68,361.08
100500 US Bank Money Market	408.76	408.64
100700 US Bank MM Calvin Funds	84,135.54	269,206.32
100800 US Bank CD	75,000.00	
Total Bank Accounts	\$ 629,342.98	\$ 337,976.04
Other Current Assets		
120000 Undeposited Funds	150.00	25.00
130000 Designated Funds		
130100 Presbytery Loan Fund	252,365.89	229,015.55
130110 Presbytery Reserve Fund	272,571.78	273,421.60
130120 Restricted Fund - Edwards Fund	58,134.20	61,931.71
130130 Donor Rest. Fund - Hampton Mem.	2,001.13	1,904.15
130140 Donor Rest. Fund - PYC Fund	45,284.46	47,937.61
130150 Donor Rest. Fund - Quissenberry	145,638.71	149,220.57
130160 Presb Schol. Fnd for Retired	31,244.98	29,525.88
130200 Presb Desig - Meadowview Legacy	2,400,439.90	2,494,230.81
130220 Presb. NCD & Revital Fund	516,355.14	667,180.89
Total 130000 Designated Funds	\$ 3,724,036.19	\$ 3,954,368.77
Total Other Current Assets	\$ 3,724,186.19	\$ 3,954,393.77
Total Current Assets	\$ 4,353,529.17	\$ 4,292,369.81
Fixed Assets		
150100 Land - Cedar Ridge Camp*	9,300.00	9,300.00
150200 Office Furniture & Equip	83,366.00	83,366.00
150300 Bldg & Leasehold Impr-Cedar Rdg	100,000.00	100,000.00
150400 Equip & Auto-Cedar Ridge Camp	196,054.00	196,054.00
150500 New Goshen PC Property	970,000.00	970,000.00
150900 Accum Depreciation	-379,420.00	-379,420.00
Total Fixed Assets	\$ 979,300.00	\$ 979,300.00
Other Assets		
170000 Loans Receivable		
170100 Loan Rec-Beechmont PC	32,436.40	38,490.14
170900 Loan Receivable - Westwood PC	12,137.00	16,644.25

170910 Loan Receivable - Eminence 1st	16,760.00	18,380.00
170915 Loan Rec-Cedar Ridge Camp	75,000.00	100,000.00
Total 170000 Loans Receivable	\$ 136,333.40	\$ 173,514.39
Total Other Assets	\$ 136,333.40	\$ 173,514.39
TOTAL ASSETS	\$ 5,469,162.57	\$ 5,445,184.20

LIABILITIES AND EQUITY

Liabilities

Current Liabilities

Accounts Payable

200000 Accounts Payable 145.53 145.53

Total Accounts Payable \$ 145.53 \$ 145.53

Other Current Liabilities

210000 Prepaid Per Capita -710.72 -710.72

230000 Payroll Liabilities 0.00 0.00

230020 KY State W/H 0.00 715.40

230040 Lou City Res W/H 0.00 -3.08

230042 Louisville City - Minister -5.96 0.00

230055 403B 0.00 1,366.67

230065 Section 125 Treasurer 183.77 280.00

230070 Section 125 - OM -825.00 -799.98

Federal Taxes (941/944) 0.00 5,289.38

Fidelity 403B MKP Contribution 0.00 289.66

Total 230000 Payroll Liabilities -\$ 647.19 \$ 7,138.05

Total Other Current Liabilities -\$ 1,357.91 \$ 6,427.33

Total Current Liabilities -\$ 1,212.38 \$ 6,572.86

Total Liabilities -\$ 1,212.38 \$ 6,572.86

Equity

300000 Opening Balance Equity 120,822.98 120,822.98

320000 Designated Accounts

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

320100 Designated Fund - NCD & Revital 514,355.14 665,180.89

320114 Designated-Triennium 0.00 6,000.00

320209 Desig - Meadowview Legacy 2,400,439.90 2,494,230.81

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

320215 Desig-Jentes KY Taxes Calvin PC 0.00 686.43

320221 Designated-Goodness Grows Insurance Claim 459,148.08

320225 Desig-Jentes PR Calvin PC 790.16 -20,153.86

320230 Desig-Jentes BOP Dues Calvin PC 0.00 6,278.72

320240 Desig-Jentes City Tax 0.00 -69.60

320245 Desig-Wissink Salary Calvin PC 0.00 0.36

320250 Desig-Wissink Housing Calvin PC 0.00 -0.44

320255 Desig-Wissink SECA 1 Year 0.00 0.08

320265 Desig-Calvin PC Legacy Funds 46,805.47 46,296.53

320285 Desig-Calvin PC FWT & FICA	0.00	19,557.41
320290 Designated Okolona PC Payroll	4,548.76	4,315.38
320305 Designated Cres Hill Payroll	-17,355.60	-10,954.55
320315 Desig-CCC Payroll	-125.14	-2,586.59
320320 Desig-Shawnee PC Payroll	-8,052.03	-3,513.53
Total 320000 Designated Accounts	\$ 3,403,264.09	\$ 3,207,977.39
320200 Temp Restricted Fund Balance	0.00	0.00
240180 Restr-Peacemaking Pby Share	1,249.54	414.22
240190 Restr-Pby Share Centsability	1,827.34	1,473.91
240435 Restr-DePART	4,230.82	4,230.82
310110 Restr-Hygiene Kit Project	247.97	-52.03
320103 Rest-Retired Ministers	30,998.35	29,525.88
320105 Restr-Hampton Mem	2,001.13	1,904.15
320106 Restr-Edwards Scholarship	58,134.20	61,931.71
320107 Restr-Quissenberry Scholarship	133,742.85	137,817.97
320108 Restr-PYC	45,284.46	47,937.61
320110 Restr-Meadowview Draw Excess	22,752.30	37,439.80
320115 New Church Development Draw Excess	46,594.17	
320235 MM Calvin Funds	186,166.08	263,190.53
Total 320200 Temp Restricted Fund Balance	\$ 533,229.21	\$ 585,814.57
320300 Perm Designated Fund Bal	5,000.00	5,000.00
390000 Retained Earnings	1,371,016.27	1,527,286.52
Net Income	37,042.40	-8,290.12
Total Equity	\$ 5,470,374.95	\$ 5,438,611.34
TOTAL LIABILITIES AND EQUITY	\$ 5,469,162.57	\$ 5,445,184.20

Note

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

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Fund Descriptions:□

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

Principal and interest on loans goes back to Loan Fund□

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

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

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

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

financial resources for events and training□

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

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

Meadowview Legacy: Funds from sale of Meadowview PC property□

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

Ukirk: U of L college student outreach ministry□

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

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

Wednesday, Oct 15, 2025 10:18:50 AM GMT-7 - Accrual Basis