

COMMISSION ON PASTORAL TRANSITIONS
Report to Transylvania Presbytery
November 11, 2017

The Commission is currently working with **22 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, continued follow-up during 1st year:

- Paris
- Georgetown
- 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:

Approved to form PNC:

- Maysville
- London
- Troy
- Second, Lexington
- Mt. Sterling

Have transitional leadership & working on self-study:

- Hunter
- Danville
- Faith, Morehead

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

- Pikeville
- Whites Memorial
- Hull Memorial
- First, Hazard
- Maxwell Street (associate pastor)
- Pisgah, Somerset
- Pisgah, Versailles

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.

The Commission has taken the following actions since the last meeting of Transylvania Presbytery on August 12, 2017:

- 1) **Reviewed and updated the Pulpit Supply List** (Current list is available on the presbytery website)
 - a) Added: Brad Marcum, Ruling Elder, Pikeville, Griffin Phillips, Teaching Elder; Kara Kilpatrick, Teaching Elder
 - b) Updated: to indicate Bill Reed, CRE, is now available for pulpit supply, Jack Robinson is currently not available (serving Mt. Sterling), J. T. Silence is currently not available (serving Hunter)
- 2) **Dissolved the pastoral relationship** between James L. Stewart and The Presbyterian Church of Danville effective September 1, 2017
- 3) **Retirement** – Granted Honorable Retirement to Dan Hans, At-Large, effective January 31, 2018
- 4) **Appointed the following Moderators at the respective churches:**
 - a) Hannah McIntyre – Danville (until Interim Pastor is in place)
 - b) J.T. Silence – Hunter
 - c) Woody Berry – Faith, Morehead
 - d) Jane Love – Danville
 - e) Schuyler Olt - Pisgah, Versailles
- 5) **Approved the election of a PNC by the following churches:**
 - a) Mt. Sterling
 - b) Second, Lexington
 - c) Troy
 - d) Maysville
 - e) Maxwell Street (Associate Pastor)
- 2) **Trained the following PNCs:**
 - a) London
 - b) Second
 - c) Mt. Sterling
 - d) Troy
 - e) Maysville
- 3) **Received the following teaching elders/ministers into membership of Transylvania Presbytery:**
 - a) Jane Ann Love from New Hope Presbytery
- 4) **Approved the following new/renewed calls/covenants**
 - a) Renewal – Temporary Stated Supply Covenant (1-15 hours) between First Presbyterian Church, Mt. Sterling and Jack Robinson, for 12 months beginning September 18, 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.

- b) New – Interim Pastor Covenant between J.T. Silence and Hunter Presbyterian (full-time) for 12 months beginning September 18, 2017
- | | |
|---|-----------|
| Cash Salary: | \$31, 500 |
| Housing: | \$15,000 |
| Supplement for Social Security Tax: | \$3,500 |
| Full BOP coverage | |
| Vacation – 1 week per quarter served | |
| Study leave for 2018 will be addressed in 2018. | |
- c) New – Temporary Stated Supply Covenant (15 hours) between Faith Presbyterian Church, Morehead and Woody Berry, for 6 months, November 1, 2017 – May 31, 2018.
- | | |
|--|---------------------------|
| Salary | \$15,000 |
| Vacation | one week per quarter |
| Continuing Education | one half week per quarter |
| Continuing Education Allowance | \$1,000 |
| Reimbursed Travel Expenses at IRS rate | not to exceed \$5,500 |
- d) New – Interim Pastor Covenant (Full-time) between The Presbyterian Church of Danville and Jane Ann Love, for 12 months, November 1, 2017 – October 31, 2018
- | | |
|--|----------|
| Salary | \$44,399 |
| Housing | \$24,000 |
| SECA | \$5,764 |
| Full BOP coverage | |
| Deferred compensation | \$10,000 |
| Vacation | 4 weeks |
| Continuing Education | 2 weeks |
| Continuing Education Allowance | \$3,000 |
| Reimbursed Travel Expenses at IRS rate | \$2,400 |
| Moving Expenses | \$2,500 |
- e) Renewal – Interim Pastor Covenant (75% time) between Beaumont Presbyterian Church and Kathy Riley, for 6 months, October 30, 2017 – April 29, 2018
- | | |
|--------------------------------|-----------------------|
| Salary | \$8,250 biannually |
| Housing | \$15,000 biannually |
| SECA | \$637.50 biannually |
| Full BOP coverage | |
| Vacation | 1 week per quarter |
| Continuing Education | 1 week per six months |
| Continuing Education Allowance | \$750 biannually |
| Reimbursed Auto Allowance | IRS rate |

5) Approved the Administrative Commission to Install:

- a) Rev. Stephen Saunders as Pastor of First Presbyterian Church, Prestonsburg on September 10, 2017 at 4:00 p.m.
- | | |
|------------------|---|
| Ruling Elders: | David Hoskins, Corbin, Vice-Moderator – Chair |
| | Libby Ratliff, First, Prestonsburg |
| | Brad Marcus, First, Pikeville |
| Teaching Elders: | E. G. Clark |
| | Lisa Eye |

b) Rev. Michael Bush as Pastor of Pisgah Presbyterian Church, Versailles on October 1, 2017 at 3:00 p.m.

Ministers: Beth Garrod Logsdon, Wilmore, Moderator - Chair
Philip Lotspeich, General Presbyter
Ron Byars, Detroit Presbytery
Richard Burnett, Trinity Presbytery

Elders: Janellyn Bush, Pisgah, Versailles
David Wilson, Pisgah, Versailles
Fran James, Troy

- 6) **Reviewed and approved 2017 Terms of Call to Teaching Elders/Ministers as submitted (attached).**
- 7) **Established an Interim Ministry Working Group to provide support for interim/transitional leaders and to review interim ministry policies.**

RECOMMENDATIONS:

- 1) **That the Proposed Changes to Minimum Terms of Call for 2018 be approved (attached).**

For information: The Commission created a Minimum Terms of Call Task Group in January 2017 to study and recommend revisions to the Minimum Terms of Call to be considered by the presbytery at its November, 2017 meeting for implementation in 2018. The Task Group members, Darryl Baker (TE/Honorably Retired), E. G. Clark (TE/small church pastor), Candace Purdom (RE/small church), Bill Reed (CRE), were asked to consider the changing and diverse ministry models and economic realities across the presbytery, the theology of compensation, and fairness for churches and pastors in differing economic regions/situations. The Task Group recommendations were approved by the Commission and the proposed changes to the presbytery at the August 12, 2017 presbytery for study and comment. The recommended Minimum Terms of Call contain the following changes from the 2017 Minimum Terms of Call:

- a. Change basic full-time minimum salary figures for 2018 from \$28,000 to \$29,000 with manse & \$40,000 to \$41,000 without manse.
 - b. Add paragraph about salary change being comparable to beginning master degreed public school teacher.
 - c. 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.
 - d. 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.
- 2) **That Transylvania Presbytery grant an exemption for the required ordination examinations for Hyeon Gu Lee, under G-2.0505 a. (2) (which provides that such an exemption may be granted a minister of another Reformed church who has been ordained for five or more years by a two-thirds vote of the presbytery), and receive Hyeon Gu Lee into membership from the Youngdeungpo Presbytery of the Presbyterian Church of Korea.**

For information: The Rev. Hyeon Gu Lee has been serving Lexington Korean Presbyterian Church as Temporary Stated Supply since 2015 when he was granted temporary membership in Transylvania Presbytery. He desires to become a part of the Presbyterian Church (U.S.A.) and has requested that his membership be transferred to Transylvania Presbytery in order that he may take a more active part in its mission and ministry. In meeting with Hyeon Gu and the leaders of Lexington Korean Congregation, the Pastoral Transitions Commission has seen much evidence of his effective ministry and is satisfied that he possesses the qualifications necessary to provide solid pastoral leadership to this mostly Korean-speaking congregation. Hyeon Gu is fluent in Korean and English. He has presented excellent transcripts from the Presbyterian Theological Seminary in Korea where he earned his M.Div., from Pittsburgh Theological Seminary where he earned a MA. in education and STM in mission, and from Asbury Theological Seminary where he is pursuing a PhD. He was ordained in 2005 by the Youngdeungpo Presbytery, which has certified that he is a member in good standing. He has served congregations in both Korea and the United States. Under Hyeon Gu's leadership, the Lexington Korean congregation has grown in vitality, numbers, financial stability, and outreach to the community, and congregational leadership is being developed and strengthened.

The *Book of Order* (G-2.0505) offers guidance on the transfer of ministers of other denominations, particularly in the case of those called to serve immigrant congregations. The Pastoral Transitions Commission believes that receiving Hyeon Gu Lee will further the presbytery's mission with Lexington Korean Presbyterian Church and is satisfied that he has met all other requirements necessary to be received as a member of Transylvania Presbytery.

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			irs 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	Joel Kelly	Moderator of Session Search										0									0
		Susan Williams	Moderator of Session																			
			Stated Supply (Mennonite); Temp membership granted; yoked with Isom																			
Blackey, Doermann Memorial PC	29	Duane Beachey			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																			
			Non Presbyterian Supply/request to leave presbytery																			
Booneville, First PC-Booneville	77	Terry Sandlin			5								0	n								0
		Tom Burns	Moderator of Session										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	irs		54,122
		Tom Burns	CRE	10	9	12/31/16		12,204				4,248	16,452	y			500	2	4	irs		16,958
Canada, Highland PC	21	Bill Hudson	Moderator of Session										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	Jane Ann Love	Interim Pastor	40		11/1/17-10/31/18	44,399	24,000				10,000	78,399	27,069	y	5,764	3,000	2	4	2,400		116,638
		Jane Ann Love	Associate Pastor/installed/Moderator of Session	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
Grayson, Bayless PC	28	Josh Akers	Worship leader (studying to be a CRE)										0	n								0
		Laurie McKnight	Moderator of Session																			
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																			
Harrodsburg, United PC-Harrodsburg	103	Bert Eyster	Interim Pastor		2	8/15/15	19,283	9,000					28,283	n	1,597	2,616				5,000	9,360	46,856
Hazard, First PC-Hazard	125	Vacant			13		30,000		3,500	9,000	1,000		43,500	11,315	n	7,710	1,600			3,000		67,125
		Jerry Utt	Moderator of Session																			
Hazard, Hull Memorial PC	23	Search											0	y								0
		Janice Stamper	Moderator of Session																			
Hyden, Dryhill, Anna C. Brush Memorial	18	Vacant											0									0
			Moderator of Session																			
			Stated Supply (Mennonite) (Temp Membership Granted) yoked with Blackey																			
Isom, Isom PC	28	Duane Beachey			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

Presbytery of Transylvania
Terms of Call – 2017

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Wilmore, Wilmore PC	74	Beth Garrod-Logsdon	Pastor/installed	40	10								0									0
Winchester, First PC-Winchester	159	Ryan Bradney	Pastor/installed	40	3		36,000	18,600					54,600	19,929 y		4,177		1,500			1,800	82,006
Winchester, Salem PC	26	Don Stanley	Stated Supply	20	0		14,300	14,300					28,600	7,275 y		2,188		901	1		3 hrs rate	38,968