

Presbytery of Mid-Kentucky
Stated and Annual Meeting
February 24, 2024
Central Presbyterian Church
AGENDA

Moderator: Teaching Elder Christine Coy Fohr

Vice-moderator: Ruling Elder Alicia Bloos

Stated Clerk: Teaching Elder Jerry Van Marter

Recording Clerk: Teaching Elder Andrew Hartmans

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

9:30 a.m. **Session Minutes/Records Review** (Jerry Van Marter, stated clerk)

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

1. "Writing Congregational Antiracism Policy" - Rhashell Hunter
2. "Guns-to-Gardens" - Eva Stimson and Soni Castleberry
3. "Boundary Training for Ruling Elders" - Cynthia Miske
4. "Clerk's of Session Roundtable" – Charlie Evans (synod stated clerk)
5. "MKP Grants/Programs/Resources to build vital congregations" - John Odom

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

- Preaching: immediate past moderator Perry Chang
- Sacrament of the Lord's Supper – Rev. Ann Deibert officiating

- Offering recipient: Central Louisville Community Ministries

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

1:10 p.m. **New Commissioner Orientation**

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

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

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

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

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

1:45 p.m. **Church Administration Committee:**

- **FIRST READING (final vote in May):** Approve adding a section on “Parish Associates” to the Standing Rules of the presbytery.
- **FOR ACTION:** Approve the overture from the Session of Crescent Hill Presbyterian Church on Israel-Palestine and submit it to the 226th General Assembly.

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

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

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

- **FOR INFORMATION:** The Coordinating Commission will cover the cost for any Presbyterian to take QPR (Question, Persuade, Refer) Suicide Prevention Training at the presbytery’s next Lunch & Learn on March 13 from Noon-2 p.m. in the LPTS Winn Center, Dining Room A&B. This is a follow up to the NAMI Mental-Health for Spiritual Communities program that is being offered on Feb 5 and 10, free of charge to all. The cost of the QPR training is \$10/person and the training is capped at 30. Both the NAMI workshops and the QPR training are in direct response to Harvey Browne's petitions to C2 in October 2023.
- **Annual meeting of the corporation**
- **Mission Committee/Self-Development of People report:**
Brad Palmer/Faye Fedlam
- **Finance Committee report:** Steve Makela

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

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

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

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

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

3:30 p.m. **Personnel Committee:** Betty Muse

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

3:40 p.m. **Cedar Ridge Camp report:** Andrew Hartmans

3:45 p.m. **New Business**

3:50 p.m. **Report from the Stated Clerk:** Jerry Van Marter

- Attendance and offering reports
- Session records review report

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

3:55 p.m. **Adjournment with prayer**

Next stated meetings: Monday, May 20, 2024 at Springdale (TBA)

Monday, September 16, 2024 at Okolona

Saturday, November 16, 2024 at LaGrange

Presbytery of Mid-Kentucky

Church Administration Committee report

February 24, 2024

The Church Administration Committee brings two items:

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

Parish Associates

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

RATIONALE:

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

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

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

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

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

Rationale

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

Military-Related Production, Human Rights, and Divestment

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

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

Regarding human rights violations, the list notes,

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

General Electric (GE)^v

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

Military Production and Human Rights Violations in Israel/Palestine

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

GE's T700 engines are employed in Israeli helicopters, including the Apaches that have been prominent in military operations against the West Bank and Gaza.^{ix}

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

Human Rights Violations in Yemen and China

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

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

Palantir Technologies, Inc.

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

Military Production and Human Rights Violations in Israel/Palestine

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

Contribution to Human Rights Violations against Migrants and Asylum Seekers

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

Contributions to U.S. Police Forces and Military

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

Conclusions

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

Notes

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

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

¹ [Ibid.](#), pp. 5-6.

¹ [Ibid.](#), p. 7.

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

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

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

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

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

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

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

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

ⁱⁱⁱ [Ibid.](#), pp. 5-6.

^{iv} [Ibid.](#), p. 7.

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

^{vi} [“Top 100 Defense Companies,” Defense News](#), 2023.

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

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

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

^x [“LM2500 ...,” GE](#).

^{xi} [“Israel, Blockade of Gaza ...,” ICRC](#); [“Statement of ICC Prosecutor ...,” ICC](#), Nov. 30, 2017. .

^{xii} [“High-risk arms trade ...,” Pax for Peace](#), Jul., 2022.

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

^{xiv} [“Palantir Technologies, Inc.,” Stock Analysis](#); Sam Biddle, [“How Peter Thiel’s Palantir...,” Intercept](#), Feb. 22, 2017,

^{xv} Orr Hirschauge and Hagar Shezaf, [“How Israel Jails Palestinians ...,” Haaretz](#), May 31, 2017, .

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

Presbytery of Mid-Kentucky

COMMISSION ON MINISTRY REPORT

February 24, 2024

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

Pastoral related business:

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

Covenants Calls and Compensations:

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

Care of Church Professionals:

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

Covenant Community Church

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

Other Business:

- Marissa Galvan-Valle was elected chair and Jamie McLeod vice-chair of the Commission for 2024.
- A COM retreat will take place on Saturday, April 6 at a place to be determined. Among other activities, COM members will discuss the book, *"Wounded Pastors: Navigating Burnout, Finding Healing, and Discerning the Future of Your Ministry."*

- The Commission continues to develop processes and policies to address issues of mental health and the presbytery's responses in response to the resolution sponsored by Harvey Browne Presbyterian Church that the presbytery approved in November 2023.

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

- 5 Years:** Jieun Han (March)
Megan McCarty (January)
Kate Pyle (January)
- 10 Years:** Dwain Lee (January)
- 20 Years:** Jim Martin (February)
John Gulden (March)
- 30 Years:** Willa Fae Williams (January)
- 40 Years:** Steve Jester (January)

CURRICULUM VITAE

TOYA RICHARDS, DMIN, MDIV, BA

PROFESSIONAL PROFILE

A ministry and missions' leader with 30-plus years of service in ecumenical and interfaith contexts. Licensed and ordained in the Baptist tradition, with considerable experience working on the denominational level, in congregational ministry, and in theological education. Additional professional expertise in faith-based communications and cross-cultural, global missions.

EDUCATION

Doctor of Ministry degree, 2023, McCormick Theological Seminary, Chicago, IL

- Inaugural Pastoral Care Cohort
- Dissertation: SisTheology and WomanistCare: How Black Women in South Minneapolis are Recovering From Racism and White Supremacy via a Sacred Sisterhood

Master of Divinity degree, 2013, Louisville Presbyterian Theological Seminary, Louisville, KY

- Student Chapel Coordinator – 2012 to 2013
- Winner of the James W. Tinsley Award

Bachelor of Arts degree, 1989, Western Kentucky University, Bowling Green, KY

- Major – Journalism; Minor – Writing

PROFESSIONAL CREDENTIALS

- Endorsed as an International Ministries' Global Servant, 2021
- Ordained into Christian Ministry, 2013, Burnett Avenue Baptist Church, Louisville, KY
- Licensed to Preach, 2011, Mt. Nebo Baptist Church, Louisville, KY

TEACHING EXPERIENCE

January 2024 to Present, Central Baptist Seminary

Director, Peace and Justice Certificate Program – Kansas City, MO

- Guiding students enrolled in two tracks – a Graduate Certificate and a Professional Certificate – designed to serve the church and communities through social change in

areas such as racial injustice, economic injustice, the climate crisis, war, violence, and more

- Teaching two courses in the program: Formation for Peace and Justice, and Peace and Justice Ministry Praxis

August 2013 to May 2015, Simmons College of Kentucky

Adjunct Faculty – Louisville, KY

- Taught Pursuits in Christian Theology I and II

PASTORAL AND MINISTRY EXPERIENCE

June 2021 to Present, International Ministries

Global Servant – Africa

- Called to serve International Ministries' partners in Africa, focusing on the areas of theological education, peace, and justice. Upon deployment in summer 2024, work will center on training pastors and church leaders serving marginalized people and communities.

May 2008 to Present, Grace Multimedia

Founder and Lead Consultant – Louisville, KY

- The founder and leader of this social enterprise committed to helping people connect in life-affirming ways, engage the world through critical discourse, and transform into all they are created to be.

June 2020 to December 2021, TRUST Inc.

Executive Director – Minneapolis, MN

- Led this coalition of 19 congregations serving South Minneapolis through vital community programs such as Meals on Wheels and Chore home care services
- Managed a staff of nine employees and a \$300,000 budget

January 2019 to February 2020, People's Congregational Church

Co-Pastor and Senior Pastor – Bayport, MN

- Called to co-pastor this independent Congregationalist church in winter 2019
- Transitioned to solo, senior pastor in spring 2019
- Successfully served the 70-member congregation in both capacities, providing all aspects of preaching, teaching, and pastoral care

September 2017 to April 2019, Alliance of Baptists

Communications Specialist – Louisville, KY

- Managed all forms of communications – including print and electronic – for this network of progressive Baptist individuals and congregations

August 2013 to March 2017, Office of the General Assembly, Presbyterian Church (U.S.A.)

Director of Communications and Assistant Stated Clerk – Louisville, KY

- Led communications for the ecclesial arm of the 1.6-million-member denomination

- Guided the Stated Clerk—the highest officer—in messaging and communications planning
- Supervised the Manager of Design and Multimedia, and the Manager of Technologies
- Managed a budget of more than \$500,000 a year

January 2013 to May 2015, Burnett Avenue Baptist Church

Associate Minister – Louisville, KY

- Nurtured and guided new and seasoned Christians in the 1,000-plus-member church
- Helped lead three Sunday worship services and a Saturday night service
- Managed a 24-week spiritual formation series for new members

January 2005 to May 2008, Presbyterian New Service, Presbyterian Church (U.S.A.)

Reporter – Louisville, KY

- Covered all aspects of the 1.6-million-member denomination
- Worked closely with various program areas, including Presbyterian Disaster Assistance and the denomination's Washington office

INTERNATIONAL MINISTRY EXPERIENCE

El Salvador, Guatemala, Mexico, November 2016

Two weeks traveling in three countries conducting interviews for a film and multimedia project on the root causes of migration (<https://vimeo.com/222008830>, <http://storymap.genesisofexodusfilm.com/index.html>)

Haiti, March 2010 and April 2011

One week covering the 2010 earthquake for the Lott Carey Baptist Foreign Mission Convention. Returned in 2011 (www.youtube.com/watch?v=tU_7UVFyZKY&t=49s, www.youtube.com/watch?v=ZjpdTLhhWiY)

Democratic Republic of Congo, May 2007

Two weeks traveling and reporting on economic conditions in the DRC

Lebanon, November 2006

One-month assignment for Action by Churches Together coordinating communications for relief organizations following the 2006 Israeli-Hezbollah conflict

Liberia, January 2006

Two weeks covering the realities of life in Liberia following 14 years of civil war. Coverage included the inauguration of President Ellen Johnson Sirleaf

Malawi, May 2005

Two weeks observing and interviewing a range of people in order to effectively depict life in this southern African nation

SECULAR PROFESSIONAL EXPERIENCE

May 2002 to December 2004, *Business First*

Business Reporter – Louisville, KY

- Produced news in the areas of advertising, public relations, retail, restaurants, and local/state government

October 1999 to June 2000, *Chicago Sun-Times*

Real Life Editor and Assistant Weekend Plus Editor – Chicago, IL

- Managed all aspects of producing a Sunday features section
- Partnered with the Weekend Plus editor to produce a multi-page entertainment section for 300,000-plus subscribers

MEMBERSHIPS

- Alliance of Baptists
- Baptist Peace Fellowship
- Alpha Kappa Alpha Sorority, Incorporated

The Five Questions

For ordained clergy who are members of other Presbyteries or other denominations who are being called to serve in a local congregation within Mid-KY Presbytery.

Tamara Recob

I prepared these questions as points of discussion.

1. What events or persons have significantly affected your ministry?

The Pandemic

2. What theological beliefs have emerged as critical to your practice of ministry?

Shared ministry through the priesthood of all believers. The call of Matthew 25 to nurture God's children where they are at.

3. What experiences have challenged or affirmed your faith?

Great Banquet, opening the Warrick County Christian Resource Center

4. What is your view of the sacraments in light of your practice of ministry?

The table is open to all. Baptism establishes a covenant into God's community.

5. What is your view of the government of the Presbyterian Church (U.S.A.) in light of your practice of ministry?

Our government allows time to process and keep order while maintaining space for the Holy Spirit to work.

Revised August 2019



Church Leadership Connection

Connecting | Discerning | Calling

Profile Information

Name	Email	Pronouns
Rev. Tamara Recob	tamararecob@yahoo.com	She/Her/Hers
Address	Phone Number	Secondary Phone
4026 Kingston Ct, Jackson, MI 49203	8127893431	
Ecclesiastical Status	Presbytery of	Ordination Date
PC(USA) Minister of Word & Sacrament	Membership Lake Michigan	2016-12-10

Preferences

Employment Type	Minimum Effective Salary
Full-time / Part-time	35000
Position Type	Housing Type
Associate Pastor (Christian Education)	Housing Allowance, N/A (For non-pastoral positions)
No Experience	
Associate Pastor (Other)	Available to Match?
No Experience	Yes
Chaplain	
2 to 5 Years	
College/Seminary Faculty	
2 to 5 Years	

Evangelist or Mission Pastor
 Up to 2 Years
 General Assembly Staff
 No Experience
 General Presbyter/Executive
 Presbyter/Presbytery Leader
 No Experience
 Head of Staff
 2 to 5 Years
 Solo Pastor: Installed
 2 to 5 Years
 Solo Pastor: Temporary
 2 to 5 Years
 Transitional/Interim Position
 Up to 2 Years

Formal Education

Formal Education

Doctor of Ministry - Louisville Presbyterian Theological Seminary,
 (2023-01-03 - Current)
 Master of Divinity - Louisville Presbyterian Theological Seminary,
 (2011-08-01 - 2015-05-17)
 Master of Science in Management - Oakland City University, (2003-
 09-01 - 2005-05-14)
 Bachelor of Arts in Accounting - Oakland City University, (2000-01-
 01 - 2003-05-18)

Continuing Education

Training/Certification

Week 1 (Introductory)
 Clinical Pastoral Education Training: Deaconess Health Systems -
 2015-2016

Language Proficiency

Technical Skills

Reverend Tamara L Recob

1044 Alta Vista Rd #25 Louisville, Kentucky 40205

Education

Louisville Presbyterian Theological Seminary	2023-Present
Obtaining a Doctor of Ministry in the Advanced Ministry track working on gender and race equity within the PCUSA.	
Deaconess CPE Residency Program	2015-2016
Obtained 4 units (5 including one summer intern program) of CPE in a year long residency program.	
Louisville Presbyterian Theological Seminary	2011-2015
Obtained a Master of Divinity . Candidate with Presbytery of Ohio Valley, Nov 15. GPA 3.70	
Oakland City University	2002-2004
Obtained a Master of Science in Management degree. GPA 4.0	
Oakland City University	2000-2002
Received a Bachelor of Business with a concentration in Accounting . GPA 3.832	
Vincennes University Jasper	1998-1999
Received an Associate of Business Administration .	

Employment

Brooklyn Presbyterian Church	Brooklyn, Michigan	July 2020- Present
Senior Pastor and Head of Staff- oversee an administrative assistant, Director of Finance, Christian Education Director, Director of Outreach and Family Life Ministries, a sextant, and a Music Coordinator as well as 4 choir directors, 2 musicians and interns when available. Moderate a 21-member session with 7 councils, 12 deacons, and a growing Stephen's Ministry. Lead 2 weekly worship services and conduct weddings, funerals, memorials, and all other normal pastoral tasks such as visitations and administering the sacraments.		
Hemenway Memorial Presbyterian Church	Boonville, Indiana	December 2016-July 2020
Pastor for a Designated Term- First call- ordained and installed- led weekly worship including blended worship, traditional, and contemporary services. Led session, published bulletins and newsletters, designed and maintained our website, established a ministerial association with other area ministers, visitations, conducted the sacraments, and supervised one retired teaching elder, seminary intern, youth leader, and all other support and volunteer staff. Obtained experience in major grant writing, strategy, and visioning. Founded the Warrick County Christian Resource Center and Food Pantry.		

Reverend Tamara L Recob
1044 Alta Vista Rd #25 Louisville, Kentucky 40205

Employment Continued

Diaconess Health Systems	Evansville, Indiana	September 2016-December 2016
Staff Chaplain- Covered a chaplain's leave of absence from September 2016 until December 2016, after that was only as needed. Worked with the other full time chaplain to facilitate the religious needs of patients by providing pastoral care. Established a role in the Neuro ICU care team. Provided worship service assistance when needed.		

Deaconess Health Systems	Evansville, Indiana	August 2015-August 2016
<p>CPE Chaplain Resident (APCE)- facilitate pastoral needs including consultations, pastoral care requests, advanced directive assistance, bereavement, and emergency needs within a hospital setting at a Level 2 trauma center. Set and work on learning goals, present and attend academic seminars, cover as needed 24 hours on call shifts, and lead worship services when needed.</p>		

Newburgh Tax Service	Newburgh, Indiana	2004-2019
Tax Preparer- prepare individual and S-corporation returns, field tax questions, provide excellent customer service and tax planning for future years. Duties include supervising staff, staff education, scheduling, research and interpretation of tax laws and regulations, developing specialized company policies and procedures, and general office duties like answering phones, making appointments, filing, and interviewing tax clients.		

Eastminster Presbyterian Church	Evansville, Indiana	Summer 2013
Seminary Intern- summer full-time internship. Assisted/led worship. Visited nursing home bound congregants providing quality ministerial care. Attended weekly, small groups, management & committee meetings.		

Newburgh Presbyterian Church	Newburgh, Indiana	2012-2013
Seminary Intern- 9-month internship shadowing the pastor in areas such as congregational visitations and various committee meetings. Helped in adult teaching and worship as expanded liturgist, giving the children's message, opportunities to preach. Weekly supervisor consultation.		

Indiana Wesleyan University	Satellite locations	2004-2010
Part-time Accounting and Business Instructor-	facilitate accounting and business classes when needed at satellite locations throughout Southern Indiana.	

Main Street Presbyterian Church	Petersburg, Indiana	2004- 2010
Church Secretary- record offerings, prepare quarterly/annual giving statements, purchasing agent for all church and janitorial supplies, answer phone, assist church members, publish a monthly newsletter with a circulation of over 150, keep up-to-date mailing lists, send out a weekly shut-in letter, publish a weekly church notes column, and prepare weekly bulletin. Volunteer youth director for 4 years.		

Other Training

Transitional Ministry Training- Week 1 2021
Presbytery of Lakes and Prairies

CREDO Conference 2019-2021

Several **Center for Congregations** educational opportunities 2015-2019

References available upon request.

I believe:

God is our sovereign Creator who is infinite, eternal, holy and just. Truth, wisdom, knowledge, and goodness radiate from God's mysterious being. Humankind, created by God's boundless love, was made to live in peace, unity, and covenant community. We were made to love, know, and serve God through worship and everyday life. In our brokenness, we turned away from God's perfect love and sin entered the world.

Jesus Christ, the Living Word, came to bridge the divide separating us from our sin-torn relationship with God. Being fully human and yet eternally and fully divine, Christ's suffering and death atoned for the sins of the world and mediated the covenantal restoration of God's grace. In God's love and action, Christ came not only to renew relationship, but to also show God's people how to love, live, and be in true relationship with others.

The Holy Spirit, being eternally present, draws us closer in communion with God, is our comforter during trials, and our counselor in decisions during life's journey. The Holy Spirit fills us with peace through prayer, love in worship, and goodness in service as the Church is united in community.

The Trinity (Father, Son and Holy Spirit) is one God in three Persons- each distinct yet one. Each having their own characteristics, but united in function, essence, and purpose which is loving, guiding, and nourishing humanity.

Scripture, the inspired, authoritative Word of God, is comprised of the Hebrew Bible and New Testament which humankind, revealed by the Holy Spirit, wrote and compiled for teaching and instruction. Scripture bears witness to God's unfailing love and devotion to humanity through the life, death, and resurrection of Christ. The work of the Holy Spirit empowers Scripture to speak to our own struggles today.

The Church, as the body of Christ, is encompassed by all who receive the gift of God's grace and forgiveness through the saving work of Christ. The local church provides an accountable support structure for Christians to loving worship God and grow in their faith and spiritual maturity.

The Sacraments, Baptism and Communion, provide a means by which we join and remember our covenant with God. One universal baptism, whether infant or adult, marks us as a child of God. Through personal confession we are engrafted into the body of Christ. In Communion we remember Christ's salvific act and our own sinfulness. Christ's body broken for us, Christ's blood shed for us. We remember our baptism, rededicate our lives to the kingdom of God, and are renewed in purpose when we commune in honor and reverence at the table.

Christian discipleship is about more than just going and telling of Jesus Christ. Discipleship is living/ breathing Christ's actions in a broken world. We are 'to be' Christ's hands and feet as well as his voice. Justice and love should at all times be the underlying current that charges our faith as we are the living presence of Christ.

Call Journey by Tamara Recob

I was not born into a family that felt God was important to who they were, so I was raised relatively unchurched other than a few VBS programs as a child. My great-grandfather was the first influential person in my life that introduced me to who God was and the importance of having a relationship with our Creator.

I took this advice to heart and for as long as I can remember have sought a relationship with God, even when I did not understand what a relationship would look like or be about. I yearned to know more about God so as a teen I ventured to wide variety of different churches. One friend invited me to be baptized with him one incredibly cold day at his pastor's house in her lake. Another friend invited me to go to her Catholic church which was the first time I received communion. Did I know what either of these Sacraments meant at the time I took them? No. Was my world and relationship with God outwardly and visibly changed by partaking in them? No. Inwardly? Yes! These acts speak to the way God has been calling me into relationship and service my entire life.

It was not, however, until I was married with three small children did I hear God's true call and in turn responded in faith and obedience. While attending a local liberal arts college, I met a young woman who spoke to me about God. She and I would have much theological debate before I even know what theology was about. She invited me to read the "Left Behind" series, which changed my life and my relationship with God forever. Though I do not agree with the fear which drives the conversions in these stories, this series is what God used to bring me in relationship with him. God gave me grace and forgiveness as I opened my heart to possibilities. I felt the Spirit working in me and in my life.

Since that day, I have been open to whatever God has called me to do. Like many servants of the church, I became Sunday school teacher, Christmas program director, VBS helper and then director, but where I felt and saw God daily was in youth ministry. For six years I was a youth director and loved every second of it! During this time, I met so many people and one of these people invited me to attend a spiritual retreat, A Walk to Emmaus. During this retreat, I felt myself drawing closer to God as I continually asked "What do you want of me? Where can you use me the most?" At the end of this retreat, we were given 3X5 card to write what we want to do next. I wrote, I am sure, something about youth. But when I stood up at the lectern to share with the group what I had written, I spoke something completely different. I said, "I want to preach the Word of God." It surprised me more than anyone else in the room.

Less than a year later, I enrolled in Louisville Presbyterian Theological seminary. I learned so much that I am profoundly blessed at all God has done. My theology was affected and stretched by all I learned, by what I asked, by people I came into contact with both inside the church and maybe more importantly outside of it. I have grown exponentially in my relationship with God and in my maturity as a Christian.

Because of God's call to ministry in my life, I was able to get my Master of Divinity in four years despite doing the two hour commute between my home and Louisville, despite working, and despite being mother to four beautiful children, one of which I had in the middle of a semester at seminary. My third year at seminary I was even awarded the Christy Award at the 2014 spring convocation for demonstrating excellence inside the classroom and determination and perseverance while preparing for pastoral ministry.

I have been challenged in my theology and my learning- standing firm on some points while growing and adapting with the Holy Spirit in others.

I have also learned from some amazing pastors in two internships, 5 units of Clinical Pastoral Education (CPE) and 3 ½ years of pulpit supply. Venues for learning have enabled me experience some of the best and worst times of my life. I have also witnessed God there throughout the entire journey- in my tears and screams, and in my laughter and smiles.

God has been calling me into ministry my entire life. God has used each experience, each revelation, and each obstacle in order for me to gain knowledge, insight, and perspective in order to be God's witness in word and deed. I am called to the PCUSA as teaching elder, minister of the Word and Sacrament, through congregational ministry so that I might facilitate the teaching of the child within all of us as we commune with our Triune God. I love the PCUSA's desire to be accepting of all of God's children in their beautiful tapestry of diversity, abilities, desires, and gifts, yet still having the calming peace of decency and in order. We prayerfully follow the will of God through the teachings of Christ and the direction of the Holy Spirit.

The Five Questions

For ordained clergy who are members of other Presbyteries or other denominations who are being called to serve in a local congregation within Mid-KY Presbytery.

(Please keep your writing to two, one-sided, typed pages. Thank you.)

1. What events or persons have significantly affected your ministry?

Since I formally entered ministry in 2010 there have been many events and individuals that have affected my ministry, but in recent years I would have to point to the murder of George Floyd as *the* pivotal event that has contributed to the current focus of my ministry. Floyd's tragic death witnessed across the globe helped me to more clearly understand my call as a global agent of change and transformation as led by triune God. And while I have always been focused on peace and justice work, Floyd's murder set me more concretely on the path to do Micah 6: 8 work in the world.

2. What theological beliefs have emerged as critical to your practice of ministry?

As a follower of Christ, I believe he is my Lord and Savior and the pathway for me to connect with God. The theological beliefs that are critical to my life and ministry as a Christian are love for all God's creations, faith in the power of a triune God who is actively moving and transforming, and hope for the future based on the promises of God. I practice my Christian beliefs daily through prayer, engagement with the Bible, connecting with God's creations, and tapping the Holy Spirit to direct me.

3. What experiences have challenged or affirmed your faith?

Over the last three years as a missionary working to raise support to go into the field, I have traveled extensively meeting with individuals and congregations. My primary purpose has been to share God's call on my life and to invite people to join me on that journey, but more often than not I receive much more. From Connecticut to Iowa to California – and everywhere in between – I have seen God's people faithfully serving each other and their communities as triune God desires. They are all doing it differently and in context, but the joy for me is in the fact that they're doing it. This affirms my faith and helps me see the patchwork

of servants the Holy One is using for the uplift of God's kin-dom in the midst of the world's brokenness.

4. What is your view of the sacraments in light of your practice of ministry?

The sacraments – baptism and the Eucharist – are essential to my life as a Christian and my call to ministry. Both signal a turning from the old to the new, and anchor me and those I serve in our relationship with triune God.

5. What is your view of the government of the Presbyterian Church (U.S.A.) in light of your practice of ministry?

Having spent 10 years off and on working and studying within the Presbyterian Church (U.S.A.) system, part of which as in the Office of the General Assembly, I am keenly aware of the governance of the denomination. I respect the order the PC(USA)'s form of government brings to the full body, and especially value its checks and balances.

Revised August 2019

State of Faith Journey
Rev. Dr. Toya Richards

The root of my faith journey comes from a home on West Watterson Trail in Jeffersontown, Kentucky. That's where, inside a tiny two-bedroom house nestled on several acres of land, I learned what it means to live faithfully as a disciple of Jesus Christ in the midst of pain the world has to offer.

That home belonged to my maternal grandmother and grandfather. There I closely watched a woman who by day was a domestic servant, and by night and on weekends was a committed member of one of the local Baptist churches. My grandmother served as a church clerk and a member of the women's sewing circle, among other things, and was known throughout the congregation and community as a gifted orator.

That home, where I often stayed when my parents had other commitments, also is where I got my first glimpses of how Christians committed to serving a living God also navigate within a world full of challenges. My grandfather, a hard-working laborer and Christian, had lifelong health issues which brought major pain and suffering to their home and ultimately resulted in his death.

The intersection between faith and the world was magnified inside my grandparents' home, and I learned at a young age that though we participate in organized religion called Church, we also must figure out how to apply that religion in a much larger venue called the world.

What I know, and what is carried out in my practice of ministry, is that I am called to reflect the love ethic of Jesus in a world where people are struggling with all types of issues and unbelievable pain. Church – organized religion – taught me the foundations of my faith and the essential nature of worship and engagement with a community of believers. But the world is where I truly live out my life as a child of God and a minister of the gospel of Jesus.

I have done this over the years in various cross-cultural contexts, where I've met scores of individuals struggling with challenges including intense violence and severe poverty; as well as in my home, where I've raised children to become adults amid a nonsensical pop-cultural landscape.

My experience with my grandparents helped me understand that living as a Christian is difficult at best, and certainly not black and white. We are made new when we profess our faith in Jesus and are challenged to live righteous lives, and the institution of the Church is where we restore, renew, and reactivate ourselves for the work of kin-dom building.

Yet the world – communities near and far and even inside brick-and-mortar church walls – is where we reflect the light of hope. It is where we meet people right where they are and share our experience and strength. We are conduits for God to do God's amazing, transformative work, and we must be ready at all times to be used both in the Church and the world.

Statement of Faith**Rev. Dr. Toya Richards**

I believe that Jesus, the Christ, is my Lord and Savior, and that through Him I have direct access to God. I believe triune God (God, Jesus, Holy Spirit) directs my thinking and my actions when I submit, and I maintain a personal relationship with God to understand and be guided in God's will. I believe the holy scriptures also provide a guide for my engagement in the world, and I seek fresh revelation each time I encounter them. Lastly, I believe God loves all of God's creations and has a design for everything and everyone. The Holy One affirms and loves everything that has been created, and Jesus is the perfect fulfillment of that love.

Church and Ministry Experience

Rev. Matthew Amos Wilson, M.Div., M.Ed. 5128

United States Air Force Chaplain Reserve: 1989-1994

Weekends and TDY's: Alabama, Florida, Colorado, South Carolina, Texas, Washington D.C.

Base Sunday School and Worship Assistance, Pastoral Care, Supported Medical Evacuation Wing

New Hope Christian Church, United Church of Christ, Louisburg, NC, 1989-1992

PT Solo Pastor Rural Church, 90 Worshipping Members (120 total)

Preaching, Worship, Youth Group, Adult and Child Sunday School, VBS, Pastoral Care, Retreats

Left to move home after Seminary with a new child

Delaware First Presbyterian Church (USA), Delaware, OH, 1994-2000

FT Associate Pastor of Small Town Church, 150 Worshipping Members (300 total)

Assisted in Worship, Pastoral Care, Administration

Created Rotation Workshop Sunday School for 85 Children with 25 Adult Volunteers

Taught Adult Sunday School Classes, Church Retreats, Denominational Camps, Youth Group

Left to take another job

Presbytery of Scioto Valley, Congregational Mission Development, Columbus, OH, 2000-2001

FT Associate Executive Presbyter

Supported New Church Start in New Albany, OH

Led Pakh 2 Visit to Mission Partners in Chiang Rai, Thailand

Gathered Data on Congregational Mission Programs

Left due to lack of Presbytery Funding

Highland Presbyterian Church (USA), Worthington, OH, 2001-2002

FT Head of Staff of Suburban Church, 100 Worshipping Members (175 total)

Preaching and Worship, Pastoral Care, Administration

Began Workshop Rotation Sunday School Plan, Youth group

Left to make a career move to FT Teaching

Radnor Congregational United Church of Christ, Radnor, OH, 2009-2017

PT Solo Pastor, Village/Rural Church, 45 Worshipping Members (110 total)

Preaching and Worship, Pastoral Care, Administration

Adult Sunday School, Children's Programs, VBS, Community Ministry

Left to complete a book—move to Kentucky

Other Ministry Experience

Adjunct Professor, Outdoor Ministry, Methodist Theological School in Ohio, Delaware, OH, 2012

Lay Leader of Church Council: Zion UCC, Delaware, OH 2014-2016

Pulpit Supply: Presbytery of Central Kentucky, 2018-Present

Spouse of Rev. Dr Janine Wilson, Association Minister, Central Southeast Association, 2014-2016

Education

Wabash College: B.A., Psychology, 1986

Duke Divinity School, M.Div., 1988-1991

University of Dayton, M.Ed., 2007

Louisville Presbyterian Theological Seminary, 1997-1999 (D. Min., ABD)

Ordination

March 8, 1992 (United Church of Christ)

Privilege of Call Presbyterian Church USA, 1996-2007

Ongoing Ministry Book Concepts: Autism and Congregations; The Spiritual Journey of a SpaceX FANBOY

A call to ministry can materialize suddenly or develop over time. My call to Greensburg Presbyterian Church, PCUSA, has been developing since I first preached there on October 23, 2021. I have been privileged to preach twenty-six times since that first Sunday. Here are my brief reflections on the five questions.

Many fascinating scholars taught me while I was at Wabash College, Duke Divinity School and later LPTS (Louisville Presbyterian Theological Seminary). They include Bill Placher, James Cone, Walter Brueggemann, Stanley Hauerwas, David Hester and Burton Z. Cooper. Earlier in my career, I might have chosen any one to answer the first question, but today I am choosing my wife, The Rev. Dr. Janine Wilson, as the person who most significantly affected my ministry.

Janine received both her degrees from LPTS: her M.Div. before we met and her D.Min. after we were married. She worked in several congregations in Kentucky, Oklahoma and Florida. She also was the Associate Executive Presbyter for Grace Presbyter in Texas, and later switched teams and became the United Church of Christ Association Minister for the Central Southeast Ohio Conference. She was a Pastor's Pastor at every turn. She set the example for literally hundreds of women, and she supported LGBTQ+ people to hear and respond to their call to ordained ministry. She even took on the "Dallas Morning News" when debate over the ordination of Queer people grew heated down in the sweltering Lone Star State. Janine has the qualities of an Archangel. In the last five years, though Alzheimer's has robbed her of so much, she remains both kind and determined, easily touched and mother-bear fierce.

I am the product of a pre-postmodern liberal arts education. As such, I was exposed to ideas from Aquinas to William Willimon, and both the Niebuhrs in between. I absorbed theology from my father and was ordained UCC on March 8, 1992. I cherish what I learned in those days: "Freedom with Order" and "Never put a period where God has put a comma"; however, my theology was refined as I sought dual standing with the PCUSA in the late 1990's. Embracing the logical folly of the Trinity is one essential belief I hold. The notion that YHWH is always moving in and out and through relationship constantly opens me up to inspiration. Because of this, I do not believe there has to be a hard line between Genesis and the Voyage of the Beagle, nor the first chapter of John and the images from Hubble. I learned my childhood faith from the Apostle's Creed. Modern credos, such as the UCC Statement of Faith, shaped my practice of ministry as an adult. Prayerful study of the Bible, Theology, the News and the *Book of Worship* articulate who Jesus is and who he is always becoming in the lives of his servants.

God-in-Christ, through the Holy Spirit, has always been clear and kind to me. I can honestly say that my faith has always been affirmed through the experiences I have had to this point in my life... eventually. I was never going to become a minister like my dad—until one day in the dormitory stairwell after a class on modern theology with Bill Placher, I chose to go to Seminary. Years later, when I went through a serious depression and an ugly child-custody battle for my two sons, I found myself surrounded by the loving saints of my D.Min. cohort at LPTS. I could never have made the jump from FT pastor to FT teacher without knowing in my bones that God was leading me to new and important things. When I published my book on Autism and Higher Education, I fancied that the world would never be the same, and I would travel the international lecture circuit on someone else's dime. When that did not actually happen, I settled for knowing that my work at Columbus State Community College was being carried on with joy and precision after my departure. And since the love of my life was diagnosed, I have found focus and peace back in the pulpit. I am looking forward to expanding the Spirit's Holy Work through me and this congregation. Any one of these stories is a tome by itself, but two pages is only two pages.

I believe there are two sacraments, baptism and communion. Both were instituted by our Lord, Jesus Christ and both serve several functions. First, they are the sign and seal of incorporation into the ongoing life and work of a congregation and of the Christian faith. As a congregationalist, I hold the importance of the community of faith in both sacraments in high esteem. I believe, for instance, that the discussion of infant and/or believer baptism is taken up in the role the congregation, family and friends have in welcoming and shaping a “new” believer. Adults vow to “raise the child in the faith”, and when that child decides to make a faith decision, he or she upholds the promise once made on their behalf. I also understand that people often come to the faith long after childhood, and the role of the congregation is the same in such cases. People’s faith matures over time. Whether it begins as a promise on their behalf or begins as a turning point in their adult life, the congregation is still charged to nurture and support the growth of their faith from that point on. I believe that this is a key element of reformed theology, and I have never enjoyed anything more than the baptisms I have conducted.

I once knew a woman who was raised Presbyterian and told me she was afraid to take communion because of her sinfulness. This is the exact opposite of what communion has come to mean to me. Communion is the mark of something my father called “ubiquitous resurrection”, or the idea that Jesus came into the world “once upon a time” but continues to enter it on our behalf over and over and over again. When I preside over communion, I emphasize that clarity of mind and purpose are both great things to have before one receives the sign and symbol of Christ’s sacrifice and eternal presence; however, such is not a prerequisite to partake of the meal. The meal rejuvenates and renews our faith, even when we are in doubt. It incorporates us into one body, the body of Christ’s church. Furthermore, the *Eucharist* is just that—a celebration of gratitude put forth by all of Christ’s faithful, on behalf of everyone who is gathered, not just those who are worthy. The best gift is the one a person does not believe they deserve, so it is with the sacrament of Holy Communion.

My career in the Presbyterian church USA started when I took the Presbyterian Ordination exams twice. The first time, I was quite young, and I foolishly thought I could just take them cold. The next time, I broke out the *Book of Order* and studied the differences between PCUSA and UCC polity, and I got all “5’s on the questions. Overall, I served ten years in the PCUSA and eleven years in the UCC. My PCUSA service led me to lead a mission trip to Chiang Rai Thailand in 2001 and placed me into the leadership of several camping programs and congregational mission retreats. Though my spiritual journey led me away from being able to be an active part of a Presbytery for many years, I still believe that “the middle way” is the best way. It is with joy that I am now discovering the way back into relationship. The Presbyterian way fosters collegiality, community, and accountability in the governance of the local congregation and the denomination as a whole. In my travels, I have seen no other system as capable.

One of my favorite parts of Presbyterian polity is the nomenclature of “Ruling Elder” for ordained laity and “Teaching Elder” for ordained clergy. I once was asked what the core of my career was, in all the things I have done, from teaching to program design to Air Force Chaplaincy to the pastorate. At the center of all of it is this: I am a Teacher. My wife once joked, “Yes, you are. You cannot even take a grandchild on a walk through the garden without gently shifting into a lecture”. I like this about myself, and I love this about Greensburg and the PCUSA.

They are a people willing to both learn from me and teach me how Christ is always changing lives, both theirs and mine. Such faith lived out gives me the strength and insight to maintain my ordination promise: *with Divine help, I will serve the people of God with energy, intelligence, imagination and love.*

Matthew A. Wilson, M.Div., M.Ed.
5128 Hammonsville Road, Bonnieville, KY 42713

Summary of Qualifications

Advising Experience

Academic Exploration, Career Assessment and Exploration, Coaching for 200+ students in 13 High Schools through the KCTCS Pre-Employment Transition Services Program

Academic Advising, Study Skills and Coaching Support for First Year College students in Freshman classes at Columbus State Community College and at Jefferson Community Technical College

Academic Advising, Career Exploration, Study Skills and Coaching for Students on the Autism Spectrum in the Autism College Transition Program, Columbus State Community College

Administrative Experience

Creation, Coordination, Implementation, and Supervision of the ACT program, a one-of-a-kind transition program for Students on the Autism Spectrum in a Community College Setting. ACT supported students, faculty and staff to insure success—the ACT program had an 86% retention rate and 65% graduation rate over 9 years.

Independent Case Management Business for Transition Skills including Career Counseling, Academic and Career Exploration and Social/Emotional Skill development.

Teaching Experience

Seven years: special education in high school and middle school public education

Fourteen years: community college settings in Indiana, Ohio and Kentucky including developmental education, teacher preparation, college success skills, and career and transition skills.

Twenty-two sections of basic college skills classes and Developmental Education courses at three Community Colleges

Software Skills and Experience

PeopleSoft, Microsoft Office, Google Classroom Suite, Virtual Job Shadow, Zoom, SKYPE
Designed 30+ Programs virtual and in person before, during and after Pandemic Shutdown.

Author

“Debut of Diversity, The Emerging Conversation about Autism in Higher Education” Autism Asperger Publishing Company, 2017, ISBN 978-1-942197-20-1

“Spiritual Practice and Burnout among Special Educators in a Small-Town School District”
(Master’s Thesis, University of Dayton, 2007)

Education/Credentials

Master of Science in Education and Allied Professions, Dayton, University, Dayton, OH (3.8 diploma)
Master of Divinity, Duke Divinity School, Duke University, Durham, NC, (3.56 diploma)
United States Air Force Chaplain Candidate School, Montgomery, AL, (commissioned 2dLt)
Bachelor of Arts, Psychology, Wabash College, Crawfordsville, IN, (3.67 diploma)
Ordained, United Church of Christ 1991; Dual Standing with Presbyterian Church (USA) 1995
Highly Qualified Teacher (HQT), State of Ohio
State of Kentucky, Professional Certificate for Teaching Exceptional Children, K-12, Rank II, KLB

Relevant Employment History

Jefferson Community and Technical College, Kentucky Community & Technical College System, Louisville, KY: Pre-Employment Transition Specialist: High School staff, administration and students, 14-21 years old: post-secondary education, job exploration, work-based learning, readiness, and self-advocacy in Jefferson and 7 surrounding counties of Kentucky. 2018-2022

Amigo Family Counseling, Columbus, OH, Transition Specialist: Maintain a supervised caseload of clients transitioning to higher education and/or work—including **Academic Advising** Support, Career Exploration, and Group Therapy in social and communication skills. 2017-2018.

Columbus State Community College, Columbus, OH Education Specialist: Collaborating, Creating and Maintaining the Autism College Transition (ACT), A community-based collaborative program for 18-21 year-old students on the Autism spectrum including **Academic Advising**, direct instruction; 1:1 coaching; training and teaching faculty and staff; administration and general promotion of new program 2007 to 2016.

Columbus State Community College, Columbus, OH Adjunct Teacher: 2008-2016

Department of Academic Advising: COLS 1101, "First Year Experience" academic advising, orientation to college resources, policies, and career-related pursuits.

Developmental Education Department: DEV 0155 "Basic Composition"; DEV 0145 "Advanced College Reading; DEV 050, "Career Life Planning": **Academic Advising** and career counseling; DEV 090 "College Skills" academic advising

Indiana Vocational Technical College and Indiana University East, Richmond, IN, Teacher, Tutor: adult skills advancement, GED and summer youth employment program 1987-1989.

Relevant Professional Presentations

2021 NASA's Mars Rover Lands at Jefferson, KY Aerospace Industry
2020 8 Practices that Lead to College Success, Greater Louisville Education Consortium
2019 3 Self-Advocacy Workshops on Succeeding in College, taught for the ARC department, JCTC
2017 Socialization in Transition— "How to Dance in Ohio" and what it shows about growing up with ASD
2016 Synergy Conference, Columbus, OH, "Behind the Autism Diagnosis—Understanding, Accepting and Embracing Neurodiversity"
2012 Aspirations Adult Groups and Parent Groups, Nisonger Center, Ohio State University
2012 Ohio AHEAD: "Results of Ohio Post-Secondary Services Survey"
2010/11 Nationwide Children's Hospital/OSU: "Cutting Edge Conversations" Series
2011 Ohio AHEAD: "Intake Project for Students with ASD"
2011 Washington State Community College: "Recognizing and Supporting College Students"
2010 Ohio ACTE SND: "Outcome tracking" for ACT program"
2009 AHEAD Conference, Louisville, KY: "Welcome to College, the ACT Program"

Leadership

2020-2021	Board Member, LDA of Kentucky (Learning Disabilities Association)
2020-2021	NASA Education
2019-2021	Member of FEAT (Families for Effective Autism Treatment), presenter
2014-2018	Ohio Center for Autism and Low Incidence (OCALI) Advisory Board Member
2009-2016	Faculty Advisor to the student led CSCC Autism Club
2015	Contributor to the Sundance Festival, Peabody-Award Winning Documentary, <i>"How to Dance in Ohio"</i>
2014	Former ACT Student featured in Catholic Times
2013	"Captain" Columbus State Autism Walk Team
2012	ACT Students interviewed by New York Times Reporter, Amy Harmon
2011	Disability Compliance for Higher Education, <i>"Program for students on autism spectrum prepares them to navigate college life"</i> , Volume 16, Issue 11, June 2011
2011	"Autism Self Advocacy Network (ASAN): Symposium on Ethical, Legal and Social Implications of Autism Research", Harvard University, Boston, MA
2010 & 2011	ACT Program Featured on WCMH TV, NBC 4 Series: <i>The Autism Puzzle three times</i> .
2010	Community College Times, <i>"Program helps students with autism transition into college"</i> , July 27, 2010.
2008-2010	Served on Ohio STEM Ability Alliance Grant
2008-2009	Co-created research working group with Columbus State faculty to promote scientifically sound and literature-based interventions that are specific to college students on the A.S.
2001	Co-led Pakh 2 Mission Trip to Chiang Rai, Thailand
1979	Eagle Scout BSA

Two things have shaped the most recent part of my journey. First, I was hit by a car while walking my dog on October 4, about 3 months ago. I start here because it seems such a strange thing to say, let alone to actually happen to a person. God is with me. I am healing well, and I feel a gentle tide rising from this experience to carry me back into regular ministry.

Second, my beloved was diagnosed with Alzheimer's five years ago. Alzheimer's always accompanies us these days. I realize that Janine and I will never do anything together again where we both are having the same experience. And yet, I also know that the Spirit is still present in our everyday life. As the exact face of the disease slowly reveals itself to me, I also see there, the face of the Holy Spirit.

And I am blessed. When I saw that life was changing, I did not fear the change. I trusted in God and built a wonderful home for Janine and me on an abandoned 7 acre sheep farm. We love the place, our garden and our porches. Nearly every day we get to watch the sun come up one side of the valley in glory and go down over the other in an explosion of color. Though COVID shut down the grant I came to Kentucky to work on, being able to preach at Greensburg, Ebenezer and sometimes Munfordville Presbyterian Churches has allowed me to remember that God is in the midst. I think of my walk with God these days as a gentle stroll. Our conversation is easy and my insights, though occasional, feel more powerful than I have ever experienced before. This has not always been the case.

Before I came to Kentucky, my walk with God was more like a run/walk punctuated by periodic sprints. I served as the pastor of New Hope Christian Church (UCC) while being a student at Duke. I trained and served as a United States Air Force Chaplain Candidate during this time as well. After seminary, the mother of my two boys wanted to live in Ohio, and so I came with an amazing amount of knowledge, inspiration and debt—all without a call. A couple of years after I arrived back in Ohio, the local Presbyterian church opened an associate position. I did what I needed to do (as I am now) and got the job. After a couple of years, I wanted to obtain dual standing in the PCUSA and the UCC where I had been previously ordained in 1992. I took the ordination exams cold believing this was OK. It was not. I took them again a second time and passed with flying colors. I had a very successful six year term there, building a complex and beautiful Rotation Workshop Sunday School for the 85 children who were part of the congregation. It was to serve as the project for my D.Min. which I started at LPTS. My career looked promising—a young minister to watch on his way to becoming the next “Tall Steeple Pastor”.

The sheen wore off. My marriage fell apart. I was given a new job as the “Presbyter for Congregational Mission Development” in Scioto Valley. Within a year, the Presbytery suddenly discovered that it did not have the money for this, so I was handed over to lead a young church on a growing edge of Columbus that had only had one pastor. The interim gave me (literally) notes written on the back of a piece of a cardboard box, and then she went on maternity leave. My divorce finalized. I led a mission group to Thailand. The Executive Presbyter was (quietly) found guilty of embezzlement, and shortly thereafter, I fled the pastorate to become a teacher.

It was a while before I found myself preaching regularly again, and that was OK with me after the ride I had been on. Eventually though, a small UCC church in the village of Radnor, Ohio called me. I found purpose and presence again, and I served them for eight years. For now, I listen for the next call and do my best to answer it.

Scripture: I believe that the Biblical canon is our best source for living a faithful life. The scriptures were written over centuries by those who were inspired by the Divine. They teach the faithful about how the Divine light, its care and guidance, entered the world and shaped it. They teach us how to live our faith as close to the example of Christ as we are able. The scriptures are informed by history, but they are not a history book. The scriptures set out the purpose of the cosmos, but they are not a science book.

Trinity: I ascribe to the “logical folly” of the Trinity. The Trinity is a way of seeking to explain the inexplicable, namely that God is three in one, Creator, Christ and Holy Spirit. I accept the logical challenge of this explanation because I believe that relationship is at the heart of all that is spiritual, thus the Trinity serves as an example of how the universe exists and how we find harmony within it. The Trinity is a way for people to come into relationship with the Divine.

Creator: There is no need to draw a line between what scripture tells us about creation and what modern science reveals. The Creator could not have inspired ancient writers to understand and appreciate, for instance, the newly deciphered depths discovered by the Hubble and James Webb telescopes. Those who wrote the two stories of creation in Genesis and continued the allusion in John 1 could not have fathomed genetic engineering nor the age of dinosaur fossils. Nevertheless, God created the heavens and the earth, and sees that it is good. Essentially, the Creator continues to create, and to create ways for humanity to understand the world better.

Christ: “Christ became human so humans can become divine” is a paraphrase of Athanasius. The prerequisite for understanding this is to believe that divinity is both sin free and relatable. It also acknowledges that humans all fall short of the glory of God, and God actually cares about that and about us. Christ brings forth forgiveness when humans cannot. Christ’s death on the cross was because he wanted to change the way things are done on earth. Christ’s resurrection demonstrates that his desire (God’s desire) was achieved. Resurrection is a once and always event, and humans may take part in it through Christ over and over and over.

Holy Spirit: The “persons” of the Trinity have traditionally been masculinized as “father and son”, but the Holy Spirit is not. I think of the Holy Spirit as “she”, “pneuma”, “wisdom”, “power”, “love”, “paraclete” and “empathy”. She is what stitches the tumble and tumult of our collective spiritual journey together. She speaks directly to the congregation through the voices of each participant.

Community of Faith: Faith can only be understood, expressed, and grow in community. Faith is not “Jesus and me”. God always moves first, and God invites us to move together with him towards the Divine. I believe that when the community of faith witnesses the sacraments, ordination, church membership, and funerary or marriage rites, sanctification takes place.

Mission: The mission of the church is not to overtake the world. I have a son and daughter who are Muslim. I have a daughter-in-law and grandchildren who practice Christianity and the cultural religion of Taiwan, their home. I do not believe now, nor have I ever believed, that such people are condemned by the Lord Jesus nor are they by the faith I practice. I do believe that Christianity is as diverse as the people who seek peace in its tenants. This is because at the heart of it is the notion that God is Love, and in the end, God wins.



Profile Information

Name	Email	Pronouns
Rev. Katherine Kubar		she/her
Address	Phone Number	Secondary Phone
609 Pennyroyal Way, Louisville, KY 40223		
Ecclesiastical Status	Presbytery of Membership	Ordination Date
PC(USA) Minister of Word & Sacrament	Mid-Kentucky	2020-07-28

Preferences

Employment Type	Minimum Effective Salary
Full-time	60000
Position Type	Housing Type
Associate Pastor (Other)	Housing Allowance
No Experience	Available to Match?
	No

Formal Education

Formal Education

Master of Divinity - Louisville Presbyterian Theological Seminary, (2015-08-01 - 2018-05-13)
Bachelor of Arts - University of Arkansas, (2010-08-01 - 2014-05-24)

Continuing Education

Email Marketing | September 2022 | Digital Congregations | online course

CrossRoads Anti-Racism Conference | October 23-25, 2020 | Montreat Conference Center

Pensacola Mental Health Symposium | September 2019 (4 weeks) | Center for Clergy Care and Education

Women in Leadership Conference | March 1, 2019 | University of West Florida

NEXT Church Conference | March 2018 | Kansas City, KS

NEXT Church Conference | March 2017 | Atlanta, GA

Mid-Kentucky Presbytery Stated Meeting Docket Feb. 24, 2024 Page 40
CrossRoads Anti-Racism Training | October 2016 | Louisville Seminary

CrossRoads Anti-Racism Training | August 2014 | Young Adult Volunteers

Giving and Generosity | September 2022 | Digital Congregations | online course

Short Form Video | April 2023 | Digital Congregations | online course

Training/Certification

Clinical Pastoral Education Training: Baptist Health Louisville - 2017

Language Proficiency

Technical Skills

MicrosoftOffice-Trained,GoogleSuite-Trained,Canva-Specialized,MailChimp-Trained,SocialMedia-FB,Insta,shortformvideo-Trained

Work Experience

10/31/2021 - 7/30/2023

Other Communications Specialist
Presbyterian Association of Musicians
Louisville, KY

Create and execute digital and print advertising, communications with membership, and program support.

10/31/2021 - Present

Other Parish Associate
Harvey Browne Presbyterian Church
Louisville, KY

Develop and lead programming for children and their families, worship leadership, and congregational life events.

9/30/2021 - 7/31/2023

Other Ministry and Media Consultant
Diakonos Solutions
Louisville, KY

Develop and execute media marketing, overall ministry vision, and assist director in special projects.

11/30/2019 - 2/28/2021

Other Director of Operations
United Ministries
Pensacola, FL

Manage internal operations, coordinate volunteers, grant tracking and reporting, community connections.

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

Updated 01/28/2024

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

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

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

The Presbytery of Mid-Kentucky is committed to maintaining an environment free from harassment or discrimination against any individual regardless of race, sex, age, mental or physical health status, national origin or ancestry, veteran status, sexual orientation, gender identity, or genetic information. This policy applies to all personnel actions, including but not limited to: recruiting, hiring, classification and compensation, benefits, promotions, transfers, layoffs, reinstatements, and educational programs.¹

Generally Prohibited Activities: derogatory comments, jokes, slurs based on one or more of the protected classes; unwanted physical conduct of any kind, impeding or blocking movement, or physical interference with normal work movement, when directed at an individual based on membership in a protected class; the display, mailing or e-mailing of derogatory posters, cartoons, or drawings based on one's membership in a protected class.²

Racism and discrimination refer to, but are not limited to: racially-motivated comments, slurs, jokes, pictures, objects, threats, physical assaults, and/or intimidation. Racism and discrimination also include

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

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

institutionally or culturally racist policies, practices, and norms, unequal application of policies based on race, and unequal or biased treatment based on race. This includes behaviors, actions, or systems that may not be intended to be racist but harm people of color, as well as intentional racial harassment or discrimination. In addition to larger more obvious transgressions, this can also include smaller more subtle instances of discriminatory or biased behavior or speech especially when there is a clear and persistent pattern established.³

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

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

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

Complaint Procedure: If an employee or other person present in the presbytery believes they have been subjected to sexual or other forms of harassment, or discriminatory behavior, that individual has the ability to complain about the harassment of discriminatory behavior as soon as possible. The

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

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

complaint shall be made in writing with the employee's immediate supervisor and/or general presbyter and/or stated clerk of the presbytery and/or chair of the presbytery's personnel committee.

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

AND/OR

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

AND/OR

The complainant should call the police to report a criminal act.

Additionally, the person(s) receiving the complaint should be reminded of their responsibilities as "mandatory reporters" according to the provisions of the *Book of Order* (G-4.0302) quoted here:

Any member of this church engaged in ordered ministry and any certified Christian educator employed by this church or its congregations, shall report to ecclesiastical and civil legal authorities knowledge of harm, or the risk of harm, related to the physical abuse, neglect, and/or sexual molestation or abuse of a minor or an adult who lacks mental capacity when (1) such information is gained outside of a confidential communication as defined in G-4.0301, (2) she or he is not bound by an obligation of privileged communication under law, or (3) she or he reasonably believes that there is risk of future physical harm or abuse.

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

Disciplinary Action: When the activities or conduct of any member, staff, or other church leader is considered to be contrary to the standards or aims of the Presbytery of Mid-Kentucky or is considered to be disruptive to the operations of the Presbytery of Mid-Kentucky, its programs, or ministries, the

procedure for potential corrective action outlined above and/or in the Rules of Discipline shall be followed.

I acknowledge that I have read the above Anti-Harassment and Anti-Racism Policy and will present any questions I have to the general presbyter of the Presbytery of Mid Kentucky. I understand that I am responsible for adhering to the Anti-Harassment and Anti-Racism policy.

_____ Printed Name
_____ Signature and Date



Presbyterian Day
“Gem of the Ocean”
Sunday, February 25, 3 pm
The Playhouse
1911 S. Third St,
Louisville, KY

The presbytery and Center have partnered to purchase half of the house for this show. Tickets are available on a first-come, first-served basis. Tickets are free, but if you would like to make a contribution to help defray the cost of the event or for future events, donations are accepted.

Claim your ticket(s) [here](#) or follow our QR code, while they last, before Feb. 20

(All attendees at this special matinee performance are invited to attend the Director’s Circle conversation [talk and snacks] at 2 p.m., after which they may take their seats for the 3 p.m. performance.)

These tickets are for members of Mid-Kentucky Presbytery.



Mid-Kentucky Presbytery Hygiene Kit Mission Project



**PRESBYTERIAN
DISASTER
ASSISTANCE**

OUT OF CHAOS, HOPE

Donate Supplies

Mid-Kentucky Presbytery congregations are invited to collect supplies and then assemble over 1,500 personal hygiene kits for Presbyterian Disaster Assistance. The kits are used in the United States and abroad whenever there is a disaster.

Donated supplies should be dropped off at Beulah Presbyterian Church (Bardstown Rd at the Snyder) Tuesday, April 9, from 10 AM to noon.

- ▶ Toothbrushes
- ▶ Unscented, wrapped bar soaps
- ▶ Zip Lock one-gallon bags

- ▶ Band-Aids
- ▶ Nail Clippers
- ▶ Wide toothed combs
- ▶ Washcloths
- ▶ Hand towels
- ▶ Monetary donations are also accepted

Assemble Kits

Join with folks from around the presbytery to assemble disaster relief hygiene kits.

When: April 13, 2024 1-3 PM

Where: Beulah Presbyterian Church

6704 Bardstown Road 502-239-3231

Thank you!

MID-KENTUCKY PRESBYTERY NEIGHBOR-TO-NEIGHBOR PULPIT EXCHANGE



SUNDAY
APRIL 14
2024

Practice Presbyterian Connectionism and build community within Mid-Kentucky Presbytery. Plan to participate in the 2024 Pulpit Exchange. Join the round-robin exchange as the pastor of one congregation leads worship at a neighboring congregation. The exchanges will take place within three geographic clusters: Louisville-Metro, the Southern Tier, and the Far East congregations and pastors.
Sign up [here](#) by March 17, 2024.



A decorative border surrounds the text, featuring various food items like a croissant, a sandwich, a cup of coffee, and a muffin, along with several types of flowers including roses and gerberas in shades of pink, orange, and white.

Lunch

a n d L e a r n

Wednesday, Mar. 13, 12 PM - 1:30

Winn Center, LPTS

QRP TRAINING

QRP (Question, Persuade, Refer) Suicide Prevention Training for pastors, leaders and members. QPR is a suicide prevention training for participants to be able to recognize the warning signs of suicide and question, persuade, and refer people at risk for suicide for help. Register [here](#), or

Register here:

