

**Minutes of the Annual Meeting of the Presbytery of Transylvania
Corbin Presbyterian Church, Corbin, KY
November 11, 2017**

Convening of Presbytery

The annual meeting of the Presbytery of Transylvania met at Corbin Presbyterian Church, Corbin, KY, on Saturday, November 11, 2017. A quorum was present. Moderator Beth Garrod-Logsdon called the meeting to order at 10:00 AM and led the opening prayer.

Opening Business

The roll of attendance for this meeting was formed. (see Appendix A)

Summary attendance:

Teaching elders Present: 34; Teaching Elders Excused: 18; Teaching Elders Absent: 22; Churches with Elder Commissioner(s) Present: 17; Churches with Elder Commissioner(s) Absent: 60; Commissioned Ruling Elders Present: 3; Coordinating Commission members Present: 2; Presbytery Staff: 1; Visitors Present: 4.

The Stated Clerk moved the docket. The docket was amended to add a report of Presbyterian Women. Docket approved as amended. First-time commissioners and other guests were recognized. Teaching Elder Lisa Eye brought greetings from the host church and a presentation on the history of the Corbin Church. General Presbyter Philip Lotspeich informed the body of teaching elders who have left the presbytery and/or taken new calls.

The Stated Clerk moved the consent agenda: a) Stated Clerk's report, with recommendations to approve requests for excused absences; approve the minutes of the August 12, 2017, stated meeting; approve minutes of the installation commission of teaching elder Stephen A. Sanders on September 10, 2017; approve minutes of the installation commission of teaching elder Michael Bush on October 1, 2017 b) Necrology Report c) Leadership Development Ministry Report; d) KY Council of Churches Delegate Reports; e) Christian Formation Ministry Report. Motion passed.

General Presbyter Report

The General Presbyter offered his report. Opening remarks included greetings and thanks for opportunities to meet together and thanks for shared prayers. The General Presbyter addressed recent news reports of church shootings and sexual improprieties/harassment by church leaders and asked how we can raise awareness of these issues and create sanctuaries and churches that are safe places and free of

violence and harassment for everyone. Next the General Presbyter showed a short video and led discussions on learning and “unlearning” certain church practices. The General Presbyter encouraged commissioners to note the joint meeting being planned for November, 2018, and offered words of inspiration.

Opening Worship

At 10:45 AM, the moderator declared a 15-minute recess to prepare for worship. At 11:00 AM, the Presbytery began a service of Word and Sacrament, which also included a recognition of the closing of the Nicholasville Presbyterian Church, a commemoration of the 500th anniversary of the Protestant Reformation, and a solemn remembrance of those teaching and ruling elders who had recently died (necrology). At 11:50 AM, the Presbytery recessed for lunch.

The Presbytery reconvened at 12:45 PM. The moderator announced that the offering taken during the worship, which was designated for the food pantry of the Corbin Presbyterian Church, totaled \$377, and additional food items.

Business Items

Coordinating Commission

Teaching elder Linda Maconochie reported. The commission recommended the Presbytery approve the following meeting dates and locations for 2018:

Tuesday, March 13, 2018, place TBD (Central KY/Lexington area)

Saturday, August 11, 2018, First Presbyterian Church, Ashland, KY

Friday-Saturday, November 2-3, 2018, Presbyterian Church Danville and Centre College (joint and concurrent meetings of the Presbyteries of Transylvania, Mid-Ky, and Western KY)

Motion approved.

Pastoral Transitions Commission

Teaching elder Lisa Eye reported. The commission recommended the Minimum Terms of Call for 2018. (Appendix B) Motion passed.

The commission recommended that Transylvania Presbytery grant an exemption for the required ordination examinations for Hyeon Gu Lee, under G-2.0505a(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. Motion passed by a unanimous voice vote.

Church Revitalization and Development Ministry

Ruling elder James Dougans reported. Mr. Dougans shared with the Presbytery the work of this ministry and announced a spring 2018 training event with Ray Jones, from the PC(U.S.A.) Louisville offices.

Burnamwood Commission

Teaching elder Hannah McIntyre reported. The body was updated on activities, leadership, and new priorities for the camp. Several questions from the floor asked about camper trends, growth statistics, and overall progress of the camp. The questions were referred to the camp director and commission for response and follow-up.

Administration/Treasurer's Report

Ruling elder David Shaw reported. The commission moved the 2018 Presbytery budget, which included per capita of \$36.86 per member. Of that amount, \$7.73 goes to General Assembly, \$3.62 goes to Synod of Living Waters, and \$25.51 remains with the Presbytery. Motion passed.

In its role as Trustees of the Presbytery, the commission reviewed and approved financial documents as of September 30, 2017, including reserves, foundation accounts, unified mission and per capita contributions. The report of the closure of the Westminster-Garrard Presbyterian Church was noted as was the disposition of the property and assets of the local church.

The Administrative Commission to dissolve the Nicholasville Presbyterian Church offered its final report. (See Appendix C) Teaching elder Beth Garrod-Logsdon reported for the commission. Vice-Moderator David Hoskins presided over this part of the meeting. The commission made this recommendation: "the Administrative Commission appointed to dissolve the Nicholasville Presbyterian Church recommends that the remaining Nicholasville Presbyterian Church redevelopment funds shall be used to strengthen and further the PC(USA) witness in Jessamine County. If by January of 2019 no ministry opportunity has presented itself in the Nicholasville/Jessamine county area, the presbytery may consider using a portion of these funds to contract with a church consultant to do a formal study assessing the needs of Jessamine County to help identify the best use of remaining funds for strengthening and furthering the Presbyterian presence and witness in the county. When a ministry opportunity presents itself, the Coordinating Commission in consultation with the Administration Commission, shall lead the discernment of said opportunity and oversee the dispersal of funds." Teaching elder Don Stanley moved to amend the motion by striking the word "oversee" in the last sentence and inserting the words "recommend to the presbytery." Amendment passed. The

original motion was passed as amended. Moderator Garrod-Logsdon resumed the gavel.

Mission Ministry

Teaching elder Greg Kubar reported. Mission Grant awards were announced and given out to recipients.

Commission on Representation

Ruling elder Diehl Ackerman reported. The nominations for various offices were printed in the report of the commission. There were no nominations from the floor. The Presbytery elected individuals to these offices and terms:

Moderator: David Hoskins
Catesby Woodford: Treasurer, Class of 2020

Vice-Moderator: Mike Ward

Coordinating Commission:

Linda Maconochie, Chair, Class of 2020
David Hoskins, Class of 2019
Nell Line, Class of 2018
Tom Burns, Class of 2019
John White, Class of 2020

Beth Garrod-Logsdon, Class of 2018
Mike Ward, Class of 2020
Katie Busroe, Class of 2018
Mary Reed, Class of 2019

Administration Commission:

Curtis Christian, Chair, Class of 2018
Jeb Pinney, Class of 2020

Woody Berry, Class of 2019
Howard Moffett, Class of 2020

Burnamwood Commission:

Matt Falco, Chair, Class of 2020
Ryan Bradney, Class of 2020

Shannon Johnson, Class of 2020

Closing Commission:

Cathy Thomas, Class of 2020
Beth Garrod-Logsdon, Class of 2020
Nik Fegenbush, Class of 2020

Woody Berry, Class of 2020
Jerry Utt, Class of 2020

Congregational Issues Commission:

Kathy Riley, Chair, Class of 2019
Janice Stamper, Class of 2018
Bill Turner, Class of 2020

Brad Marcum, Class of 2018
Scott Cervas, Class of 2019

Commission on Preparation for Ministry:

Wanda Olive, Chair, Class of 2018
Connie Turner, Class of 2020
David Whiteman, Class of 2020

Betsy Steiner, Class of 2018
Diehl Ackerman, Class of 2020

Pastoral Transitions Commission:

Lisa Eye, Chair, Class of 2019
Cathy Wilson, Class of 2020

Jim Gilbert, Class of 2020

Permanent Judicial Commission:

Catesby Woodford, Class of 2020
Diana Kraft, Class of 2022

Laura McKnight, Class of 2021

Christian Formation Ministry:

Ryan Shrauner, Chair, Class of 2020

Cindy Harris, Vice-Chair, Class 2018

Church Development and Revitalization Ministry:

Jay Mumper, Chair

James Dougans, Vice-Chair

Leadership Development Ministry:

Melissa Sevier, Chair

Mary Reed, Vice-Chair

Mission Ministry:

Greg Kubar, Chair, Class of 2018

Carol Shutt, Vice-Chair, Class of 2020

Readers of Ordination Exams: (elected by CPM and reported to Presbytery)

Scott Cervas, Class of 2018

Steven Pace, Class of 2018

Commissioners to 223rd General Assembly, St Louis, MO:

Wanda Olive, teaching elder
Sara Benedetti, teaching elder alternate
Tom Burns, ruling elder
Bill Reed, ruling elder alternate
Nathan Dent, youth advisory delegate
Nathan Thacker, youth advisory delegate alternate

Presbyterian Women

PW Moderator Nell Line reported. Ms. Line shared news of the recent Fall Gathering and announced the recipients of PW financial gifts as Camp Burnamwood and Presbyterian Disaster Assistance. The Spring Gathering will be April 21, 2018, at Cynthiana Presbyterian Church, Cynthiana, KY.

New Business

The Moderator opened the floor for good-of-the-order announcements. Anniversary milestones were recognized: First Presbyterian Church, Harlan, 130-year anniversary; First Presbyterian Church, Hazard, 125-year anniversary; First Presbyterian Church, Maysville, bicentennial anniversary; and Salem Presbyterian Church, 230-year anniversary.

Moderator Garrod-Logsdon installed the newly-elected moderator, ruling elder David Hoskins, offered prayers, and invested him with symbols of office. The General Presbyter spoke words of appreciation for the retiring moderator and presented her with gifts and tokens of gratitude.

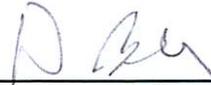
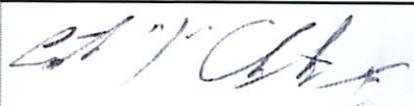
At 2:15 PM, there being no other business before the Presbytery, the Stated Clerk moved that the Presbytery stand adjourned until its next stated meeting on March 13, 2018, at a time and place to be determined. Motion passed. The Moderator spoke a closing prayer and the Presbytery adjourned.

Submitted:

The Rev. Jerry L. Utt, II
Stated Clerk

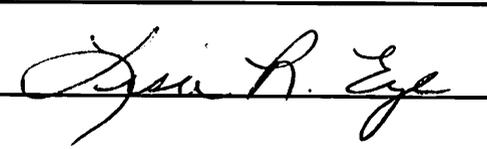
ROLL:
 The roll was formed as follows:
 MINISTER ATTENDANCE
 P = present; EX = absent;
 A w/o EX = absent without excuse;
 HR = honorably retired

Minister Sign-In Sheets
 Stated Meeting
 November 11, 2017
 Corbin Presbyterian Church

Adams, The Rev. Vickie Poole		
Anderson, The Rev. Rachel		
*Baker, The Rev. Darryl	DEB	
Beachy, The Rev. Duane		
Benedetti, The Rev. Sara		
Benze, The Rev. Keith		Excused
*Berry, The Rev. Woody		
Blankenkaker, The Rev. James		Excused
Bradney, The Rev. Ryan		
*Bright, The Rev. Peggy		
*Brooks, The Rev. Dr. Gary		
Brothers, The Rev. Michael		
*Bunger, The Rev. Ron		
*Butler, The Rev. Angie	amb	
Cervas, The Rev. Scott		
*Chamberlain, The Rev. Pat		
Christian, The Rev. Curtis T.		

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Nov. 11, 2017
 Corbin Presbytery
 Church

*Chumney, The Rev. David		
Clark, The Rev. E.G.		
Clark, The Rev. Patterson		
Conlee, The Rev. Kerry		
*Daniel, The Rev. Dr. E. Randolph		
Davis, The Rev. Mark		
Denney, The Rev. Michael		
Dermody Jr., The Rev. Roger		Excused
*Deutsch, The Rev. William L		
*Duggan, The Rev. David		
*Divas, The Rev. Dr. L. Armando		
Ehlert, The Rev. Kristy		
*Ensminger, The Rev. Douglas		
*Erwin, The Rev. James		
Eye, The Rev. Lisa		
*Eyster, The Rev. Bert		
Falco, The Rev. Matt		

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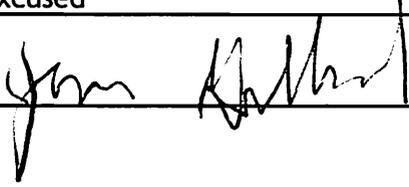
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Minister:

Stated Meeting

November 11, 2020

Corbin Presbyterian Church

*Fiscella, The Rev. Dr. Ruth		
Foehse, The Rev. Caitlin		
*Furrow, The Rev. F. Dewitt Jr		
*Gailey, The Rev. Carol		
Garrod-Logsdon, The Rev. Beth		
Gilbert, The Rev. Anthony		Excused
*Gilbert, The Rev. James		
*Gnatuk, The Rev. Wayne A		
*Gordon, The Rev. Graham		
*Griffie, The Rev. Dr. L. Fred		
Groome, The Rev. Thomas		Excused
*Guerrant, The Rev. Richard		
*Haga, The Rev. R. Jackson		
Hans, The Rev. Dr. Daniel		
Harris, The Rev. Cindy		
Hartsfield, The Rev. Karen		
*Henery, The Rev. Dr. James		

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Minister Sign-In Sheets
 Stated Meeting
 November 11, 2017
 Corbin Presbyterian Church

*Hibbard, The Rev. Maurice		
*Hicks, The Rev. Roy		
Hood, The Rev. Dr. Fred		
House, The Rev. Brian		
*Howard, The Rev. Scott		
Howie-Kipphut, The Rev. Lorilyn		Excused
*Huffman, The Rev. Gary		
*Iversen, The Rev. Eric		
Johnson, The Rev. Jennifer		
*Jones, The Rev. Jon F.		
Kelly, The Rev. Joel		Excused
Kim, The Rev. Yongwha		
Kupar, The Rev. Greg		<i>Greg Kupar</i>
Lattimore, The Rev. John		
Lee, The Rev. Hyeon Gu		
*Lindberg, The Rev. Jackie		
Lotspeich, The Rev. Philip		<i>Philip</i>

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Sheets
 Meeting
 11, 2017
 , Merian Church

Love, The Rev. Jane Ann		<i>Jane Love</i>
Maconochie, The Rev. Linda		<i>Linda Macconochie</i>
Majors, The Rev. Phil		Excused
*Malott, The Rev. Fred		
*Matthews, The Rev. Griffith		
*McAtee, The Rev. Dr. William M.		
*McGlawn, The Rev. Burt		
*McGowan, The Rev. Bryce L.		
McIntyre, The Rev. Hannah		<i>Hannah McIntyre</i>
McKnight, The Rev. Laurie		Excused
*Mendenhall, The Rev. Ray		
*Mesta, The Rev. Edward Hugh		
*Moffett, The Rev. Howard W.		<i>Howard W. Moffett</i>
*Mount, The Rev. Dr. C. Eric Jr		
Mumper, The Rev. Jay		Excused
*Murray, The Rev. Charles M.		
*Naze, The Rev. George		

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Noel, The Rev. Tim		<i>Tim Noel</i>
Olive, The Rev. Wanda B.		<i>Wanda B. Olive</i>
Olt, The Rev. Julie		<i>Julie Olt</i>
Olt, The Rev. Schuyler		<i>Schuyler Olt</i>
Owen, The Rev. Elisa		
Pace, The Rev. Steve		<i>Steve Pace</i>
Pachau, The Rev. Kima		<i>Kima Pachau</i>
*Palmer, The Rev. Stephen		
*Pettijohn, The Rev. Bonnie		
Phillips, The Rev. Griffin		<i>Griffin Phillips</i>
*Pogue, The Rev. Philip		
*Prewitt, The Rev. Janet		Excused
*Rasmussen, The Rev. Dr. Kenneth		
*Redmond, The Rev. Katherine		
*Reed, The Rev. Mary		<i>Mary Reed</i>
*Rhodes, The Rev. Dr. Steve		
Riley, The Rev. Kathy		Excused

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Minister Sign-In Sheets
 Stated Meeting
 November 11, 2017
 Corbin Presbyterian Church

*Roberts, The Rev. F. Morgan		
Robinson, The Rev. Dr. Jack H		Excused
Rouse, The Rev. Erin		Excused
*Rucker, The Rev. Dr. Jim Sr.		
Rucker, The Rev. Pamela C.		
Sanders, The Rev. Dr. Stephen A.		<i>Stephen A. Sanders</i>
Schmidt, The Rev. Tammy		<i>Tammy Schmidt</i>
Scott, The Rev. Dr. Geary Neal		
*Sevier, The Rev. Dr. Melissa		Excused
*Shaffer, The Rev. Robert		
Shrauner, The Rev. Ryan		Excused
Silence, The Rev. Jay T.		<i>Jay T. Silence</i>
*Smith, The Rev. Joanne		
*Spickler, The Rev. Harry		
Stamper, The Rev. Janice		Excused
*Stanley, The Rev. Donald		<i>Donald Stanley Jr.</i>

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in Sheets
 Meeting
 11, 2017
 Presbyterian Church

*Steiner, The Rev. Betsy		
*Stewart, The Rev. Jim		
*Stricklin, The Rev. Dr. Ernest		
*Tarter, The Rev. Dr. Rollin		
Thompson, The Rev. Gene		
Thro, The Rev. Julie Urback		
Utt, The Rev. Jerry L. II		<i>Just</i>
*Vanzant, The Rev. William		
Ward, The Rev. Michael		Excused
*Warren, The Rev. Susan		
Weese, The Rev. Mary Seeger		<i>Mary Weese</i>
*Weis, The Rev. Richard		
White, The Rev. John C.		<i>J. C. White</i>
*Wilhelm, The Rev. Jack		
Williams, The Rev. Susan		<i>Susan Williams</i>
*Woodring, The Rev. James		

Commissioned Ruling Elders

November 11, 2017

~~Corbin~~ ~~Presbyterian Church~~ ~~Wayssville~~

Bainum, Barry

Brown, Richard

Burns, Gayle

Excused

Burns, Tom

Tom Burns

Dougans, James

James Dougans

England, Robert

Estes, Dewayne

Grooms, Leslie

Lee, Arlie

McIntyre, Pat

Reed, Bill

Bill Reed

Non-Presbytery Supply

Ryan, Greg

Coordinating Commission
Ruling Elders

November 11, 2017

Corbin ~~First~~ Presbyterian Church, ~~Waysville~~

Busroe, Katie

Hoskins, David; Vice-Moderator

David Hoskins

Line, Nell; PW

Nell Line

Tudor, Peggy, CC Chair

Woodford, Catesby; Treasurer

Elder Commissioners
Stated Meeting
November 11, 2017
Corbin Presbyterian Church

Ashland, First

Excused

Ashland, Normal

Augusta

Augusta, Sharon

Bellefonte, Community

Beattyville, McGuire Mem.

Berea, Whites Memorial

Tom H. Suter

Blackey, Doermann Mem.

Booneville, First

Buckhorn, Buckhorn Lake

Valerie Han

Canada, Highland

Carlisle

Catlettsburg, First

Cawood

Corbin

Jodi Foster

Cow Creek

Cynthiana

Danville

Rita Bloom
Shane Wilson
John P. ...

Elder Commissioners
Stated Meeting
November 11, 2017
Corbin Presbyterian Church

Darfork, Hull Memorial _____

Dry Hill, Anna C. Brush Mem. _____

Ezel, United _____

Flemingsburg, First _____

Frenchburg, United _____

Georgetown, First _____

Grayson, Bayless Memorial _____

Greenup _____

Harlan, First _____

Harrodsburg, United _____

Hazard, First _____

Indian Creek _____

Isom _____

Jackson, Guerrant Memorial _____

Lancaster, First _____

Lawrenceburg, First _____

Lexington, Beaumont _____

Lexington, Bethel _____

Lexington, Chapel Hill _____

Lexington, Eastminster _____

Robyn L. Bingham *Renee Bingham*
N.S.G.M.

Jerry Gault

D. Taylor

Charly Taylor

Elam Missioners
Stated Meeting
November 11, 2017
Corbin Presbyterian Church

Lexington, First

Lexington, Hunter

Anne Chesnut

Lexington, Lex. Korean

Lexington, Maxwell Street

Lexington, Meadowthorpe

Lexington, Mt. Horeb

Lexington, Second

Lexington, Walnut Hill

London, First

Manchester

Mays Lick

Maysville, First

Elder Commissioners

Stated Meeting

November 11, 2017

Corbin Presbyterian Church

McAfee, New Providence

Middlesboro, First

Midway

Millersburg, First

Morehead, Faith

Mt. Sterling, First

Nicholasville

Paint Lick, Old Paint Lick

Paris, First

Paris, Hopewell

Perryville

Pikeville, First

Pineville, First

Prestonsburg, First

Richmond, First

Somerset, First

Somerset, Pisgah

Karen Potters
David M. Shaw

Drew Hegerman

Juanita Wilkerson

Candace P. Purdom

Claire Sanders

Ela **ors**

S.

November 11, 2017

Corbin Presbyterian Church

Stanford

Stanton, First

Versailles

Versailles, Pisgah

Versailles, Troy

Washington

Whitesburg, Graham Memorial

Wilmore

Winchester, First

Winchester, Salem

James N. Barnett

Doris Stanley

Presbytery of Transylvania
Visitors

November 11, 2017

Corbin ~~Presbyterian Church~~ ~~Presbyterian Church~~, ~~Maysville~~

Print Your Name

Robyn Justus

Dr Steve Nyeom

Winnie Harvick Baker

Presbytery Staff

Middlesboro

POINT rep.

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
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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																			
Lexington, Korean PC	63	Hyeon Gu	Temp.Supply/19 hrs p/wk		1	5/2/16	24,000						24,000	n								24,000
Lexington, Beaumont PC	135	Kathy Riley	Pastor/interim (3/4 time)	30	1		16,500	30,000					46,500	16,973 y	1,273		1,500	2	4	225		66,477
		Cindy Harris	Associate /part-time	20	1		17,000	2,000					19,000	12,400 y	1,453		375	2	4	600		33,834
Lexington, Bethel PC	15	Pat McIntyre	CLP/Part-time 12hrs p/week		9	11/12-12/31/12							0	n								0
Lexington, Chapel Hill PC	41	Ray Mendenhall	Stated Supply	20	2		19,000						19,000	5,716 y	1,454		750	2	5	hrs		26,927
			Moderator of Session																			
Lexington, Eastminister PC	38	John White	Stated supply (20 hours)		8	12/31/2016	2,208	18,150					20,358	13,223 y	1,557		0	2	4	hrs rate		35,144
Lexington, First PC-Lexington	600	Mark Davis	Pastor/installed	40	6								0	y								0
		Caitlin Foehse	Associate Pastor/installed	40	4								0	y								0
Lexington, Hunter PC	187	Jay T. Silence	Interim Pastor	40			31,500	15,000					46,500	17,205 y	3,557					4	hrs rate	67,266
		Jay T. Silence	Moderator of Session																			
Lexington, Maxwell St. PC	504	Matt Falco	Pastor/installed	40	1		60,000						60,000	21,900 y	4,590		1,000	2	4	3,000	sabbatical op.	90,496
Lexington, Meadowthorpe PC	109	Scott Cervas	Pastor/installed		7								0	y								0
Lexington, Mt. Horeb PC	70	Rachel Anderson	stated supply		2	12/31/15	23,000	2,000					25,000	none n	1,912		900				hrs rate	27,812
Lexington, Second PC	774	Tom Groome	Interim Pastor	40	0		105,000						105,000	38,325 y	8,032			2	4	2,900		154,263
		Sara Benedetti	Associate Pastor/installed	40	2		49,980	16,140					66,120	17,009 y	3,823		1,000	2	4	1,000		88,958
													0									0
Lexington, Walnut Hill PC	144	Mike Ward	Pastor/installed		15		44,792	15,500					60,292	23,686 y	4,612			2	4			88,596
London, First PC-London	76		Search		1	10/31/2016	25,500	Included					25,500	11,460 y	1,956		750				hrs rate	39,666
		Curtis Christian	Moderator of Session																			
Manchester, Manchester PC	10												0									0
Mayslick, May's Lick PC	4	Barry Bainum	CLP/1st & 3rd Sundays		3	12/31/16	3,000						3,000	none n								3,000
Maysville, First PC-Maysville	108	Jim Dougans	Search (Interim)	40	2	12/6/17	31,500	20,000					51,500	18,798 y	3,940			2	4		hrs rate	74,243
		Jim Dougans	Moderator of Session																			
Maysville, Washington PC	5												0									0
Middlesboro, First PC-Middlesboro	33	Phil Majors	Stated Supply (Baptist) Temp Membership Granted		4		21,500						21,500	n	1,645						4,395	27,540
Midway, Midway PC	62	Mary Seeger Weese	Pastor/installed	40	9		37,538	0		11,501			49,039	19,051 y	3,736		3,250	2	4	1,500		76,582
Millersburg, First PC-Millersburg	25		supply pastor		2	4/30/2015	0	14,560					14,560	none n								14,560
		Laure McKnight	Moderator of Session																			
Morehead, Faith PC	32		Search		2								0	n								0
		Schuyler Olt	Moderator of Session																			
Mt. Sterling, First PC-Mt. Sterling	113	Jack Robinson	Temporary Supply			9/17/17	7,800	10,400					18,200	n	1,392		750				hrs	20,342
		Jack Robinson	Moderator of Session																			
Owingsville, Old Springfield	28												0									0
Paint Lick, Old Paint Lick PC	17	Pamela Rucker	Full time stated supply										0	n								0
Paris, First PC-Paris	49	Linda Maconochie	Pastor/installed	40	0		43,600	14,400					58,000	21,170 y			1,000	2,000	2	4	hrs rate	82,176
		Linda Maconochie	Moderator of Session																			
Paris, Hopewell PC	5		?										0									0
Perryville, Perryville PC	10	vacant											0									0
		Jackie Lindberg	Moderator of Session																			
Pikeville, First PC	66		search										0									0
		Janice Stamper	Moderator of Session																			
Pineville, First PC-Pineville	25	Administrative Commission											0									0
Prestonsburg, First PC-Prestonsburg	91	Steve Sanders	pastor/installed	40	0		33,200	10,800					44,000	16,060 y	3,245		1,150	2	4	1,000		65,461
			Non Presbyterian Supply/request to leave presbytery			11/12-12/31/12							0	n								0
Ricetown, Indian Creek PC	60	Terry Sandlin	Moderator of Session																			
		Tom Burns																				
Richmond, First PC-Richmond	274	Curtis Christian	pastor/installed	40	10		42,658	23,231					65,889	24,050 y	5,041						hrs rate	94,980
Salvisa, New Providence PC	20		?										0									0
Somerset, First PC-Somerset	176	Burt McGlawn	stated supply	30	0		30,000						30,000	10,950 y	2,296		3,250	2	4	12,000		58,501
			Moderator of Session																			
Somerset, Pisgah PC-Somerset	26	Greg Ryan	Non Presbyterian Temp. Supply 5-19 hrs p/week	19	3		21,105						21,105	n	1,371			1	2	2,000		24,479
Stanford, Stanford PC	106	Jay Mumper	Pastor/installed	40	6		40,000	11,600				1,000	52,600	19,199 y	4,024		750	2	4	hrs		76,579
		vacant/request to leave			9								0									0
Stanton, First PC-Stanton	99	E.G. Clark	Moderator of Session																			
		Michael Bush	Pastor/installed	40	9		55,000	24,000					79,000	28,835 y	6,644		2,500	4	4	1,000		117,987
Versailles, Pisgah PC-Versailles	248	Tim Noel	Interim Pastor	40	1		25,500	20,000					45,500	19,861 y	3,481		1,200	2	4			70,048
Versailles, Troy PC	72	Tim Noel	Moderator of Session																			
Versailles, Versailles PC	262	Keith Benze	Pastor/installed	40	1		50,200	17,200					67,400	17,968 y	7,650		2,500	2	4	700	sabbatical	96,224
Whitesburg, Graham Memorial PC	92	Jerry Utt	Pastor/installed	35	12		29,200		4,800	10,425			45,175	16,038 y	2,903		1,256	2	4	hrs rate		65,378

Presbytery of Transylvania
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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
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

Final Report from the Nicholasville Presbyterian Church Administrative Commission

After 197 years of faithful ministry in and around Jessamine County, on September 24, 2017, the Nicholasville Presbyterian Church held its final worship service. This report to Transylvania Presbytery is the final act of the Administrative Commission appointed to oversee the dissolution of this congregation. After meetings with the session, the pastor, and as a commission, the following actions were taken by the Administrative Commission in line with their charge:

A. Attempt to locate any official records of the church and turn them over to the Stated Clerk of the Presbytery for proper preservation:

- All historic church records have been sent to Columbia to be archived and current financial records have been turned over to the presbytery

B. After consulting with the Trustees of Presbytery (Administration), terminate the church's current lease (renewal date of Sep 30, 2017) and dispose of any church property, excluding funds from the sale of the Nicholasville Church property;

- Historic items (including the Font, Table, pulpit Bible, Communion set, and pictures and records of local interest) were donated to the Jessamine County Historical Society. If at any time another PC(USA) congregation is formed in Jessamine County, these items can be retrieved for the use of that congregation;
- Worship and education items (including pulpit, pew Bibles, hymnals, Communion table cloth, curriculum, and choir music) were donated to local churches;
- Craft supplies, children's musical instruments, and an Ellison Die Cut Machine were given to local schools;
- The handbells were given to a children's handbell choir
- Other items (including tables, chairs, a refrigerator, a freezer, pictures, books, etc.) were given to church members, church neighbors, the Wilmore High-Bridge Community Service Center, and Goodwill

C. Arrange for transfer of members to other congregations;

- Using the most recent membership roster 47 members were contacted. Those who have responded have been transferred.

D. Prepare a service of recognition of the life and ministry of the Nicholasville Presbyterian Church;

- The Rev. Greg Kupar held this service on September 24, 2017. And the congregation will be recognized at the November 11, 2017, presbytery meeting.

E. Recommend to the Presbytery at its November 11, 2017, meeting a plan for the best use of the remaining assets of the Nicholasville Presbyterian Church;

- See below for recommendation

F. Dissolve the pastoral relationship between the Rev. Gregory Kupar and the Nicholasville Presbyterian Church and negotiate a severance agreement.

- The pastoral relationship between the Rev. Gregory Kubar and the Nicholasville Presbyterian Church was dissolved on September 30, 2017. Pastor Kubar's severance package included: 6 months housing and salary, 1 year of pension and medical dues, and a week of interim pastor training. The severance will end when/if the Rev. Kubar receives another call during this time frame.

RECOMMENDATION from the COMMISSION:

The Administrative Commission appointed to dissolve the Nicholasville Presbyterian Church recommends that the remaining Nicholasville Presbyterian Church Redevelopment funds shall be used to strengthen and further the PC(USA) witness in Jessamine County. If by January of 2019 no ministry opportunity has presented itself in the Nicholasville/ Jessamine County area, the presbytery may consider using a portion of these funds to contract with a church consultant to do a formal study assessing the needs of Jessamine County to help identify the best use of the remaining funds for strengthening and furthering the Presbyterian presence and witness in the county. When a ministry opportunity presents itself, the Coordinating Commission in consultation with the Administration Commission, shall lead the discernment of said opportunity and oversee the dispersal of funds.