

COMMISSION ON PASTORAL TRANSITIONS
Report to Transylvania Presbytery
August 12, 2017

The Commission is currently working with **23 churches in transition** – from those planning for the departure of a pastoral leader to those who have just installed a new leader:

New pastoral leader is in place/has been installed, will follow-up during 1st year:

- Maxwell Street
- Cynthiana
- Versailles
- Paris
- Georgetown

New pastoral leader called/planning for arrival and/or installation:

- Pisgah, Versailles
- Prestonsburg

PNC elected, MIF (Ministry Information Form) active in the CLC (Church Leadership Connection) system:

- Somerset – Pastor – Full-time
- Lawrenceburg – Pastor – Full-time
- Beaumont – Pastor – Full-time

PNC elected, trained, working on self-study and MIF:

- Maysville

Approved to form PNC:

- London
- Troy

Have transitional leadership & working on self-study:

- Second, Lexington

Actively searching for Interim Pastoral Leadership

- Danville – Interim Pastor – Full-time
- Hunter – Interim Pastor – Full-time

Entered/anticipate entering transition process/determining transitional leadership needs:

- Faith, Morehead
- Hull Memorial
- Pikeville
- Whites Memorial
- Mt. Sterling
- First, Hazard

Working to re-establish a session and call installed pastor

- Lexington Korean

This list includes only those churches where a public announcement of transition has been made. We also work with pastoral leaders and churches before a transition has been announced, and in some instances, in partnership with the Congregational Issues Commission.

Actions Taken by the Commission since the last meeting of Transylvania Presbytery on March 14, 2017:

1. Granted the status of Honorably Retired to:
 - a. Woody Berry, Co-Pastor, Maxwell Street, effective July 1, 2017
 - b. Jim Stewart, Pastor, Danville, effective September 1, 2017
 - c. And noted the retirement of Ellen Peach, Pastor, Hazard, effective July 16, 2017 (Ellen serves as non-Presbyterian Stated Supply. Her official retirement status has been granted by the United Methodist Church.)
 - d. Richard Weis effective August 1, 2017, following his retirement as dean and professor from Lexington Theological Seminary.
 - e. Ron Bunger, effective September 1, 2017, upon his retirement as Associate Director of Libraries of Richmond Graduate University, Chattanooga location
2. Dissolved the following pastoral relationships:
 - a. Dan Hans as Pastor of Second Presbyterian, Lexington to member-at-large, effective April 30, 2017
 - b. Franklyn Pottorff as Pastor of Mt. Sterling, effect June 18, 2017
 - c. Jason Santalucia as Pastor of Hunter Presbyterian Church, effective _____
 - d. Woody Berry as Co-Pastor of Maxwell Street Presbyterian Church, effective _____
3. Dismissed the following teaching elders/ministers:
 - a. Franklyn Pottorff to Philadelphia Presbytery
 - b. Jason Santalucia to Presbytery of Southern New England
4. Received the following teaching elders/ministers into membership of Transylvania Presbytery:
 - a. Stephen Sanders from South Louisiana Presbytery
 - b. Michael Bush from North Alabama Presbytery
 - c. Tom Groome from the Presbytery of St. Andrew
5. Approved the Board of Pensions Sabbatical Grant Application Form of Gayle Burns, CRE, Buckhorn Lake Area Church
6. Added Brad Marcum, Ruling Elder, Pikeville, to the Pulpit Supply List
7. Approved the following new calls/covenants:
 - a. To Stephen Allen Sanders to be Pastor (FT) of First Presbyterian Church, Prestonsburg, effective July 1, 2017

Cash Salary	\$33,200.00
Housing Allowance	\$10,800.00
Social Security Reimbursement	\$ 3,245.00
Full participation in Board of Pensions	
Vacation – 4 weeks	
Study Leave – 2 weeks	
Moving Expenses	Actual cost
Travel Expenses reimbursed at IRS rate	Actual cost
Professional Expense Allowance	\$ 1,000.00
Continuing Education Reimbursement Allowance	\$ 750.00
Books/Periodicals/Subscriptions Allowance	\$ 400.00
 - b. To Wanda Olive to be Pastor (FT) of First Presbyterian Church, Georgetown, effective May 21, 2017

Cash Salary	\$37,800.00
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Housing Allowance	\$ 7,200.00
Social Security Reimbursement	\$ 3,442.50
Full participation in Board of Pensions	
Vacation – 4 weeks	
Continuing education leave – 2 weeks	
Travel expenses reimbursed at IRS rate up to	\$ 2,000.00
Continuing education reimbursement allowance	\$ 1,000.00
c. To Michael Bush to be Pastor (FT) of Pisgah Presbyterian Church, Versailles effective June 1, 2017	
Cash salary	\$55,000.00
Housing	\$24,000.00
Social Security Reimbursement	\$ 6,043.50
Full participation in Board of Pensions	
Vacation – 4 weeks	
Study leave – 4 weeks	
Moving expenses	
Travel expenses reimbursed at IRS rate up to	\$ 1,000.00
Continuing education reimbursement allowance	\$ 2,500.00
d. To Thomas Pearcefield Groome III to be Interim Pastor of Second Presbyterian Church, Lexington, effective June 16, 2017	
Cash salary and housing	\$105,000.00
Social Security Reimbursement	\$ 8,032.50
Full participation in Board of Pensions	
Vacation – 4 weeks	
Continuing education leave – 2 weeks	
Business Expense Allowance	\$ 1,500.00
Continuing Education Reimbursement Allowance	\$ 1,500.00
Mileage Reimbursement Allowance	\$ 1,200.00
e. To Rachel Anderson to be Mission Specialist I (PT) with the Presbyterian Peacemaking Program, effective August 1, 2017.	
f. To Jack Robinson to be Temporary Stated Supply (15 hours) of First Presbyterian Church, Mt. Sterling, June 18, 2017-September 17, 2017	
Salary	\$150.00/ week
Housing	\$200.00/week
Vacation	One week paid vacation per three months
Book and Supply Allowance	not to exceed \$750.00 yearly
Automobile expense to be reimbursed at 53.5 cents per mile	
The church agrees to pay one half of Reverend Robinson's self-employment tax on earnings from The First Presbyterian Church Mt. Sterling upon filing of his tax return.	
g. To Brian House to be Non Presbyterian Temporary Stated Supply (30 hours) of First Presbyterian Church, London, effective August 1, 2017-July 31, 2018.	
Salary	\$22,500.00
Housing	\$22,500.00
Mileage Reimbursement	IRS rate

Vacation	1 week per quarter
Continuing Education	2 weeks per year

8. Approved the renewal of the following calls:
 - a. Steve Pace to be Temporary Stated Supply Covenant (PT) of First Presbyterian Church, Lawrenceburg, June 1, 2017-December 31, 2017 (terms remain the same)

Base Salary	\$10,000
Housing Allowance	9,000
Deferred Compensation (403b)	12,590
Travel	750
Professional Expenses	1,500
Social Security Offset	1,453.50
Continuing Education Reimbursement	750
Continuing Education	2 weeks
Vacation	4 weeks
9. Granted approval for the follow churches to form a PNC:
 - a. Maysville
 - b. London
 - c. Troy
10. Approved the following Ministry Information Forms (MIFs):
 - a. First Presbyterian, Lawrenceburg (full-time Pastor).
 - b. Beaumont Presbyterian Church (full-time Pastor)
 - c. The Presbyterian Church, Danville (full-time Interim Pastor)
11. Approved the following position descriptions:
 - a. Hunter Presbyterian Church (full-time Interim Pastor)
12. Appointed the following moderators be assigned to the designated churches:
 - a. Don Stanley – Salem
 - b. Susan Williams – Whites Memorial
 - c. Curtis Christian – First, London
 - d. Jim Stewart – Second, Lexington – May 21, 2017 meeting
 - e. Tom Groome – Second, Lexington
 - f. Schuyler Olt - Faith, Morehead
 - g. Jerry Utt - Hazard
 - h. Jack Robinson – Mt. Sterling
 - i. Julie Olt – Hunter
 - j. Laurie McKnight - Millersburg
13. Appointed the following Administrative Commissions:
 - a. To install The Rev. Linda McConochie as Pastor of First Presbyterian Church, Paris on April 2, 2017 at 3:00 pm.
Teaching Elders: Beth Garrod-Logsdon, Moderator; Julie Olt; Philip Lotspiech
Ruling Elders: Kay Johnson, Cythiana; Mary Rall, Paris; Lois Hamm, Carlisle
Corresponding Member: Elder Bev Stobie
 - b. to Install The Rev. Wanda Olive as Pastor of First Presbyterian Church, Georgetown on June 25, 2017 at 3:30 pm.
Teaching Elders: Beth Garrod-Logsdon, Moderator; Darryl Baker; Kristy Ehlert

Ruling Elders: Jimmy Stone, Georgetown; Sarah Wilson, Midway; Jim Olive, Whites Memorial

14. Approved the report of the Minimum Terms of Call Task Force and recommended that the Minimum Terms of Call for 2018 report be presented for information at the August 12, 2017 presbytery meeting with a request for feedback. Revisions will be considered, and a final report will be recommended for approval at the November 2017 presbytery meeting.

Proposed Changes to Minimum Terms of Call for 2018

Minimum Terms of Call Task Force

August 12, 2017

Transylvania Presbytery Meeting

Proposed Changes

1. Change basic full time minimum salary figures for 2018 from \$28,000 to \$29,000 with manse & \$40,000 to \$41,000 without manse
2. Add paragraph about salary change being comparable to beginning master degreed public school teacher
3. New paragraph about 20-40 hours per week covenant/contract relationships including minimum full participation for health coverage at \$10,800. The previous language suggested pastor paying some of that cost
4. New paragraph dealing with pastors/CRE's working under 20 hours per week at \$25 an hour plus travel with small amount for continuing education

Task Force Members: Darryl Baker, chair (Teaching Elder - Honorably Retired); E. G. Clark (Teaching Elder – Small Churches); Candace Purdom, Ruling Elder – Small Church; Bill Reed, Commissioned Ruling Elder

Presbytery of Transylvania
Minimum Salary Requirements for Pastoral Positions in the Presbytery
Recommended to Presbytery November 11, 2017 for the Year 2018

These requirements are intended to provide congregations with assistance and guidance in both calling new pastors and in the annual review of the terms of call. The categories used in these terms are in use generally throughout the Presbyterian Church (USA). They are intended to provide a uniform set of items to be considered by ministers and congregations in their discussions and negotiations. They are also intended to assist Presbytery in taking seriously its responsibility to support and nourish pastors and congregations.

For full-time (40 hr/wk) positions, whether installed or temporary:

	If a manse is provided for the minister's residence	If no manse is provided
Cash Salary	\$29,000	\$41,000
Housing Allowance	Manse escrow of \$1,000 per year paid into a 403(b) account	Approval of declared housing allowance sufficient to cover rent or mortgage, insurance, tax, utilities and maintenance
Social Security	Actual cost paid by church or an allowance of 50% of Social Security=.0765 of Salary, Housing, Utilities, and other cash income from the church. (Ministers have to file as Self-employed persons and pay Social Security taxes themselves.)	
Pension and Medical	Pension, medical coverage, and disability premiums shall be paid to Board of Pensions as defined by the Board of Pensions.	
Continuing Education	\$750 (includes books, other resources and professional expenses)	
Travel	Reimbursed at current IRS business mileage rate, or the church may elect to provide a travel allowance instead.	
Vacation	4 weeks	
Continuing Ed Leave	2 weeks	
Moving Expenses	Reasonable moving expenses approved in advance.	

Effective January 1, 2017 the Board of Pensions has elected to restore call neutrality. Pastor only medical coverage and the optional family medical coverage have been eliminated. For 2018 the Board of Pensions will offer one medical coverage rate billed at 25% of effective salary. This provides full medical coverage for spouses and all family members. The minimum basis for effective salary for medical coverage remains at \$44,000 for 2018.

In the opinion of the Pastoral Transitions Commission (PTC), the minimum salary for a pastor should be comparable to the starting salary of a new master's level public school teacher. While we believe that the salary listed above is consistent with those teacher salaries, it is true that they vary from county to county. Should a church find that the new public school teacher salary is lower in their county, said church may petition the PTC for a lower minimum salary. Appropriate documentation should accompany such a request. The PTC will give such a request serious consideration.

Provisions relating to pastors whose contracts provide for between than 20 hours per week and 40 hours per week.

For those pastors who enter into a contract to work an amount of time that is between full time and half time, there should be an attempt to estimate the number of hours that will be required to perform the duties specified in the contract. The minimum to be paid should be equal to the percentage of 40 hours that the contract requires. For example someone working 30 hours per week should be paid at least (3/4) 75% of the full time minimum. However be advised that BOP benefits are required and the BOP currently requires a minimum amount of \$10,800 per year for full medical coverage (25% of \$44,000) and 12% of the salary for pension, death and disability benefits. Also note that the standard levels of vacation (4 weeks) and study leave (2 weeks) apply. In the case of a 30 hour per week contract one week of vacation or study leave is one 30 hour week. Travel should be reimbursed at the prevailing IRS rate.

Provisions relating to pastors whose contracts provide for less than 20 hours per week.

Many smaller churches will want to secure pastoral leadership on a very part time basis. It is also possible that larger churches would need part time pastoral services to augment their other staff. When the time commitment for such a position is less than 20 hours per week, no pension or medical dues are required. Pension contributions would be available on a minimum participation basis. Such a person would not be eligible for medical coverage.

There will, of course, be a wide variety of tasks that a church might ask a part time person to perform. The required tasks and time commitment should be negotiated between the church and the teaching or ruling elder, then put in writing. Compensation to be at least \$25 per hour plus mileage at the prevailing IRS rate plus a modest sum for continuing education.

It is hoped that these "slightly less than 20 per week" jobs are just that and not 2/3 or 3/4 time jobs masquerading at less than half time in order to avoid Board of Pension dues. It is possible that in certain situations a church might owe vacancy dues to the BOP.

Presbytery of Transylvania
Terms of Call Requirement for Pastoral Positions in the Presbytery

1. The minimum for cash salary, housing equity, and continuing education be proposed by the Commission on Pastoral Transitions and set by Presbytery each year at the last meeting before the next calendar year.
2. Ministers who live in church-provided manses receive a utilities/housing allowance to the extent necessary to cover these expenses, thus allowing them to take advantage of current IRS rulings.
3. Churches with a manse for their ministers pay at least the minimum set by Presbytery into a housing equity account to accrue for the benefit of the minister at the time of the termination of the call. These monies should be deposited in a 403-b Retirement Savings Plan (i.e. the Board of Pensions 403-b).
4. Churches without a manse provide a housing allowance sufficient to cover rent or mortgage payments, insurance, taxes, utilities, furnishings, and maintenance.
5. Churches reimburse their ministers for one-half of their IRS Schedule SE self-employed social security with this amount to be paid monthly, quarterly, or annually, as the minister and church decide.
6. Churches pay the entire pension and medical payment for their pastors (the pastor and eligible family members are covered under the medical plan).
7. Churches reimburse pastors for the actual expense incurred in their professional work, including mileage, food and lodging and books and magazines.
8. Churches pay at least the minimum set by Presbytery for continuing education. This amount may accumulate over a period of three years. The content of this continuing education will be negotiated with the session. (SEE the policy on Continuing Education.)
9. Ministers receive 4 weeks of paid vacation annually.
10. Ministers receive 2 weeks of continuing education leave annually. This time may accumulate up to six weeks over a three-year period.
11. The Presbytery sick leave, parental leave and continuing education policies be adopted by congregations as part of the terms of call. (SEE over the policies on Continuing Education, Parental Leave and Sick Leave.)
12. The PNC, session and congregation should be strongly encouraged to offer sabbaticals to pastors and certified educators after 6 years of continuous service to the congregation.

Continuing Education Requirements for Ministers in Transylvania Presbytery

The purpose of providing ministers with time and money for continuing education is to allow them to improve their effectiveness as ministers. Study leave gives them the resources to study particular topics in depth, learn new skills, and grow as ministers.

Churches in Transylvania Presbytery shall provide their ministers with funds for continuing education and a minimum of two weeks annual study leave. Upon negotiation with the Session, continuing education time and money can accumulate for up to three years to provide for an extended study period.

Both the topic and the schedule for continuing education should be negotiated with and approved by the Session. The minister should report back to the Session about the continuing education experience upon its completion.

Sick Leave Policy for Transylvania Presbytery

Sick Leave/Personal Leave

The purpose of this leave is to allow the church staff members (ordained and lay) to take time off with pay for sickness and other needs. Such need might include childbirth, illness, injury, or death in one's immediate family, and jury duty or other responsibilities. Sick leave/personal leave shall normally be calculated at one (1) day per month of service or employment. This leave may accumulate up to sixty (60) days.

Extended Sick Leave/Personal Leave

In cases where more extended leave of absence is indicated, negotiations shall be made between the staff member (or his/her surrogate in case of incapacity) and the Session, with the advice and approval of the Pastoral Transitions Commission, to determine appropriate and humane terms of leave extension. Such extended leave may be with or without pay, as negotiated and approved. It includes, but is not limited to maternity/paternity leave, major illnesses, surgeries, accidental injuries, or critical family situation.

Involuntary Dissolution Policy

Although the *Book of Order* clearly outlines the basic process for the dissolution of pastoral relationships (G-14.0600), it does not fully address the implications of a situation in which the pastor does not concur with that action (G-14.0603), a situation commonly described as an "involuntary dissolution."

The dissolution of a pastoral relationship is quite often a time of great turmoil and distress for both the congregation and the departing pastor, and this is especially true in the case of an involuntary dissolution.

It is the responsibility of all parties involved (the pastor, the congregation, and the presbytery's Commissions on Pastoral Transitions and Congregational Issues) to work together in the case of an involuntary dissolution to address the sometimes conflicting needs and competing concerns of the congregation and the departing pastor.

Pastors do not receive unemployment benefits from the state, and our denomination cannot guarantee that a departing pastor will receive a new call within any specified period of time. Therefore, in the case of an involuntary dissolution, fair and adequate terms of severance are necessary to protect the departing pastor during the search for a new call.

While such provisions may present a degree of financial hardship for the congregation, the lack of such provisions would almost certainly present an even greater degree of financial hardship for the departing pastor and his or her family.

In order to address the concerns outlined above, the Commission on Ministry recommends that, effective January 1, 2006, the following provisions be added to Transylvania Presbytery's standard form for terms of call (See *Book of Order* G-14.0507e).

In the event of an involuntary dissolution of your pastoral relationship with this congregation, for any cause other than criminal activity, sexual misconduct, financial malfeasance, or a finding of guilt in a disciplinary case resulting in either temporary exclusion from the exercise of ordained office or removal from ordained office, you shall be afforded as severance benefits a continuation of your then current salary and benefits being provided for a negotiated period of time which shall take into account your tenure...among us—but not less than three months. Such compensation will cease when full-time employment is secured. Such payments shall be made monthly, not as a lump sum settlement. During the severance period, it shall remain the congregation's responsibility to continue all benefit payments to the Board of Pensions.

In the case of criminal activity, sexual misconduct, financial malfeasance, or a finding of guilt in a disciplinary case resulting in either temporary exclusion from the exercise of ordained office or removal from ordained office, in an effort to be redemptive and in consideration of your family and with respect for your past ministry to this congregation, you shall be afforded as severance benefits a continuation of your then current salary and benefits being provided for a period of one month.

PARENTAL LEAVE POLICY Presbytery of Transylvania

Theological Grounding

God created us to be in relationship with one another, to care for one another, and to participate in families. We are required to honor our father and mother, and to care for our children. As congregational leaders, we are to encourage healthy families and healthy priorities. Parental leave gives the mother or father a chance to establish a healthy connection with her or his child and model good family life for the congregation.

As part of the minimum compensation requirements of the Presbytery of Transylvania, every call to a Presbyterian minister, a Commissioned Ruling Elder, or a Certified Christian Educator in the Presbytery of Transylvania shall provide for the following Parental Leave provisions for childbirth and/or adoption as a minimum.

1. Maternity leave: Two (2) months of maternity leave with full pay and benefits, excluding travel expenses or allowances, shall be included in the terms of each call.
2. Paternity leave: Three (3) weeks of paternity leave with full pay and benefits, excluding travel expenses or allowances, shall be included in the terms of each call.
3. A Minister, Commissioned Ruling Elder, or Certified Christian Educator, desiring parental leave, must submit a written request to her Session, ordinarily thirty (30) days prior to the start of the leave.
4. Parental leave ordinarily begins at the time of delivery or when appropriate in the adoption procedure. Complications related to a pregnancy will be considered medical leave.
5. In the event of a miscarriage or stillbirth, the pastor shall be granted the same parental leave she/he would have received had the pregnancy been carried to term with no complications.
6. The pastor should be relieved of all pastoral responsibilities for the duration of the parental leave. The Session is responsible for the ongoing work of the congregation during this time. Session should be ready to arrange and pay for pulpit supply, a Session moderator, coverage for hospital and emergency visitation and continuation of teaching and programming for which the pastor was responsible.

Vacation time may be added to Maternity or Paternity Leave Time with full pay and benefits. Requests for additional Maternity or Paternity Leave Time due to the individual circumstances of each birth or adoption may be negotiated with the Session and with the assistance of the Pastoral Transition Commission.

Presbytery of Transylvania
Terms of Call – 2017

Church	Membership 2016	Ministerial Leader	Position	# of Hours Per Week	Tenure in Years	End Date of Contract	Annual Salary	Housing	Utilities	Manse Value	Manse Equity Allowance	Deferred Comp.	Subtotal Pastor Compensation	Pension/ Medical	BOP y/n	FICA	Add'l/ Other Insurance	CE Weeks	Vacation Weeks	Prof Exp/ Travel	Non Specified Other	Total Cost to Church	
Ashland, First PC-Ashland	133	Joel Kelly	Pastor/installed	40	1		21,000	24,000					45,000	17,675	y	3,500	2,500	2	4	1,300		69,981	
Ashland, Normal PC	31	Brian Steele	Non Presbyterian Supply		4								0	n								0	
Augusta, Augusta PC	53	Les Grooms	CLP/part time		14								0	n								0	
Augusta, Sharon PC	12	Bob England	CLP/part time		5	12/31/15	9,100						9,100	n			1,200			hrs rate		10,300	
Beattyville, McGuire Memorial PC	20	Dewayne Estes	CLP/part time		16								0	n								0	
Bellefonte, Community PC of Bellefonte	36	Stewart Schneider	Non Presbyterian Supply (CLP/Disciples)/approx. half time		9	6/30/2016	18,000						18,000	none	n			2	3	7,200		25,205	
Berea, White's Memorial PC	20		Search										0									0	
Blackey, Doermann Memorial PC	29	Duane Beachey	Stated Supply (Mennonite); Temp membership granted; yoked with Isom		6		20,000			6,000			26,000					2	4			26,006	
Booneville, Cow Creek PC	37	Terry Sandlin	Non Presbyterian Supply		5								0	n								0	
		Tom Burns	Moderator of Session										0									0	
Booneville, First PC-Booneville	77	Terry Sandlin	Non Presbyterian Supply/request to leave presbytery		5								0	n								0	
		Tom Burns	Moderator of Session										0									0	
Buckhorn, Buckhorn Lake Area Church	58	Gayle Burns	CRE	30	9	12/31/16	24,720		5,760			1,992	32,472	17,544	y	3,600	500	2	4	hrs		54,122	
		Tom Burns	CRE	10	9	12/31/16		12,204				4,248	16,452	y			500	2	4	hrs		16,958	
Canada, Highland PC	21		?										0									0	
Carlisle, Carlisle PC	57	Schuyler Olt	Stated Supply/19.75 hrs	19.75	2	7/31/2016	12,000	5,000					17,000	n		1,300				2,000		20,300	
Catlettsburg, First PC-Catlettsburg	32	Richard Brown	CLP/part-time 20 hrs/request to leave presbytery		16								0	n								0	
Cawood, Cawood PC	17	vacant											0									0	
Corbin, Corbin PC	85	Lisa Eye	Pastor/installed	40	2		34,000	14,000					48,000	17,526	y	3,672	1,500	2	4	3,880		74,584	
Cynthiana, Cynthiana PC	143	Julie Olt	Pastor/installed	40	2		26,000	27,492					53,492	17,058	y	3,825	1,000	2	4	8,000		83,381	
Danville, The PC	392	Jim Stewart	Pastor/Installed	50	11		46,689	24,474					71,163	27,069	y	5,444	1,000	3,000	2	5	3,400		111,083
		Hannah McIntyre	Associate Pastor/installed	40	2		25,800	14,000					39,800	16,060	y	3,025	1,500					60,385	
Ezel, United PC-Ezel	28	E.G. Clark	stated supply; yoked with Guerrant	19	8		10,956	4,636					15,592	n		1,392						16,984	
Flemingsburg, First PC-Flemingsburg	20		vacant										0									0	
Frenchburg, United PC-Frenchburg	18	Kerry Conlee	Stated Supply(Disciples of Christ)(Temp Membership Granted)		7	9/11/2012							0	n								0	
Georgetown, First PC-Georgetown	152	Wanda Olive	Pastor/installed	40	0		37,800	7,200					45,000	16,425	y	3,443	1,000	2	4	2,000		67,874	
		Katherine Redmond	Moderator of Session										0									0	
Grayson, Bayless PC	28	Harry Spickler	??		15								0	n								0	
Greenup, Greenup PC	32	Jack Edwards	Non-Presbyterian Supply		14								0	n								0	
Harlan, First PC-Harlan	29	Tim Mills	Non-Presbyterian Supply (contract)		2								0									0	
		Bill Reed	Moderator of Session										0									0	
Harrodsburg, United PC-Harrodsburg	103	Bert Eyster	Interim Pastor (Methodist pastor) Temp Membership Granted		2	8/15/15	19,283	9,000					28,283	19,283	n	1,597	2,616			5,000	9,360	46,856	
Hazard, First PC-Hazard	125	Ellen Peach			13		30,000		3,500	9,000	1,000		43,500	11,315	n	7,710	1,600			3,000		67,125	
Hazard, Hull Memorial PC	23	Janice Stamper, Moderator											0	y								0	
Hyden, Dryhill, Anna C. Brush Memorial	18	Vacant											0									0	
			Moderator of Session										0									0	
Isom, Isom PC	28	Duane Beachey	Stated Supply (Mennonite) (Temp Membership Granted) yoked with Blackey		4								0									0	
Jackson, Guerrant Memorial PC	30	E.G. Clark	Stated supply/yoked with Ezel 19 hrs. p/week	19	10		200	20,516					20,716	n		1,650	5,280			4		27,650	
Lancaster, First PC-Lancaster	48	Michael Denney	Pastor		2		24,000	16,000					40,000	14,320	y	3,060	1,500					58,880	
Lawrenceburg, First PC-Lawrenceburg	26	Steve Pace	Stated Supply	19	1	12/31/16	1,000	9,000					12,590	22,590	n	1,454	750	2	4	1,500		26,300	
		Steve Pace	Moderator of Session										0									0	

