Presbytery of Mid-Kentucky Stated and Annual Meeting Minutes February 22, 2025 — 12:45 p.m. Louisville Presbyterian Theological Seminary 1044 Alta Vista Road, Louisville KY 40205

The moderator, RE Alicia Bloos, opened the meeting at 1:03 p.m. with a prayer.

First time members, commissioners and guests were welcomed.

TE Ray Meester, corresponding member from Homestead Presbytery, was introduced. TE Liza Hendrix, corresponding member from Eastern Virginia Presbytery, was introduced. It was moved that the corresponding members be seated. There was a second. There was no discussion. The motion was approved.

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

<u>Church</u>	<u>Ministers</u>	<u>Elders</u>
Anchorage	Tara Reck	Anne Kaiser-Harryman
		Barbara Kuhn
		Stacy Torgerson
Bardstown-First		Clare Lewis
Bardstown Road	Mark Eldred	Alicia Bloos
Beechmont	Marissa Galvan-Valle	Brian Cubbage
		Sarah Hong
Bethel First	Jim Murphy	
Beulah		Nancy Leach
		Brent Dellacoletta
Big Spring-Bloomfield	Lisa Zahalka	Stuart Zahalka
Briargate		Terrence Carby
Central	Ann Deibert	Carolyn Klinge
		Cindy Ramminger
Columbia Union		
Covenant Community	Abigail Heimach-Snipes	Catherine Reuning
		Monica Delano
Crescent Hill		Soni Castleberry
		Andrea Trautwein
Ebenezer		
Elizabethtown First	Chelsea Benham	Lin Linder
		Angie Lyvers
Eminence First	Brad Palmer	
Fourth	Tom Vandergriff	Landon Vandergriff
Frankfort First	JT Silence	Charlie Kendell
		Curtis Milton
Frankfort South		Tierelee Logan
Glasgow First		
Grace-Hope	Angela Johnson	
Greensburg	Matthew Wilson	Steve Alston
Harvey Browne	Christine Coy Fohr	Anne Hughes

<u>Church</u>	<u>Ministers</u>	<u>Elders</u>
		Jonathan Sutphin
		Ben Blake
Hebron	George Love	
Highland		Kimberlee Burns
		Ann Lacy
		Sallie Stevens
		Paul Troy
Hopewell	Andrew Hartmans	Chuck Hance
John Knox	Susan Barnes	Jo Norman
		Sue Wilder
Korean		
LaGrange		Brian Mattingly
Munfordville		
Okolona	David Bush	Linda Montgomery
		Jody Seig
Peace		Robert Charles
Pewee Valley	Joel Weible	Patty Clark
	Ashia Stoess	
Portland Avenue		
Radcliff		
Second	Andrew Bowman	
Shawnee		Dianne White
Shelbyville First	David Wallace	
Springdale		Susan Cohen
		Jane Jones
Springfield		
Strathmoor	KT Ockels	Cheryl Branch
Taiwanese		·
Trinity		Betty Muse
United		·
Westwood		<u> </u>

Other Teaching Elders Present: J. Akin, B. Barnes, M. Barnes, R. Barnes, C. Brockwell, K. Costanzo, A. Gage, D. Gambrell, J. Gingerich, N. Herring, R. Hunter, K. Kupar, P. Lloyd-Sidle, J. McGee, G. Meester, D. Melloan, C. Miske, A. Moiso, M. Myers, M. Nebelsick, E. Odom, W. Owens, A. Pomerville, L. Reichenbecher, R. Roderick, D. Seeger, E. Sherby, W. Steele, M. Taylor, K. Tribolet, N. Troy, J. Van Marter, R. Williams-Neal, W. Williamson, C. Wood, E. Zavala

Other Ruling Elders Present: H. Bayne (Anchorage), J. Boswell (Harvey Browne), P. Chang (Crescent Hill), G. Cohen (Springdale), M. Hong (Beechmont), E. Hwang (Second), K. Kouba (Briargate), S. Makela (Highland), C. Pye (Highland),

Other Staff Present: M. Kutter (MKP Office Manager), M. Purintun (MKP Treasurer), B. Weibe (Goodness Grows Goshen)

<u>Visitors Present</u>: M. Carver, E. Gribbins (Springdale), L. Hendricks, K. Hockenberry, M. Hood (Louisville Seminary), R. Meester, E. Seeger (Highland), L. Sharp (PILP), E. Skinner, R. Tribolet (Highland)

Excused Teaching Elder: M. Baridon, E. Beckes, B. Bishop, J. Bos, D. Braaksma, V. Brown, C. Campbell, J. Catron, J. Chatham, K. Clayton, P. Clinger, M. Coalter, G. Cooper, A. Cowser, M. Cross, C. Cubbage, T. Dillard, S. Dunford, A. Earley, A. Egan, C. Evans, G. Fasanella, F. Fedlam, C. Gabb, T. Gill, R. Gillogly, G. Hall, J. Hall, J. Han, J. Han, H. Han, M. Han, A. Helwig, J. Hodge, O. Hofmann, J. Hubert, S. Jester, S. Jewell, B. Johnson, S. Kim, T. Kim, J. Krauss-Jackson, J. Kupar, A. LaPerle, J. Larsen-Wigger, J. Lentz, P. Lloyd-Sidle, L. March, R. McClain, G. Micka, J. Mulder, M. Myers, R. Owens, W. Owens, G. Pennington, M. Porter, T. Recob, D. Richter, R. Roderick, P. Salerno, D. Sawyer, W. Schrader, P. Seebeck, D. Slagle, J. Small, T. Sorrow, R. Spencer, B. Stewart, P. Suh, C. Todd, G. Torrens, P. Tull, O. Turner, D. Wadsworth, J. Wagner, J. Walker, J. Watson, S. Weedon, W. Wen, W. Wilder, W. Williams, R. Willis, P. Wissink, S. Yunker Deatz

Teaching Elder Absent Without Excuse: K. Armstrong, K. Cabrera, J. Davis, R. Durham, J. Edlin, F. Ehrman. C. Elwood, D. Garton, J. Gibo, J. Gulden. S. Hamilton, M. Head, E. Herrinton-Hodge, P. Hinds, R. Hogle, C. Horton, N. Huizenga, C. Humphrey, A. Johnson. L. Kashama, J. Kim. Y. Kim, L. Kaus, D. Lee, P. Long, J. Martin, J. Martin. D. Maxwell, M. Ellis, M. McCarty, C. Mook-Bridgman, M. Moore, J. Nelson, E. Owen, P. Praylow, K. Pyle, D. Rift, M. Rift, C. Stevens, E. Troy, M. Tshihamba, A. Turner, E. Veliquette, H. Wagner, A. White

<u>Welcome:</u> President Rev. Dr. Andrew Pomerville welcomed the presbytery to the Louisville Presbyterian Theological Seminary.

<u>Docket:</u> The moderator called on the stated clerk, Jerry Van Marter to report on the docket. Jerry explained that the presbytery will work according to the supplementary packet docket that was sent out most recently by email to the presbytery. Jerry advised that the only change to this emailed docket was to move the report of the Hispanic/Latino Ministries Committee to the beginning of the docket and to add the review and possible approval of the Anti-Racism Policy at 3:45 p.m. Jerry made a motion to approve this revised docket. There was a second. There was no discussion. The motion was approved.

- 9:30 a.m. **Registration, refreshments, Open House**
- 10:00 a.m. <u>Session Minutes/Records Review</u> (Charlie Kendell, retired clerk of session, First-Frankfort, and Andrew Hartmans, recording clerk)
- 10:00 a.m. **Education Day Workshops**
 - 1) Rev. Kim and Robyn Tribolet Expressing Faith Through Pottery
 - 2) Rev. Dr. Andrew Pomerville Design Thinking for Congregations
 - 3) Rev. Marie McCanless Ellis Moral Injury Workshop
 - 4) Rev. Susan Barnes & Rev. Marissa Galván-Valle Anti-Racism Policies
 - 5) Rev. Jerry Van Marter Proposed Changes to the Book of Order
- 12:00 p.m. <u>Lunch</u>
- 12:45 p.m. <u>Gathering All Together</u> Moderator Alicia Bloos
 - Opening prayer
 - Welcome to our first time Members, Commissioners and Guests
 - Welcome and seating of any Corresponding Members
 - Welcome from Louisville Presbyterian Theological Seminary
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Declaration of a quorum and approval of the docket.

1:00 p.m. Worship with Communion

- Preaching: LPTS President Andrew Pomerville
- Sacrament of the Lord's Supper Andrew Pomerville and Annica Gage officiating
- Offering recipient: Preston Highway Ministries Diaconal Fund

2:00 p.m. Consent Agenda: Jerry Van Marter

- Approve the minutes of the November 16, 2024 stated meeting.
 - -- from the Stated Clerk
- Elect Barbara Kuhn (Anchorage) to fill a vacancy on the Commission on Preparation for Ministry, Class of 2027. (If you have an alternative candidate you wish to nominate, first ask to have this item pulled from the consent agenda) from the Nominations and Representation Committee
- Approve the following proposed amendments to the Constitution proposed by the 226th General Assembly: 24-A, 24-B, 24-D, 24-E, 24-F, 24-G, 24-H, 24-I, 24-L, 24-M – from the Church Administration Committee

2:10 p.m. <u>Commission on Preparation for Ministry:</u> Greg Cohen

- FOR ACTION: Move Inquirer Shannon Bostrom (Highland) to Candidate status.
- FOR ACTION: Move Inquirer Andrew Chapdelaine (Pewee Valley) to Candidate status.
- Presbyterian Connection Update

2:40 p.m. Interim General Presbyter's report: Marian McClure Taylor

2:55 p.m. Hispanic/Latino/a Ministries Committee: Tom Vandergriff

Addressing the mass deportation crisis

3:25 p.m. Church Administration Committee: Perry Chang

- FOR ACTION: Disapprove proposed constitutional amendment 24-J (changing the formula for General Assembly participation resulting in an increase in the number of General Assembly commissioners).
- **FOR ACTION:** Approve proposed constitutional amendment 24-C (adding affirmation of diversity and inclusion principles in *The Book of Order* to the standards for ordination).

3:45 p.m. Coordinating Commission report: Christine Coy Fohr

- Annual meeting of the corporation
- Mission Committee/Self-Development of People report: Faye Fedlam
- <u>Finance Committee report:</u> Steve Makela
- Church Growth/Transformation report: Paul Seebeck
 - o Report of the Goodness Grows New Worshiping Community (Angela Johnson)

- Christian Education Committee: John Kupar
 - Report of UKirk ministry: Nell Herring

4:15 p.m. Announcements: Announcements should be no more than one minute in length.

4:25 p.m. Presbyterian Investment and Loan Program (PILP) report: Clare Lewis

4:30 p.m. Commission on Ministry report: Marissa Galvan-Valle

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

4:35 p.m. **Cedar Ridge Camp report:** Andrew Hartmans

4:50 p.m. New Business

4:55 p.m. Report from the Stated Clerk: Jerry Van Marter

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

5:00 p.m. Adjournment with prayer

Worship: The presbytery worshiped together.

The presbytery paused for a moment to remember the Rev. Dr. Clifton Kirkpatrick, former Stated Clerk of the Presbyterian Church (U.S.A.), who died on January 18, 2025. A memorial service celebrating Cliff's life will be held on March 29, 2025 at 1:30 p.m. at the Strathmoor Presbyterian Church.

Dr. Andrew Pomerville preached on the scripture Luke 6. The presbytery celebrated the Lord's Supper — Andrew Pomerville and Annica Gage officiated. An offering was collected supporting the Preston Highway Ministries Diaconal Fund.

Consent Agenda: Jerry Van Marter reported the following consent agenda:

- Approve the minutes of the November 16, 2024 stated meeting.
- Elect Barbara Kuhn RE, (Anchorage) to fill a vacancy on the Commission on Preparation for Ministry, Class of 2027.
- Approve the following proposed amendments to the Constitution proposed by the 226 the General Assembly: 24-A, 24-B, 24-D, 24-E, 24-F, 24-G, 24-H, 24-I, 24-M from the Church Administration Committee.

Jerry moved the consent agenda. There was a second. The consent agenda was approved as submitted.

Commission on Preparation for Ministry: Greg Cohen, chair, reported.

The presbytery participated in the Liturgy to receive an Inquirer as a Candidate for Ministry.

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Greg introduced Inquirer Shannon Bostrom to become a Candidate.

Shannon introduced himself and his ministry as a chaplain.

There were questions from the commissioners.

There was a motion to arrest the examination. There was a second. The motion was approved.

The inquirer was excused from the meeting.

There was a motion to move Shannon Bostrom (Highland) from Inquirer to Candidate. There was a second. The motion was approved.

The new candidate returned to the meeting and the presbytery celebrated.

Greg Cohen introduced Inquirer Andrew Chapdelaine (Peewee Valley) to become a Candidate.

Andrew introduced himself to the presbytery.

There were questions from the commissioners.

There was a motion to arrest the examination. There was a second. The motion was approved.

The inquirer was excused from the meeting.

There was a motion to move Andrew Chapdelaine to Candidate. There was a second. The motion was approved.

The new candidate returned to the meeting and the presbytery celebrated.

The constitutional questions were asked and answered.

The moderator declared Andrew Chapdelaine and Shannon Bostrom to be Candidates.

There were charges to the new Candidates.

The presbytery sang together.

<u>Interim General Presbyter's Report:</u> Marian McClure Taylor reported. She thanked the seminary staff for all their help in hosting the presbytery meeting. Marian pointed out the great distances that many commissioners travel to attend the meeting. The presbytery took a moment to photograph a group picture of all the commissioners.

Marian reported that she has enjoyed her work as Interim General Presbyter over the past several months. In her work she has been investigating who our presbytery is, and what the spirit calls us to do. Marian appreciated Andrew Pomerville's sermon and his question, "What is God calling us to be and do?"

Marian reported that there have been many small group retreats in the past two months that have helped the presbytery to consider these questions. Marian has appreciated the presbytery's interest in fostering an environment of learning— lunch and learn, and the newsletter. Marian hopes that the next presbytery meeting will lift up innovation. It will be held at the Goodness Grows New Worshiping Community.

<u>Stated Clerk Update:</u> Jerry reported that the docket was overtime by an hour. He proposed an adjustment to the docket that would include moving the remainder of the Church Administration Committee report to the May meeting. There was a second. There was no discussion. The motion was approved.

<u>Hispanic / Latino/a Ministries Committee</u>: Tom Vandergriff, chair, reported. Tom introduced Elmer Zavala, pastor of the Preston Highway Ministries to address the mass deportation crisis, and to share his experience and what he has heard from the immigrant community regarding deportations and potential deportations. The Hispanic / Latino/a Committee charged the presbytery to consider ways that they may support the immigrant community— especially in worshipping once-a-month with the community on the second Sunday of the month at the Fourth Presbyterian Church.

There was also a charge to keep informed and connected to the immigrant community. Marissa Galvan Valle shared a red card that gives information on how to handle immigration enforcement situations. Marissa reported that the PC(U.S.A.) is a denomination that actively advocates for and works toward more just immigration laws and processes.

Tom explained that there are resources available to help immigrants including gift cards for food. Tom reminded the presbytery to support the Diaconal Fund to support immigrants' legal fees, food, rent support and other needs. Also, Presbyterians may support a similar fund at Fourth Presbyterian Church. Fourth will have a fund raiser concert in March on a Wednesday night to support this fund. Tom advised the presbytery that being present and contributing makes a huge difference. Food or gift cards can be donated to Beechmont Presbyterian or Fourth Presbyterian Churches.

The vice moderator, TE Joel Weible took the chair.

Coordinating Commission:

<u>Annual meeting of the corporation:</u> There was a motion to recess the presbytery meeting and convene as Mid-Kentucky Presbytery Corporation. There was a second. The motion to recess the presbytery meeting and convene as the corporation was approved.

Steve Makela, president of the corporation, was introduced. Steve convened the meeting of the corporation.

There was no business.

There was a motion to adjourn the meeting of the corporation and reconvene the presbytery meeting. There was a second. The motion was approved.

Joel introduced Christine Coy Fohr to report on behalf of the Coordinating Commission.

Christine introduced Susan Barnes to present the proposed Anti-Racism Policy that was recently reviewed and recommended for approval by the Coordinating Commission.

It was moved that Ainsley Jones be given voice to report on the Anti-Racism Policy. There was a second. The motion was approved. Ainsley talked about the policy.

On behalf of the Coordinating Commission, Christine Coy Fohr moved that the Anti-Racism Policy be approved. There was no discussion. The motion was approved. Christine thanked those who worked to develop the policy.

<u>Mission Committee /Self Development of People:</u> Faye Fedlam was not present. There was a written report included in the docket.

<u>Finance Committee:</u> Steve Makela, chair, shared some concerns about the presbytery budget. Income has declined and expenses have increased. There will likely be a \$82,000 deficit in 2025. He believes now is the time to consider how presbytery investment accounts have been assisting in the ministry of the presbytery.

<u>Church Growth and Transformation</u>: There was a report on the Goodness Grows New Worshipping Community. Angela Johnson reported. She introduced Bryce Wiebe. Angela reported that the Administrative Commission has been working hard to develop the property and ministry at New Goshen. Bryce introduced the facility that will have three zones including a health zone, and an outdoor zone with horticultural therapy. Goodness Grows is looking forward to hosting the presbytery meeting in May.

<u>Christian Education Committee</u>: John Kupar was out sick and did not report.

Report of the UKirk Ministry: Nell Herring, UKirk campus minister, reported. She talked about the students that she serves, and suggested that the presbytery connect with student by praying for the ministry. The group meets Monday evenings and Wednesday afternoons. Nell suggested that member refer students to UKirk, help prepare a meal for the students, serve on the board, or the interfaith board. Nell thanked the presbytery for its support.

<u>Announcements</u>: There was a period of one-minute announcements from congregations.

<u>Presbyterian Investment and Loan Program:</u> Clare Lewis, president of the Presbyterian Investment and Loan Program reported. She introduced the work of PILP, which loans money to congregations and other PC(USA) entities for capital improvements. She suggested that they may have better rates than local banks. She invited congregations to be innovative in developing their properties. PILP has lines of credit available to help congregations as they develop innovations. PILP also offers investment opportunities to individuals that they use to support the work of PILP. Clare presented Cedar Ridge Camp with a rebate check for their loan with PILP.

Commission on Ministry: Marissa Galvan-Valle reported.

Report to Mid-Kentucky Presbytery Commission on Ministry (COM) – Mid-Kentucky Presbytery Reporting Period: November 16, 2024 – February 22, 2025

- 1. Pastoral Care and Support
- Pastoral Prayer Partners Assigned:
- o The COM revised the list of Pastoral Leader Support Partners, where each COM member is assigned up to four pastoral leaders for ongoing support.
- o Responsibilities include contact, connecting pastors with Presbytery resources, and sharing concerns/celebrations with informed consent.
- 2. Pastoral Transitions and Approvals
- December 2, 2024:
- o Approved a Temporary Pastor job description for Beulah Presbyterian Church (20-30 hours/week).
- o Approved the position pending receipt of terms of call/financial package.
- January 6, 2025:
- o We received Rev. Dr. Perzavia Praylow as a member of Mid-Kentucky Presbytery by transfer from the Presbytery of National Capital Presbytery
- o Approved the ordination/installation commission for Marissa Carver.
- February 3, 2025:
- o Approved Peace Presbyterian Church's call for Rev. Aletha Fields-Leonard to serve as part-time temporary pastor.

o Authorized Rev. Shanea Fields-Leonard or another minister to conduct sacraments until Aletha receives authorization.

- 4. COM Leadership
- January 6, 2025:

o Approved Marissa Galván-Valle as chair and Dave Bush as co-chair of the COM. Rick Fletcher is the leader of the Care of Church Professionals committee.

Ordivesaries for the first quarter:

15 years Kim Cabrera in March

20 years Ellen Marie Kratch in January Tara Reck in January

30 years Wayne A. Steele, Sr. in January

35 years Candi Cubbage in January

45 years Rick Roderick in January

<u>Cedar Ridge Camp</u>: Andrew Hartmans, Executive Director, reported. On behalf of the board of directors of Cedar Ridge Camp, Inc. Andrew moved that the following names be nominated to serve on the camp board for the three-year term ending in 2027:

- Valerie Pfeiffer, RE, Okolona Presbyterian Church
- KT Ockels, TE, Strathmoor Presbyterian Church
- Kim Tribolet, TE, Pewee Valley Presbyterian Church

There were no nominations from the floor. The motion was approved, the slate elected.

New Business: There was no new business.

Report from the Stated Clerk: Jerry Van Marter reported. Jerry thanked the Louisville Presbyterian Theological Seminary for hosting the meeting. 58 teaching elders, 54 ruling elders, and 11 visitors attended the meeting. The worship offering was: \$2,175.54.

The following session records were reviewed:

Okolona Presbyterian Church - 2024 Crescent Hill Presbyterian Church - 2024 Strathmoor Presbyterian Church - 2023 and 2024 Shelbyville - First Presbyterian Church - 2024

Jerry thanked the Worshipful Work Committee and David Gambrell for preparing a wonderful worship experience.

Adjournment: There was a motion to adjourn the meeting. There was a second. The motion was approved at 4:50 p.m. The vice-moderator prayed for the presbytery.

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Alicia Bloos, Moderator

Jerry Van Marter, Stated Clerk

Andrew Hartmans, Recording Clerk

Mid-Kentucky Presbytery Anti-Racism Policy

Approved 2/22/2025

Goal: to satisfy *The Book of Order* (G-3.0106), to offer a path for educating churches/ministries and provide benchmarks, and to engage in an ongoing process for addressing the sin of racism.

Introduction:

The Mid-Kentucky Presbytery is committed to the radical, transformative work of anti-racism. Rooted in the Christian teachings of love, justice, and equality, we recognize the pervasive nature of racism—individual, institutional, and systemic—across our society and within the church itself. We understand racism as a sin that distorts the image of God in every human being and commits us to a lifelong journey of learning, unlearning, and action. This policy outlines our commitment to dismantling white supremacy, promoting racial equity, and building a racially just and inclusive church.¹

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

1. Defining Racism:

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

2. Commitment to Racial Equity:

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

3. Anti-Racism Training:

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

4. Inclusive Leadership and Decision-Making:

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

¹ Genesis 1:27, Matthew 22:37-39, Acts 10:34-35, Gal. 3:27–28, James 2:1-4, 1 John 4:20, Revelation 7:9

5. Racial Justice Committee:

A Racial Justice Task Force under the Personnel Committee will be established until a Committee on Racial Justice is formed within the Presbytery. This committee will be tasked with monitoring the implementation of this Anti-Racism Policy, reviewing and suggesting amendments to the Presbytery Standing Rules and Manual of Operations as needed, and holding the Presbytery accountable for progress. Additionally, the committee will spearhead racial justice initiatives, engage in community outreach, and work with community organizations to advocate for racial justice beyond the church walls. The suggested composition of the Task Force/Racial Justice Committee is 6 people including 1 from Personnel Committee, 1 from Nominations and Representation Committee, and at least 2 People of Color who belong to Presbytery congregations/ministries made up mainly of People of Color.

6. Accountability and Reporting:

We are committed to building an environment where racial discrimination, bias, and harassment are not tolerated. To this end, the Personnel Committee in consultation with Racial Justice Task Force/ Committee will establish clear, confidential procedures for reporting and investigating incidents of racism or racial bias within the church. Disciplinary actions are the purview of the Personnel Committee (as well as – potentially – the Presbytery's Permanent Judicial Commission or civil authorities).

We will ensure that those who come forward are supported and protected from retaliation. A public annual report will be issued to outline the number of incidents reported, actions taken, and outcomes.

7. Support for Congregations Made Up Mainly of People of Color:

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

8. Congregational Engagement with the Larger Community

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

9. Historical Truth-Telling:

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

10. Inclusive Worship Practices:

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

11. Regular Policy Review:

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

12. Measurable Outcomes:

The Racial Justice Committee will review the Presbytery's progress on these measurable policy goals including but not limited to:

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

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

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

Shared Mission Report

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	Members	2024 SMS Paid		<u>2024 SMS</u>	2024 Per Capita	2025 PER	
CHURCH	as of 12/23	per Member	2024 SMS PAID	<u>Unpaid Balance</u>	<u>Unpaid Balance</u>	<u>CAPITA</u>	2025 SMS PLEDGED
Covenant Community	14		\$2,000.00			\$376.46	?
Central	115	\$131.09	\$15,075.00			\$3,092.35	\$15,075.00
Harvey Browne	481	\$93.56	\$45,000.00			\$12,934.09	\$45,000.00
Bardstown Road	80	\$87.50	\$7,000.00			\$2,151.20	\$7,000.00
Highland	697	\$84.35	\$58,790.00			\$18,742.33	?
Pewee Valley	141	\$68.26	\$9,625.00			\$3,791.49	?
Springdale	203	\$64.04	\$13,000.00			\$5,458.67	?
Bethel First	125	\$56.00	\$7,000.00			\$3,361.25	?
Strathmoor	41	\$48.78	\$2,000.00			\$1,102.49	\$2,000.00
Briargate	41	\$46.34	\$1,900.00			\$1,102.49	?
Anchorage	283	\$45.43	\$12,856.90			\$7,609.87	\$15,390.13
Second	1167	\$34.28	\$40,000.00			\$31,380.63	\$40,000.00
Crescent Hill	73	\$34.25	\$2,500.00			\$1,962.97	?
Radcliff	15	\$33.33	\$500.00			\$403.35	?
Louisville Tiawanese	20	\$25.00	\$500.00			\$537.80	?
Elizabethtown First	84	\$23.81	\$2,000.00			\$2,258.76	?
Portland Avenue	22	\$18.18	\$400.00		\$155.10	\$591.58	?
Ebenezer	90	\$15.28	\$1,375.00			\$2,420.10	?
Frankfort First	164	\$15.24	\$2,500.00			\$4,409.96	?
Grace Hope	42	\$14.29	\$600.00			\$1,129.38	\$600.00
Peace	59	\$12.71	\$750.00			\$1,586.51	\$750.00
South Frankfort	195	\$10.26	\$2,000.00		2481.7*	\$5,243.55	?
John Knox	42	\$9.52	\$400.00			\$1,129.38	\$400.00
Beulah	127	\$6.30	\$800.01			\$3,415.03	\$1,000.00
Glasgow First	81	\$6.17	\$500.00			\$2,178.09	\$500.00
Trinity	115	\$5.22	\$600.00			\$3,092.35	\$600.00
Fourth	81	\$3.70	\$300.00	\$100.00		\$2,178.09	\$400.00
Bardstown First	17	\$0.00			\$387.75	\$457.13	?
Beechmont	58	\$0.00				\$1,559.62	?
Big Spring-Bloomfield	10	\$0.00				\$268.90	?
Columbia Union	13	\$0.00			\$336.05	\$349.57	?
Eminence First	12	\$0.00				\$322.68	?
Greensburg	37	\$0.00				\$994.93	?
Hebron	113					\$3,038.57	?
Hopewell	45			\$1,000.00		\$1,210.05	?
Lagrange	65	\$0.00				\$1,747.85	?
Louisville Korean	33	\$0.00				\$887.37	?
Munfordville	16				\$413.60	\$430.24	?
Okolona	27	\$0.00			, 22.22	\$726.03	?
Patteson Memorial	10					\$268.90	?
Shawnee	20					\$537.80	?
Shelbyville First	93	\$0.00				\$2,500.77	?
Springfield	73	\$0.00				\$1,962.97	?
United	53	\$0.00				\$1,425.17	?
Westwood	37					\$994.93	?
Totals:	5330		\$229,971.91	\$1,100.00	\$1,292.50	\$143,323.70	\$128,715.13

* South Frankfort paid in February

(2025 Budget is \$228,000)

Blanks in 2024 SMS Paid means nothing was pledged or paid.

Blanks in 2024 Per Capita Unpaid Balance means Per Capita was fully paid.

Presbytery of Mid-Kentucky

Budget versus Actual (February 12, 2025) (Selected INCOME line items only)

(Selected INCOME line items only)					
	INCOME			NOTES - ACTUAL	NOTES - BUDGET 2025
	Actual 2023	Actual 2024	Budget 2025		
400100 Shared Mission Support	\$233,061.00	\$229,971.91	\$228,000.00	Thank you	Achievable!
400200 Per Capita Income	\$157,073.79	\$143,233.18	\$143,323.70	Lower memberships	
Can we grow Shared Mis	sion and avoid Per (Capita decline tre	nd?		
TOP FIVE SHARED MISSION: Hig	hland, Harvey Browne,	Second, Central, Sp	ringdale		
TOP FIVE SM PER MEMBER: Covenant Cor	nmunity, Central, Harv	ey Browne, Bardstov	vn Road, Highland		
Balance contributed for MKY operations	\$259,645.07	\$250,833.26	\$246,733.10		
	Ukirk Ministry				
420100 Ukirk Synod and Other Income	\$16,800.40	\$23,117.00	\$15,800.00		
420101 Ukirk Designated Funds	\$11,399.88	\$0.00	\$0.00		Fund is fully depleted
xxxxChurches Individual donations		\$0.00	\$5,852.75		Church support needed
xxxxx Christian Education Fund transfer		\$0.00	\$6,000.00		
Total Ukirk Income	\$28,200.28	\$23,117.10	\$27,652.75		
less Ukirk Expenses	(\$28,423.17)	(\$32,220.72)	(\$27,652.75)		
Ukirk Balance	(\$222.89)	(\$9,103.62)	\$0.00		
CHALLENGE: how to	bring in new income	sources in 2025			
_					
Preston Highway His	1				
410120 Preston Hwy. Hispanic Ministry	\$200.00	\$125.00	\$2,000.00	Small contribution	
410125 Preston Hwy Diaconal Contrib		\$6,636.20	\$2,000.00		
420220 Draw from Meadowview Fund	\$39,082.56	\$37,100.00	\$38,073.57	Significant draw	Significant draw
Total 410120 Preston Hwy. Hispanic Ministry	\$39,282.56	\$43,861.20	\$42,073.57		
less Preston Highway Expenses	(\$39,282.56)	(\$45,390.33)	(\$42,073.57)		
Preston Highway Balance	\$0.00	(\$1,529.13)	\$0.00		
ACTUAL AND BUDGE	T: Significant draw	on Meadowview			
				T	
	Goshen Property	4000 00	400,400,00		
416215 Property Rental and other Income	\$15,164.44	\$200.00	\$33,400.00		Original plan - rental income
420995 NCD & Revitalization Fund Transfer	\$69,146.46	\$97,905.83	\$354,000.00	Significant draw	Original plan - to be revised
Total Goshen Property	\$84,310.90	\$94,700.00	\$387,400.00		
less Goshen Property Expenses	(\$79,979.16)	(\$97,905.83)	(\$387,400.00)		Original plan - to be revised
Goshen Property Balance	\$4,331.74	\$200.00	\$0.00		
PRIOR TOTALS BEFORE GG LAUN	ICH - Income: \$24,10	64.44; Expenses:	(\$217,107.65)		
420420 Calvin Contribution	Other Income \$33,029.50	\$35,010.48	\$0.00		b
420130 Calvin Contribution	\$33,029.50	\$35,010.46	\$0.00	very helpful	might be some
406220 Direct from Outcomb own Frond	\$40 E92 74	\$7,000,00	\$7,000,00		££ddd
496220 Draw from Quisenberry Fund	\$10,583.71	\$7,000.00	\$7,000.00		from fund as needed
420135 Calvin Grant to MKP Mission	\$0.00	\$7,000.00	\$7,000.00		
420133 Calvill Grant to MKF Mission	\$0.00	φ1,000.00	\$7,000.00		
496225 Draw from Christian Education Fund	\$0.00	\$0.00	\$6,750.00		from fund as needed
490225 Draw from Christian Education Fund	\$0.00	φυ.υυ	\$0,730.00		irom iuna as needed
					Draw 2024 deficet - cash
420760 Reserve Fund Draw (2023 Deficet)	\$0.00	\$23,809.00	\$0.00	Necessary draw for cashflow	flow needs
420145 Calvin contribution for finance work	\$7,400.00	\$5,000.00	\$0.00		might be some
496150/496160Treas-Bkkpg for Churches	\$25,974.54	\$30,570.85	\$39,607.61	good	more good
480500 Interest Income - Money Market	\$10,202.90	\$9,804.68	\$6,000.00	well done-Michael P.	Declining fund balances
FUNDS FOR MKP OPERATIONS	\$314,361.32	\$319,347.66	\$253,233.10	Reserve Draw and Calvin	Need to supplement again?

Presbytery of Mid-Kentucky

Budget versus Actual (January 29, 2025)

(Selected EXPENSE line items only)

(Selected EXPENSE line items only)					
	EXPENSES			NOTES - ACTUAL	NOTES - BUDGET 2025
	Actual	Actual	Budget		
	2023	2024	2025		
520000 P	resbytery Program Exp				
520005 Commission on Ministry	\$7,525.55	\$10,950.72	\$8,250.00		
520100 Commission on Prep for Ministry	\$12,210.36	\$8,539.91	\$8,000.00		
520200 Church Growth & Transformation	\$3,290.07	\$476.16	\$2,000.00		
	. ,				
520255 Mission Committee	\$4,751.91	\$10,724.85	\$7,000.00		
SECESS MISSION COMMITTEE	ψ4,701.01	ψ10,7 <u>2</u> 4.00	ψ1,000.00		
500000 OL 1411- E.L. 411- O	\$5.404.45	£4.004.00	£4C 500 00		
520300 Christian Education Committee	\$5,401.45	\$4,994.00	\$16,500.00		
520335 Cedar Ridge Camp	\$30,000.00	\$30,000.00	\$30,000.00		
520430 Coordinating Commission	\$6,323.14	\$11,027.95	\$10,000.00		
Total 520000 Presbytery Program Support	\$69,502.48	\$77,525.03	\$81,750.00		
	ngs versus budge	· ·	\(\frac{1}{2}\)		
ACTUAL. Savi	ligs versus buuge	t - neipiui			
	Presbytery Expenses				
600100 Presbytery Operations	\$5,904.70	\$7,345.25	\$7,100.00		
600200 Office Operations	\$13,653.84	\$17,901.92	\$13,850.00		
600115 Stipend-Stated Clerk	\$14,605.65	\$20,471.92	\$15,495.13	transition bonus in 2024	
·					
600120 Stipend-Recording Clerk	\$1,976.64	\$3,665.99	\$2,097.02	transition bonus in 2024	
000 120 Stiperid-Recording Clerk	\$1,970.04	φ5,005.99	\$2,097.02	transition bonus in 2024	
	4				
610100 Office Mngr	\$73,099.85	\$77,061.20	\$77,532.82	transition bonus in 2024	
610300 Treasurer	\$54,506.26	\$68,094.36	\$66,611.01	Almost half is ch	urch pay for work
				transition bonus in 2024	
610500 Workers Comp Ins	\$608.00	\$600.00	\$1,500.00		
610505 Staff Meeting & Travel	\$4,553.93	\$4,156.62	\$6,000.00		
orocco cram massing a reason	† 1,500.00	Ţ 1,100.0 <u>1</u>	70,000.00		
C40C00 C Berelviter	\$447.405.42	\$420 647 22	\$420 GGE 75		0
610600 G Presbyter	\$147,105.13	\$139,617.32	\$120,665.75	transition bonus in 2024	One year benefit - interim?
		A	A : = - : :		
620120 Web Master stipend	\$1,460.57	\$1,504.44	\$1,549.52		
Total Personnel Expenses (ex. severance)	\$297,973.14	\$315,349.08	\$301,451.25		COLA 3%
620200 Financial Review	\$500.00	\$0.00	\$2,000.00	Shared work with Lexington	
Total Presbytery Expenses (ex severances)	\$318,031.68	\$340,596.25	\$324,401.25		
Total Treadytery Expenses (ex severances)	ψυ 10,001.00	ψυ-τυ,υσυ.Ζυ	Ψ027,701.23		
544 4405	(222 222 21	(0.5 = 5 : = 5	/222 233 333		
BALANCE	(\$23,809.59)	(\$48,724.77)	(\$82,360.55)	Draws on reserve fund	Problem needs solution
ОТ	HER INFORMATION				
Calvin Severence Pymts	\$119,590.58	\$26,448.87	\$0.00	Draw - Calvin Fund	Completed
<u> </u>	,				

		Reserve		Loan	_	Meadowview		NCD and Revitalization	PHSK/77 Years Part II	Notes
2020										
	•		•		•		•		3	
Dec 31, 2020	æ	282,376.48	Ð	306,837.38	₽	2,328,307.90	₽	536,622.29	\$0.00	
2021										
Investment Gain/Loss	↔	19,197.26	↔	43,776.44	↔	330,532.85	↔	132,864.27		
Loan payments deposited			↔	8,999.75						
										Beechmont, Strathmoor, John Knox, Pewee, Eminence,
Digital Worship Grants					↔	(18,400.00)				Briargate, Peace
Grant to LPTS - help students move					↔	(3,000.00)				
Pay GA and Synod Per Capita	↔	(21,318.68)								
Per Capita Repaid to Reserve	8	16,164.02								
Iroquios & Faith Proceeds Deposited							↔	282,819.85		
South Fork Legal fees paid							↔	(1,500.00)		
Glasgow -String Academy - Year 3					↔	(9,000.00)				
Dec 31, 2021	\$	296,419.08	\$	359,613.57	\$	2,637,459.75	\$	950,806.41	\$0.00	
2022										
Investment Gain/Loss	8	(40,262.29)	8	(57,488.95)	8	(565,917.26)	€9	(233,279.63)		
Per Capita Reimbursement Deposited	€	1,353.20								
Loan to Beechmont			↔	(50,000.00)						
Loan payments deposited			s	9,870.06						
Goshen HVAC and Roof							↔	(106,494.00)		
Shawnee Kitchen					↔	(50,000.00)				
EV Charging Station Grants					↔	(50,000.00)				
Withdrawal					↔	(100,000.00)				
Dec 31, 2022	↔	257,509.99	\$	261,994.68	\$	2,071,542.49	\$	611,032.78	\$0.00	
2023										
Investment Gain/Loss	↔	20,692.98	↔	22,677.62	↔	185,840.26	↔	118,957.63		
Loan payments deposited			↔	12,745.58						
Antero Deposit							↔	200.00		
Calvin Legacy Donation							€	33,029.50		
Demonstration - Pewee Valley					s	(30,000.00)				
Goshen Improvements							₩	(30,000.00)		
Dec 31, 2023	€	278,202.97	\$	297,417.88	\$	2,257,382.75	₩	733,519.91	\$0.00	

		Reserve		Loan	ž	Meadowview	ž	Revitalization	Part II		Notes
2024											
Investment Gain/Loss	s	18,677.03	ø	18,267.47	69	287,702.25	69	1,961.09			
Loan payments deposited			ø	12,180.65							
Loan - Cedar Ridge (Chapel)			s	(100,000.00)							
Glasgow -String Academy - Year 4					s	(10,500.00)					
Preston Highway Ministry					69	(37,100.00)					
La Escueleta Learning Hub Grant							69	(20,000.00)			approved by NCD; Beechmont
Spirit of Sophia Grant							69	(15,000.00)			MKP portion nof \$48,500
Demonstration - Pewee Valley					69	(20,000.00)					
Demonstration - Fourth					69	(10,561.00)					
Demonstration - John Knox					49	(34,441.00)					
Demonstration - First Elizabethtown					69	(24,702.00)					
Demonstration - Anchorage					69	(2,969.00)					
PHSK Grant - YAP					69	(12,500.00)					
Draw 2023 loss - MKP 2024 cash needs	s	(23,809.00)									
New Goshen Expenses							69	(44,788.00)			
Goodness Grows Expenses							69	(53,118.00)			
Dec 31, 2024 - NCT	6	273,071.00	so.	227,866.00	6	2,387,312.00	s.	602,575.00			
2025											
Investment Gain/Loss											
Loan payments deposited											
Calvin contribution	မာ	34,614.14									God's Little Angel's /Organ
PHS/77 More Years Part II, loan					G	(100,000.00)			\$ 100,	100,000,001	
Grant to Covenant Community - 1st Q					69	(27,000.00)					
Draw for Preston Hwy - 1st Q					ь	(10,520.00)					
Draw for Beechmont Learning							69	(25,000.00)			
Draw for Goodness Grows - 1st Q							69	(46,491.00)			
Draw 2024 loss - MKP 2025 cash needs	69	(48,724.00)									
Running balance	ø	258,961.14	w	227,866.00	ø	2,249,792.00	ø	531,084.00	\$ 100,	100,000.00	
Future Committments/Options											
										69 (4	\$377k reduced by \$15,120 for 2024 consultant, prorata
Goshen - Year One							69 G	(315,389.00)		_	Insurance and fire
Gostieri - rear Iwo							e ·	(00.000,ee)			
Goshen - Year Three							69 6	(35,000.00)			
Gosnen - Teal Four							A 6	(19,000,00)			
Glasgow - String Academy - Year 5					69	(8,000,00)	•	(00:000:01)			
Glasgow - String Academy - Year 6					69	(7.000.00)					
Demonstration - Fourth					69	(34,438.00)					
Demonstration - John Knox					ь	(3,559.00)					
Demonstration - First Elizabethtown					69	(25,298.00)					
Demonstration - Anchorage					G	(17,031.00)					
Budgeted 2025 Withdrawal- Preston Highway	way				ь	(27,553.00)					
Covenant Community					G	(78,000.00)					
Grace Hope Senior Housing					69	(20,000.00)					
Excess Draw in 2024 to be returned.					69	99,726.21					
Uncommitted Balance	ø	258,961.14	w	227,866.00	ø	2,128,639.21	ø	100,695.00	\$ 100,	100,000.00	
Possible withdrawal for 2022 MKP loss	G	(51,166.50)									
	•	(40 000 04)									

	Quisenberry	Ed	Edwards	PYC		ďΞ	Retired Ministers	_	Hampton	Notes
2020										
Dec 31, 2020	\$ 128,773.48	ø •	61,688.81	\$ 37,7	37,741.93	49	29,389.84	49	2,575.99	
7000										
Investment Gain/Loss	\$ 29.285.14	4	11 073 69		5 289 90	¥	2 679 34	¥	(02 (03)	
	0,000		5	, ,	477 04	9 6	767.76	9 6	(20.12)	
Dottoral Councelling Withdrawal					18:7	e	0/:/07	A 6	200.000	
Pastoral Counseling Withdrawal								A	(900.00)	
Scholarship/evaluations/other										Q - \$5500 in scholarships, \$7705 for CPM expenses
Dec 31, 2021	\$ 145,670.58	\$ 7.	72,762.50	\$ 43,5	43,509.74	s	32,336.94	€9-	1,788.37	
2022										
Investment Gain/Loss	\$ (26,782.56)	8	(10,799.58)	\$ (6,7	(6,768.87)	မှ	(4,770.98)	8	(192.81)	Q - Four \$1000/\$500 book
										scholarships, \$3000 Beechmont Intern, misc; E- three students at
Scholarship Grant	\$ (7,065.00)		(15,758.50)							\$5,000 each
Scholarship retum			200.907							
Dec 31, 2022	\$ 111,823.02	&	46,910.42	\$ 36,7	36,740.87	69	27,565.96	€9	1,595.56	
2023										
Investment Gain/Loss		မှာ	8,325.59	\$ 6,0	6,013.99	မာ	3,789.97	↔	102.70	
Donations Deposited	\$ 2,159.18									
Dec 31, 2023	\$ 131,377.17	⇔	55,236.01	\$ 42,7	42,754.86	s	31,355.93	49	1,698.26	
2024										
Investment Gain/Loss	\$ 9,892.08	49	6,695.70	\$ 5,1	5,182.75	ક્ક	3,369.95	69	205.89	
Donations Deposited	\$ 951.32									
Withdrawal						69	(5,200.00)			RM - \$2500 Braaksma - Spanish; \$2000 Larson-Wigger - Iona; \$700 Hodge - Montreat
Withdrawal per budget - Ukirk					(5,000.00)					draw per 2024 budget
Dec 31, 2024	\$ 142,220.57	9	61,931.71	\$ 42,9	42,937.61	69	29,525.88	69	1,904.15	-
2025										
Investment Gain/Loss										
Donations Deposited										
Dec 31, 2025										
Future Committments/Options										
Budgeted 2025 draw for Committee expenses	\$ (7,000.00)				(6,750.00)					
Budgeted 2025 draw for Ukirk expenses					(0,000.00)					
Incommitted Balance	\$ 135.220.57	9	61,931.71	\$ 30,1	30,187.61	49	29,525.88	69	1,904.15	

Prespytery of Mid-Kentucky	tucky								
2025 Budget Final									
	INCOME				EXPENSE			NOTES - 2024	NOTES - BUDGET 2025
	Total				Total				
	Actual 2023	Actual 2024	Budget 2025		Actual 2023	Actual 2024	Budget 2025		
Shared Mission Income	n Income			Shared N	Shared Mission Expense				
400100 Shared Mission Support				Shared Mission Expense					
400110 SMS-Presbytery (80%)	186,448.73	183,977.55	182,400.00						
400120 SMS-PCUSA (15%)	34,959.17	34,495.73	34,200.00	500110 Shared Mission GA	34,959.17	34,495.73	34,200.00		
400130 SMS-SYNOD (5%)	11,653.10	11,498.63	11,400.00	500210 Shared Mission Synod	11,653.10	11,444.67	11,400.00		
Total 400100 Shared Mission Support	\$ 233,061.00 \$	229,971.91	\$ 228,000.00						
400200 Per Capita Income (2025)				Per Capita Expense					
400210 Per Capita-Presbytery (\$12.07)	73,196.34	66,905.71	64,333.10						
400220 Per Capita-PCUSA (\$10.84)	59,688.08	54,290.51	57,777.20	500120 Per Capita GA	59,688.08	54,290.51	57,777.20		
400230 Per Capita-SYNOD (\$3.98)	24,189.37	22,026.96	21,213.40	500220 Per Capita Synod	24,189.37	22,080.92	21,213.40		
Total 400200 Per Capita (\$25.85)	\$ 157,073.79	143,223.18	\$ 143,323.70				Nol	lower actual membership	
400310 PCUSA Disaster Relief	170.00	5,780.00	0.00	500310 PCUSA Disaster Relief Disburse	170.00	5,780.00	0.00 unb	unbudgeted pass through	unbudgeted pass through
400320 Special Offerings PC(USA)	26,925.90	25,990.37	0.00	500320 Special Offerings Disbursement	26,925.90	26,040.37	0.00 unb	unbudgeted pass through	unbudgeted pass through
400330 Missionary	6,250.00	6,750.00	0.00	500330 Missionary Disbursment	6,250.00	6,750.00	0.00 unb	unbudgeted pass through	unbudgeted pass through
400400 reacellaning income									
400410 Peacemaking-Presbytery	1,589.70	250.00	0.00	520550 Peacemaking - Presbtery	1,589.70	250.00	00.00	unbudgeted pass through	unbudgeted pass through
400420 Peacemaking-PCUSA	2,339.96	3,644.87	0.00	500130 Peacemaking - PCUSA	2,339.96	3,644.87	00.00 unb	unbudgeted pass through	unbudgeted pass through
400430 Peacemaking-SYNOD	585.19	911.49	00:00	500230 Peacemaking - Synod	585.19	911.49	00.00	unbudgeted pass through	unbudgeted pass through
Total 400400 Peacemaking Income	\$ 4,514.85 \$	4,806.36	\$ 0.00						
Total Shared Mission Income	\$ 427,995.54 \$	416,521.82	\$ 371,323.70	Distribution to PC-USA and Synod	\$ 168,350.47	\$ 165,688.56	\$ 124,590.60		
less distribution to PC-USA and Synod	-168,350.47	-165,688.56	-124,590.60						
Remainder contributed for MKY operations	\$ 259,645.07 \$	250,833.26	\$ 246,733.10						

	INCOME			(B)	EXPENSE			NOTES - 2024	NOTES - BUDGET 2025
	Total				Total				
	Actual Actual 2023 2024		Budget 2025		Actual 2023	Actual 2024	Budget 2025		
Non-B	Non-Budgeted Income			Non-Bud	Non-Budgeted Expenses				
420001 Prior Year Income	4,426.29	00.00	00:00	800001 Disburse Prior Year Income	2,352.73	00.0	00.0		
420200 Misc Contributions		3,249.35							
420550 Quissenberry Offering Income	3,041.18	2,230.60	0.00	810000 Quissenberry Disbursement	1,824.18	00:00	00.00		
420450 Retired Minister Fund		5,200.00	0.00	550225 Retired Min. Disbursement		5,200.00	00.00		
420800 Worship Offering	6,512.04	4,308.00	0.00	500325 Disburse Worship Offering	6,512.04	4,308.00	0.00		
495955 Meadowview Draw - Demo	30,000.00	110,173.79	0.00	550255 Disb - Meadowview Demo Grants	30,000.00	110,173.79	0.00	Six churches	
495955 Meadowview Draw	28,649.44	10,500.00	0.00	550255 Disb - Meadowview	28,649.36	10,500.00		Glasgow Music	
420995 NCD & Revitalization Draw	56	20,000.00	00:0	550236 Beechmont Learning Hub Disb.		20,000.00	0.00		
495905 Loan Fund W/D	20,000.00	100,000,001	0.00	550160 Loan Fund Distribution	20,000.00	100,000.00	00.00		
496205 Synod Tech Grant	2,000.00	3,000.00	0.00	550540 Disburse Synod Tech Grant	2,000.00	3,026.96	00.00		
496200 Spirit of Sophia Grant	44	48,500.00	0.00	550535 Disburse Spirit of Sophia		48,500.00	00.00		
496185 SDOP Grant	4,750.64	7,500.00	0.00	550315 Disburse SDOP Grant	4,750.64	7,500.00	00.00		
420480 IPL - Electric Grant	200.00		0.00	550335 Disburse IPL Grant	200.00				
496210 Tri-Pres. Mtg Fund Transfer	4,509.48		00.00	550550 Disburse Tr-Presbytery funds	4,157.79				
520470 Medical Debt Contribution	9,126.00		0.00	550575 Disburse Medical Debt Funds	9,126.00				
520485 South Fork Donation	4,046.20		00.00						
				550175 Hampton Memorial Disbursement	320.00	30.00	00.00		
420135 Calvin - Multicultural Grant	66,054.00	68,189.10	0.00	550585 Disburse Calvin Funds	66,054.00	71,189.10	0.00	Taiwenese check reissued	
496235 Hygiene Kit from Balance Sheet	00.00	1,124.00	00:00	500405 Dist. Hygiene Kit Donation	0.00	1,124.00	00.0		
49620 Calvin Legacy from Bal. Sheet	6	91,027.54	0.00	550585 Disburse Calvin Legacy Funds	0.00	91,027.54	0.00	Distrinbution per agreement	
Total 420000 Non-budgeted Income	\$ 183,615.27 \$ 47!	475,002.38 \$	0.00	Total Non-budgeted disbursements	\$ 176,246.74	\$ 472,579.39	\$ 0.00		
less non-budgeted distbursements	ì	-472,579.39	0.00						
Non-budgeted Balance	\$ 7,368.53 \$	2,422.99 \$	0.00						
			Ī						
Ukirk	Ukirk Ministry Income	_		Ukirk Mir	Ukirk Ministry Expenses				
420100 Ukirk Synod and Other Income	16,800.40	23,117.10	15,800.00	520500 UKirk Communities Exp					
420101 Ukirk Designated Funds (other)	11,399.88	00:00	0.00	520505 UK Salary	11,011.61	12,266.00	12,000.00	Fund is fully depleted	
xxxxChurches Individual donations	00.00	00.00	5,852.75	520510 UK Payroll Taxes	842.41	526.60	918.00		Church support needed
xxxxx Christian Education transfer	0.00	0.00	6,000.00	xxxxx UK Director Benefit		5,705.82	1,020.00		
				520520 UK Program Expenses	10,272.22	7,909.70	5,600.00		
				520525 UK College Conf	1,614.15		1,500.00		

	INCOME			EX	EXPENSE			NOTES - 2024	NOTES - BUDGET 2025
	Total				Total				
	Actual 2023	Actual 2024	Budget 2025		Actual 2023	Actual 2024	Budget 2025		
				520530 UK Hospitality/Other		0.00	5,000.00		
				520545 Ukirk Student	4,350.00	5,399.50	1,500.00		
				520555 Ukirk student Soc Sec	332.78	413.10	114.75		
Total Ukirk Income	\$ 28.200.28	\$ 23.117.10	\$ 27.652.75	Exp	\$ 28.423.17	\$ 32,220,72	\$ 27.652.75		
less Ukirk Expenses	į						1		
Ukirk Balance	-\$ 222.89	-\$ 9,103.62	\$ 0.00					deficet	
Preston Highway Hispanic Ministry Income	ic Ministry Income	0		Preston Highway Hispanic Ministry Expenses	spanic Ministry Ex	oenses			
410120 Preston Hwy. Hispanic Ministry	200.00	125.00	2,000.00	530000 Hispanic/Latino Committee				Small contribution	
				510500 Preston Hwy. Hispanic Ministry					
				510515 PHM Transport/Mileage	3,061.47	3,314.58	0.00		
495955 Meadowview Draw	39,082.56	37,100.00	38,073.57	510520 PHM SECA	2,139.78	2,203.98	2,270.10	Significant Fund Draw	Significant Fund Draw
				510525 PHM Housing	20,646.82	21,266.22	21,904.20		
				510530 PHM Salary	7,324.22	7,543.75	7,770.27		
				510535 PHM Program Expenses	3,964.23	4,300.60	8,129.00		
410125 Preston Hwy Diaconal Contrib	0.00	6,636.20	2,000.00	510540 Preston HWY Diaconal Ministry	2,146.04	6,761.20	2,000.00		off to a good start
i otal 410120 Preston Hwy. Hisp. Ministry	\$ 39,282.56	\$ 43,861.20	\$ 42,073.57	Total 510500 Preston Hwy. Hispanic Ministry	\$ 39,282.56	\$ 45,390.33	\$ 42,073.57		
less Preston Highway Expenses	-39,282.56	-\$ 45,390.33	-42,073.57		L .				
Preston Highway Balance	\$ 0.00	-\$ 1,529.13	\$ 0.00						
New Gos	New Goshen Property Income	me		New Goshen	New Goshen Property Expenses				
416215 NGPC Rental Income - G & G	10,000.00	0.00	0.00	xxxxxx New Goshen Property					
xxxxxx G&G Utilities Contribution	5,000.00	0.00	0.00	xxxxxx New Goshen Property Exp.					
xxxxx Other Reimbursement	164.44			550561 Utilities (LGE/Water)	22,203.18	7,461.14			
				550562Trash/Pest Control	6,256.88	350.00			
420995 NCD & Revitalization Draw	69,146.46			550564 Mowing/Landscaping/Snow	5,465.74	4,667.81			
				xxxxxx HOA Dues	480.00	240.00			
				55065 Repairs & Maintenance	23,344.86	4,073.98			
				xxxxxx Insurance (\$1 M Liability)	12,283.50	9,995.00			
				550570 North Oldham expense	8,850.00	18,000.00			consultant
N Oldham-Goodness Grows				N Oldham-Goodness Grows			387,400.00		income & exp equal

	INCOME			EX	EXPENSE			NOTES - 2024	NOTES - BUDGET 2025
	Total				Total				
	Actual 2023	Actual 2024	Budget 2025		Actual 2023	Actual 2024	Budget 2025		
420995 NCD & Revitalization Draw		97,905.83	354,000.00	550601 GG Salary		30,754.29			budget to be updated
550615 GG Rental Income		200.00	33,400.00	550602 GG Social Security		2,356.28			
				550603 GG Medical Benefits		5,558.85			
				55604 GG Utilities		9,451.52			
				550605 GG Janitorail/Pest/Trash		465.00			
				550606 Mowing/Landscape		4,531.96			
				550610 GG Mileage					
				550611 GG Continuing. Education					
				xxxxx Other	1,095.00				
Total xxxxxx New Goshen Property	\$ 84,310.90 \$	98,105.83 \$	387,400.00	Total 510500 New Goshen Property	\$ 79,979.16	\$ 97,905.83	\$ 387,400.00		
less New Goshen Property Expenses	-79,979.16	97	-387,400.00						
New Goshen Property Balance	\$ 4,331.74 \$	200.00	0.00						
Other Income			Ī	940	Other Evnence				
			Ī			E	e		
				530100 Cate Brasil	0.00	0.00	00.000,1		
				530200 Hispanic Latino Comm. Other	\$ 0.00	\$ 0.00	\$ 0.00		
420760 Reserve Fund Draw (2023)	\$		0.00						tbd
420130 Calvin Contribution	33,029.50	35,010.48	00.00						tbd
465165 GA	0.00	0.00	00.00	540445 GA	\$ 0.00	\$ 811.44	0.00		
480500 Interest Income	10,209.37	9,804.68	6,000.00						Fewer Funds in MMKT
								includes non-budgeted	Increase due to Goodness
TOTAL INCOME	\$ 806,643.42 \$	1,133,132.49 \$	834,950.02					income	Grows
distribution to PC-USA and Synod	-168,350.47	-165,688.56	-124,590.60						
Non-budgeted disbursements	-176,246.74	-472,579.39	0.00						
Ukirk expenses	-28,423.17	-32,220.72	-27,652.75						
Preston Highway balance	-39,282.56	-45,390.33	-42,073.57						
New Goshen balance	-79,979.16	-97,905.83	-387,400.00						
Funds for MKY operations	\$ 314,361.32	319,347.66 \$	253,233.10					Calvin and Reserve Fund impact	tbd in 2025
				520000 Presbytery Program Support	ogram Support				
				520005 Commission on Ministry					

	INCOME			EX	EXPENSE			NOTES - 2024	NOTES - BUDGET 2025
	Total				Total				
	Actual 2023	Actual 2024	Budget 2025		Actual 2023	Actual 2024	Budget 2025		
				520010 Ministry-Other	581.04	4,287.64	0.00		
				520020 Administration	0.00	257.32	0.00		
				520030 Leadership Training Events	153.00	00.0	250.00		
495850 COM Income	00:00	3,500.00	200.00	520060 Gen./Abuse Victims Counseling	0.00	4,295.00	2,000.00	222	
				520070 Annual Clergy Retreats	2,434.00	360.00	2,500.00		
				520080 Transitional Pastor Training	1,207.51	125.00	200.00		
				520085 Coaching	1,500.00	750.00	2,000.00		
				520090 Misc Training Resources	1,000.00	0.00	200.00		
				520095 Clergy Fellowship Gatherings	0.00	375.76	250.00		
				520225 Assistance to Pastors	650.00	500.00	250.00		
				Total 520005 Commission on					
				Ministry	cc.c.zc, / ¢	77.006,UT &	00.062,0 \$		
				520100 Commission on Prep for					
				Ministry					
				520110 Prep for Ministry-Other	1,433.71		00.00		
420700 CPM Counseling fee	1,500.00	1,000.00	0.00	520130 CPM Required Psych Eval	7,750.00	3,000.00	7,000.00		
				520140 Committee Expenses	586.65	662.13	1,000.00		
496220 Draw from Quisenberry fund	10,583.71	7,000.00	7,000.00	520170 Cand. Schol. Fund disburse	2,440.00	4,670.00	0.00	Fund draw	Fund draw as neeed
				Total 520100 Commission on Prep for Ministry	\$ 12,210.36	\$ 8,539.91	\$ 8,000.00		
				520200 Church Growth & Transformation	\$ 3,290.07	476.16	2,000.00		
420135 Calvin Grant to Mission	00.00	7,000.00	7,000.00	520255 Mission Committee	\$ 4,751.91	10,724.85	7,000.00	Fund draw	Fund draw
496225 PYC Fund Draw	00:00	00.00	6,750.00	520300 Christian Education Committee					Fund draw as neeed
				520310 Adult Educational Events	00:00	0.00	250.00		
495900 CE Fees for Events & Activities	465.00	478.00	1,000.00	520311 Children's Educational Events	0.00	4,249.50	250.00		
				520312 College Age Educational Events	0.00		0.00	0.00 move exp/income to Ukirk	move exp/income to Ukirk
				520315 Youth Educational Events	3,392.50		4,000.00		
				520320 Youth Workers Network	00:00	44.50	0.00		
				520325 Scholarships	2,000.00	700.00	2,500.00		
				520330 Administrative Expenses	8.95	0.00	250.00		
Triennium Transfer from Bal Sheet			6,000.00	520340 Triennium	0.00	00.00	9,000.00		6k from Bal sheet transfer
				520360 Mid-South APCE Dues	0.00	0.00	250.00		

INCOME				EXPENSE			NOTES - 2024	NOTES - 2024 NOTES - BUDGET 2025
To	Total			Total	-			
Actual 2023	Actual 2024	Budget 2025		Actual 2023	Actual 2024	Budget 2025		
			Total 520300 Christian Ed.					
			Committee	\$ 5,401.45	\$ 4,994.00	5,401.45 \$ 4,994.00 \$ 16,500.00		
			520335 Cedar Ridge Camp	\$ 30,000.00	\$ 30,000.00	30,000.00 \$ 30,000.00 \$ 30,000.00		

	INCOME				EXPENSE			NOTES - 2024	NOTES - BUDGET 2025
	Total	al			Total	a 			
	Actual 2023	Actual 2024	Budget 2025		Actual 2023	Actual 2024	Budget 2025		
				520430 Coordinating Commission	1,518.98				
550620 Coord Comm Income		2,400.00	00.00	520441 New Mission Opportunities	1,804.16	1,740.64	5,000.00 E-0	5,000.00 E-Connect reimbursement	
				540435 Statewide Presbytery Meeting	3,000.00	6,624.31	3,000.00		
420950 A/A Bus Income		1,000.00	00:00	550595 Bus Tour Expense		2,563.00	00.00		
				540455 Meetings - Childcare	0.00	100.00	2,000.00		
				Total 520430 Coordinating Commission	\$ 6,323.14	\$ 11,027.95	\$ 10,000.00		
Proposed Budget Program Fund draws	\$ 12,548.71	\$ 14,478.00	\$ 27,750.00	Total 520000 Presbytery Program Support	\$ 69,502.48	\$ 77,525.03	\$ 81,750.00		
Presbytery	Presbytery Income (from churches)	ches)		Presby	Presbytery Expenses				
				600100 Presbytery Operations					
				520410 Ky Council of Churches	3,000.00	3,000.00	3,000.00		
				520415 Resources, Supplies, KCC Regist	0.00	1,250.00	00.009		
				600135 Insurance Presbytery Office	2,896.00	3,000.00	3,000.00		
				600130 Taxes and Legal	8.70	95.25			
				600170 Permanent Judical Commission	0.00		200.00		
				Total 600100 Presbytery Operations	\$ 5,904.70	\$ 7,345.25	\$ 7,100.00		
				600200 Office Operations					
				520460 Gift to LPTS	3,400.00	3,400.00	3,400.00		
				600210 Office Computer/Software/IT	7,855.18	9,256.74			
				600215 Office Equipment	0.00	2,507.14	3,000.00		
				600220 Postage & Shipping	276.17				
				600225 Telephone & Internet	551.43				
				600230 Office Supplies	330.09	1,282.96	1,000.00		
				600235 Publications/Subscriptions/Reso	321.96	0.00	200.00		
				600245 Bank Svc Chg	904.01	676.44			
				600270 Legal Fees	15.00	0.00	200.00		
				Total 600200 Office Operations	\$ 13,653.84	\$ 17,901.92	\$ 13,850.00		
				610000 Personnel Expenses					
				600115 Stipend-Stated Clerk	14,605.65	20,471.92	_	3% COLA	3% COLA
				600120 Stipend-Recording Clerk	1,976.64	3,665.99		3% COLA	3% COLA
				600160 Stated Clerk Cont. Ed.	0.00	0.00	1,000.00		

	INCOME			Ш	EXPENSE			NOTES - 2024	NOTES - BUDGET 2025
	Total	tal			Total	al			
	Actual 2023	Actual 2024	Budget 2025		Actual 2023	Actual 2024	Budget 2025		
				610100 Office Mngr					
496160 P/R Svc. to Churches Income	3,440.00	00:00	10,000.00	610110 OM Salary	49,834.40	52,959.47	52,869.31	3% COLA	3% COLA
				610120 OM Medical Ins	19,435.44	20,018.47	20,619.00	dues from 37% to 39%	39%
				610130 OM Payroll Taxes	3,830.01	4,083.26	4,044.50		
				Total 610100 Office Mngr	\$ 73,099.85	\$ 77,061.20	\$ 77,532.81		
420145 Calvin contribution for staff work	7,400.00	5,000.00	0.00					Mary & Michael work in 2024 to close business	
				610300 Treasurer					
				610305 Treas Salary MKP	18,381.48	20,263.17	22,764.56	Incl 2 hr added in Jan 24 and 3%	
496150 Treas-Bkkpg for Churches	25,974.54	30,570.85	29,607.61	610310 Treas Salary Churches	20,104.08	26,741.29	22,657.20	3% increase, include PLF	
				610315 Treas Salary PBY PR	00.00	0.00	00.0		
Treas-Payroll and Bkking grant Meadowview			3,200.00	610320 Treas Benefits Churches	0.00	579.32	6,022.13	amount churches/PLF will amount churches/PLF will pay	amount churches/PLF will pay
				610335 Treas FICA Match Churches	1,434.86	1,825.30	1,733.28		
				610325 Treas Benefits MKP	13,165.92	16,887.28	11,692.36	39% salary less churches	
				620330 Treas FICA MKP	1,419.92	1,798.00	1,741.49		
				Total 610300 Treasurer	\$ 54,506.26	\$ 68,094.36	\$ 66,611.01		
				610500 Workers Comp Ins	\$ 608.00	\$ 600.00	\$ 1,500.00		came in lower
				610505 Staff Meeting & Travel	\$ 4,553.93	\$ 4,156.62	\$ 6,000.00		

	INCOME				EXPENSE			NOTES - 2024	NOTES - BUDGET 2025
	Total	-			Total	_			
	L	-	Budget		1_	`			
	2023	2024	2025	640600 G Prochyter	2023	2024	Budget 2025		
				610650 GP Salary	59,070.09	61,802.52	70,000.00	70,000.00 no increase, extra vacation	
				610660 GP Housing	38,734.49	35,425.47	25,500.00		
				610670 GP Pension & Insurance	38,143.68	30,306.75	11,460.00		Dues per contract
				610680 GP SECA	7,482.05	7,436.94	7,305.75		7.65% of effective
				610690 GP Mileage	2,424.85	2,245.64	3,000.00		rearrange per contract
				610695 GP Cont. Ed.	1,182.67	1,400.00	1,000.00		rearrange per contract
				610696 GP Prof. Expense Allowance	02:30	1,000.00	2,400.00		rearrange per contract
				Total 610600 G Presbyter	\$ 147,105.13	\$ 139,617.32	\$ 120,665.75		Interim savings - \$30k
				xxxxxx Search Committee-Other exp	\$ 0.00	\$ 0.00	8,000.00		Just a guess
				610697 GP Discretionary Fund	\$ 57.11	\$ 177.23	1,000.00		
				620120 Web Master stipend	\$ 1,460.57	1,504.44	1,549.57	3% COLA	3% COLA
Other Income from Churches	\$ 36,814.54	\$ 35,570.85	42,807.61	Total 610000 Personnel Expenses	\$ 297,973.14	\$ 315,349.08	\$ 301,451.30		
	000	7					0		-
xxxxxx Calvin Fund Transfer	119,590.58	24,448.67	0.00	multiple# Calvin Severence Pymts	\$ 119,590.58	\$ 24,448.67	00.00	Donna Jentes	Calvin finished
				620200 Financial Review	500.00	00.0	2.000.00	Review done by	
				Total Presbytery Expenses	\$ 437,622.26	\$ 365,04	\$ 324,401.30		
Funds for MKY operations	\$ 314,361.32	\$ 319,347.66 \$	253,233.10						
less Presbytery Program Support	-69,502.48	-77,525.03	-81,750.00						
less Presbytery Expenses (ex UKirk)	-437,622.26	-365,044.92	-324,401.30						
add Budgeted Program Fund draws	12,548.71	14,478.00	27,750.00						
add other Income from Churches	36,814.54	35,570.85	42,807.61						
add Calvin Fund Transfer	119,590.58		00.00						
BALANCE	-\$ 23,809.59	-\$48,724.77	-\$ 82,360.59						