

To: Teaching Elder and Ruling Elder Commissioners

**Notice of Stated Meeting of the Presbytery of Transylvania**

The Presbytery of Transylvania will meet virtually on Tuesday, August 18, 2020.

The Presbytery convenes at 5:00 PM. Virtual registration opens at 4:00 PM.

If you are unable to attend, please request an excused absence from the Stated Clerk.

Email: [statedclerk@transyby.org](mailto:statedclerk@transyby.org).

Instructions for connecting to the virtual meeting (commissioners) and streaming feed (visitors and guests) will be provided closer to the meeting date. The meeting docket and all reports will be posted to the Presbytery's website.

The moderator wishes to continue discussions around the theme of "Our Life Together" and a brief discussion period using breakout rooms will be included as part of the gathering.

God's blessings to each one and see you (virtually!) soon.

The Rev. Jerry L. Utt, II  
Stated Clerk

Docket  
Presbytery of Transylvania  
Stated Meeting August 18, 2020  
5:00 p.m. by Zoom

Registration by Zoom

5:00 p.m.    Call to Order and Opening Prayer    Linda Crawford, Moderator

- 1. Declaration of Quorum    Jerry L. Utt, II, Stated Clerk
- 2. Adoption of Docket

3. Time of Sharing: “Life Together on Our Journey”    Moderator

4. Consent Agenda

- a. Stated Clerk’s Report
- b. Presbytery 2019 Statistics Report
- c. McIntyre Installation Minutes
- d. Request from First Presbyterian Church, Paris
- e. Partner Covenant, Living Waters for the World
- f. Congregational Issues Commission Report
- g. Administration/Treasurer’s Report
- h. Church Development and Revitalization Ministry Report
- i. Commissioners to 224<sup>th</sup> General Assembly Reports
- j. Leadership Development Ministry Report
- k. Coordinating Commission Report
- l. Necrology Report

5. Commission on Representation

6. Pastoral Transitions Commission

7. Commission on Preparation for Ministry

Adjournment and Closing Prayer

Moderator

## THOUGHTS ON “LIFE TOGETHER”

To say that life “is different” now than it was five months ago is an understatement, indeed! It was my intent, as Moderator of the presbytery for 2020, to look at ways we can further share in the topic of “Life Together.” However, I had not figured I would be “viewing” it in this fashion! Given the pandemic that has gripped the world, including our own nation, I would like for us to consider this topic in light of all that has occurred and changed in our daily lives.

- 1.) Over the years you have been in your congregation-before Covid 19- how would you describe “Life Together” with your church family? How has that changed since Covid 19 became part of our everyday lives? What has been the most challenging aspect of this situation? (For true Introverts and Extroverts, these responses may differ greatly!)
- 2.) We don’t know when or IF we will ever return to what we knew as “normal”. For some people, the idea of almost everyone in your church family being able to get a Sunday worship service on-line has been very satisfying. They experience “life together” in a different way! What do you see the words of “Life Together” meaning when your church is, hopefully, finally able to meet again as a congregation? How might this affect your life with your church family?

**Report of the Stated Clerk  
Presbytery of Transylvania  
August 18, 2020**

Recommendations for Presbytery Action:

1. Move that presbytery accept requests for excused absence.
2. Move that presbytery seat corresponding members and grant them privilege of the floor (voice).
3. Move that presbytery approve the minutes of the February 4, 2020, stated meeting.
4. Receive the minutes of McIntyre Installation of February 1, 2020.
5. Approve Living Waters for the World Covenant between Presbytery and Iglesia Principe de Paz.
6. Approve exception request from congregation of FPC, Paris (see letter).

Information:

Communication from ruling elder Jean Harney (see letter).

Communication from Edward Thompson, Board of Pensions representative (see letter).

Summary of 2019 Statistical Reporting: (Presbytery Totals Report follows this report on separate page.)

**Church Changes:**

Total Churches 1/1/2019	74	
Churches Dissolved	3	(Indian Creek PC, Washington PC, FPC Pineville)
Total Churches 12/31/2019	71	

**Minister Changes:**

Total Ministers 1/1/2019	125
Deaths	2
Dismissals	8
Other Removals	1
Receptions	8
Total Ministers 12/31/2019	122



*Dear Members of the Presbytery of Transylvania,*

*I want to thank the members of the presbytery for the resolution adopted at the February 4, 2020 meeting as recognition of my retirement as Clerk of Session of The Presbyterian Church of Danville. It was so nice to have Philip Lotspeich, Executive Presbyter, and Linda Crawford, Moderator, at the worship service on February 16<sup>th</sup> when I was recognized and Philip presented me with the resolution. Being Clerk of Session of my church has been a big part of my life and serving in this way has been an honor. As in any church there have been many good times and some not so pleasant and even sad times, but I will always cherish the memories and support of this congregation.*

*As I have told them, I am not going anywhere and plan to continue to serve in any and all ways possible.*

*Blessings to all of you and thanks again for the honor you have shown me at this time.*

*Sincerely,*

*Jean Harney*



I hope all are healthy and well. I wish we could be together in person, but as the coronavirus pandemic prevents that from happening, I write to share these key updates from the Board of Pensions. If you have questions, my colleagues in Philadelphia and I are happy to assist.

Blessings,

**Edward Thompson**

Church Consultant

M: 215-587-7045

[ethompson@pensions.org](mailto:ethompson@pensions.org)

**Member/Employer Services**

800-773-7752

Mon-Fri 8:30-7:00pm EST

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## Statement on Racial Justice

The Board of Pensions stands in support of racial equality, and against deeply ingrained prejudices against Black Americans and other people of color simply because of the color of their skin. With full support of all at the Board, we share this statement with you. Follow the link to [read the full text of the statement](#). Translations in [Korean](#) and [Spanish](#) are available as well.

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## 2021 Employer Agreements Available Now

Each year, Employer Agreements are updated and submitted online through Benefits Connect, the Board of Pensions' benefits portal. The season for selecting benefits to offer in 2021 begins July 20 and ends October 9. Highlights about the 2021 Benefits Plan are on the following page. The Employer Agreement provides key information about the cost of benefits and the opportunity to model different selections to help church leaders make informed decisions about what benefits to offer. The Board of Pensions website provides info to help the church's designated Employer Representative [follow the steps](#) to complete the Employer Agreement.

If help is needed, contact Employer Services at 800-773-7752, option 2.

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## Other Notable Headlines

- [A 2% Experience Apportionment for the Pension Plan took effect July 1](#)—These are increases in accrued pension benefits for both active and retired pension plan participants. Pensions have increased 26.4% over the past eight years due to experience apportionments.
- [Don Walker succeeds Judy Freyer as Chief Investment Officer for the Board of Pensions](#)—Don served as the Director of Investments for the Board for 14 years and worked closely with Judy. Our deepest thanks to Judy for over 30 years of service to the Board!
- [Call to Health Continues!](#) Pastors and church staff covered under the Medical Plan have until November 13 to get the 1,000 points needed to lower their deductibles in 2021. Required annual check-ups may be completed virtually. Encourage them to 'Answer the Call' today!
- [State-based pricing for the dental PPO plan begins in 2021](#)—Previously, there was a single price for the national plan. Pricing details will be available in your employer agreement.

# Changes to benefit offerings for 2021

The Board of Pensions has announced changes to the Benefits Plan that extend support to more ministers and add benefits that promote financial protection for all church workers effective January 1, 2021. Employers can choose benefits for 2021 beginning July 20.

## Minister's Choice benefits package added

To address the Board of Pensions' concern that too many ministers are not enrolled in the Benefits Plan, the 2021 plan offers two benefits packages for PC(USA) ministers: the existing Pastor's Participation and the new Minister's Choice.

Enrollment in Pastor's Participation, a comprehensive benefits package with medical coverage and pension participation, is required for installed pastors and may be offered to any minister with a minimum 20-hour workweek. Dues, paid in full by the employer, will remain at 37 percent of effective salary for 2021, with no reduction to existing benefits and the addition of the new Temporary Disability Plan.

Benefits Packages		
	Pastor's Participation	Minister's Choice
Medical Plan	● PPO (includes EAP)	EAP only
Death and Disability Plan	●	●
Temporary Disability Plan	●	●
Defined Benefit Pension Plan	●	●

● Included in package

Minister's Choice, available for non-installed ministers working at least 20 hours a week, includes pension, death and disability, temporary disability, and the Employee Assistance Plan. The cost is 10 percent of effective salary, also fully employer paid.

Minister's Choice also opens the door for eligibility to assistance and education programs that have been available only through Pastor's Participation, such as CREDO and Minister Educational Debt Assistance.

## New Financial Protection Programs

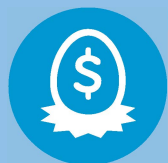
For 2021, the Board of Pensions has added financial protection options, including the Temporary Disability Plan, Long-Term Disability Plan, and an expanded term life benefit.

The Temporary Disability Plan provides a partial weekly income for up to 90 days of disability, with a 14-day waiting period before benefits payments begin. Employers pay the full cost for ministers enrolled in Pastor's Participation and Minister's Choice. Employers may offer it outside of those benefits packages, with the employer or the member paying the full cost.

The Long-Term Disability Plan offers financial protection for employees with a disability that surpasses 90 days, providing a partial monthly income throughout their disability. Employers may offer the plan to employees who are not enrolled in the Death and Disability Plan (which includes a long-term disability benefit) and are working at least 20 hours per week. Employers pay the full cost of coverage.

The Term Life Plan offers the same low-cost coverage available in the 2020 Benefits Plan. But in addition to a fixed amount of coverage (from \$5,000 to \$50,000), it includes a new feature — an income-based benefit amount, equal to one times a member's effective salary, capped at \$50,000. Under either option, employers pay the full cost of coverage.

The Board of Pensions' goal is for every minister and church worker to have access to quality benefits in support of well-being. The 2021 Benefits Plan advances on that goal while also enabling more ministers to access assistance and education programs designed to help them devote their best gifts to ministry.



## Retirement Programs

- Defined Benefit Pension Plan
- Retirement Savings Plan



## Financial Protection Programs

- Death and Disability Plan
- Term Life Plan
- Temporary Disability Plan
- Long-Term Disability Plan



## Health Programs

- Medical Plan, with PPO, EPO, and HDHP options
- Employee Assistance Plan
- Vision Eyewear Plan
- Dental Plan



## Tax-Advantaged Accounts

- Dependent care flexible spending account
- Healthcare flexible spending account
- Health savings account

# 2019 Presbytery Statistical Report

4b

## Presbytery

Transylvania

## Address

PO Box 23580, Lexington, KY 40523-3580

## Phone

859-264-8867

## Fax

859-264-8869

## Email

[rjustus@transypby.org](mailto:rjustus@transypby.org)

## Web Site

[transypby.org](http://transypby.org)



## Membership

Prior Active Members	6569	Adjusted membership	6615
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## Gains

Certificate	73
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Youth Professions	43
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Professions & Reaffirmations	79
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<b>Total Gains</b>	<b>195</b>
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<b>Total Ending Active Members</b>	<b>6362</b>
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## Losses

Certificate	98
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Deaths	127
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Deleted for any Other Reason	223
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<b>Total Losses</b>	<b>448</b>
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## Baptisms

Presented by Others	44
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At Confirmation	10
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All Other	9
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Average Weekly Worship Attendance	2519
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Female Members	3683
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Friends of the Congregation	895
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Ruling Elders on Session	370
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Do you have Deacons? Yes / No	15 / 34
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## Age Distribution of Active Members

25 & Under	608
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26 - 40	795
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41 - 55	826
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56 - 70	1261
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Over 70	1562
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<b>Total Age Distribution</b>	<b>5052</b>
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## People with Disabilities

Hearing impairment	257
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Sight impairment	123
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Mobility impairment	209
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Other impairment	180
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## Christian Education

Birth - 3	132
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Age 4	85
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Kindergarten	71
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Grade 1	47
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Grade 2	49
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Grade 3	59
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Grade 4	70
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Grade 5	51
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Grade 6	67
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Grade 7	71
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Grade 8	67
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Grade 9	51
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Grade 10	51
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Grade 11	43
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Grade 12	44
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Young Adults	160
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Over 25	697
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Teachers/Officers	162
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<b>Total Christian Education</b>	<b>1977</b>
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## Racial Ethnic

Asian/Pacific Islander/South Asian	102
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Black/African American/African	49
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Middle Eastern/North African	3
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Hispanic/Latino-a	6
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Native American/Alaska Native/Indigenous	4
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White	5175
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Multiracial	11
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<b>Total Racial Ethnic</b>	<b>5350</b>
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## Financial Data

Annual Income	10,621,843
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Annual Expenses	9,646,661
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Mission Expenses	1,014,127
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Personnel Expenses	4,992,099
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Facilities Expenses	1,911,679
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**COMMISSION TO ORDAIN AND INSTALL  
(OR TO INSTALL)**

The commission of The Presbytery of Transylvania to ordain and install Hannah McIntyre  
as Pastor of The Presbyterian Church, Pisgah in Versailles  
Kentucky, met at 1 am/pm on February 1, 2020. In the  
Pastor's office at the Church.

Present:

Ruling Elders

Eric W. Smith  
Linda Crawford  
Sam Ferguson

Teaching Elders

Stephen M. Keagy  
Mary Weese  
Eric W. Smith EWS  
Phil De  
Carl Ferguson

Note any others (e.g., teaching elder elect), who met with the

Commission. Absent:

The meeting was convened with prayer by Linda Crawford. The chairperson of  
the commission, Linda Crawford, declared that a quorum was present and  
appointed Mary Weese to serve as secretary.

The order and content of the service were reviewed and approved, being in keeping with the  
Constitution of the Presbyterian Church (USA). The minutes were read and approved. The  
Commission moved to the sanctuary for the service upon an approved motion that its meeting would be  
adjourned with the pronouncement of the benediction at the close of the service by

Hannah McIntyre

Respectfully submitted,

Mary Weese  
Secretary

First Presbyterian Church  
517 Pleasant St  
Paris, Kentucky 40361  
(859) 987-2770  
[fpcparis@qx.net](mailto:fpcparis@qx.net)

February 26, 2020

Rev. Jerry Utt II, Stated Clerk  
Presbytery of Transylvania

Dear Reverend Utt,

On Sunday February 22, 2020 immediately after the worship service, First Presbyterian Church in Paris, KY had a congregational called meeting with one item on the Agenda: Request an exception of the Book of Order G-2.0404 "Terms of Service," authorizing elder Ted Kuster to serve an additional term on session after serving two consecutive terms.

As a matter of information about the reasons for this action, we can report that our Nominating Committee did an extensive work to find a new person, but it was impossible due to our reduced number of members. Due to this fact, Mr. Kuster accepted to serve one more term if the Presbytery approve the request.

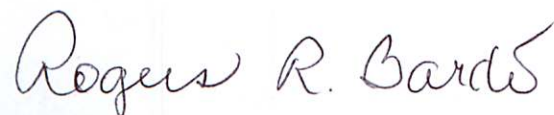
The called Congregational Meeting *unanimously approved* the following motion proposed by Steven Auvenshine and seconded by Juanita Wells: **"Request to Transylvania Presbytery an exception of G-2.0404 'Terms of Service' authorizing Elder Ted Kuster to serve one more term as member of the session in 2020 after serving two consecutive terms."** The motion was officially stated on the minutes of First Presbyterian Church of Paris, KY.

Please let us know if there is something else, we need to do according with the Presbytery requirements.

Respectfully submitted,



Rev. Jose Luis Casal  
Acting Moderator



Rogers Barde  
Clerk of Session





5 - IP-OP Covenant 2019 Final

### A Covenant Between

Presbiterio de Transylvania, KY  
(the Initiating Partner)

and

Iglesia Principe de Paz, Xbacab, Campeche, MX  
(the Operating Partner)

The partners to this Covenant commit to work together to plan, install, and operate a Living Waters for the World water treatment system at:

iglesia  
(Name of the facility where the water treatment system will be installed)

in order to provide safe water to:

Xbacab and close communities  
(Name of the community to be served) (Country)

The partners further commit to provide continuing Living Waters for the World health and spiritual education (hereafter referred to as "education") for the community being served by the water treatment system.

The partners agree as follows:

**I. Both Partners will:**

**A. Work together to:**

1. Prepare, agree to, and sign a Project Preparation Plan for the installation of the water treatment system and completion of the initial education sessions during the installation.
2. Prepare, agree to, and sign a System Management Plan to guide the operation and maintenance of the water treatment system.

**B. Identify** any local regulations and work together to secure any required permissions or certifications for the operation of the water treatment system and the distribution of safe water to those in need.

**C. Communicate** with each other frequently prior to the scheduled installation of the water treatment system to confirm progress is being made on tasks agreed to by the partners' in the Project Preparation Plan.

- B.** We acknowledge and agree the information, equipment, or services of LWW's water ministry are provided by volunteers and are provided "AS IS," and we agree to hold harmless LWW or associated parties from any damages: direct, indirect, incidental, special, punitive, consequential or otherwise that may result in any way from our participation in LWW's water ministry or from the installation of and ongoing operation of a water treatment system.

## VI. Sustainability:

- A.** It is the Operating Partner's responsibility to properly operate and maintain the water treatment system and to make certain the water they produce with the system and distribute to those in need is safe for drinking, cooking, and other uses taught in the Living Waters for the World education.
- B.** It is the Operating Partner's responsibility to immediately report any problems with the operation of the water treatment system or with the quality of the water it produces. The Operating Partner should make immediate contact with their Initiating Partner or Network to report any problems or issues
- C.** The Initiating Partner commits to supporting not only their Operating Partner as they work to achieve self-sustainability but also to supporting LWW through the payment of a sustainability fee (incurred in the year in which the covenant is signed) for each IP-OP covenant they sign.

- ☐ Project entered into the Project Status database and IP-OP Covenant Fee submitted.  
*In the event a covenant is dissolved prior to implementation, the fee may be refunded to the IP.*

## VII. Contact Information:

Each partner will designate someone who will serve as the person responsible for maintaining regular communication between the partners.

### A. Operating Partner Contact Person

Name: PERREIRO SOLIS CRUZ Position or Title: PASTOR

Phone: 982-105-0284 Email/Whatsapp/Messenger: \_\_\_\_\_

Secondary contact:

Name: SALVADOR CHI MAAS Position or Title: MEMBER

Phone: 982-127-2763 Email/Whatsapp/Messenger: \_\_\_\_\_



**B. Initiating Partner Contact Person**

Name: JOANIE LUKINS Position or Title: TEAM LEADER

Phone: +1 859-583-5990 Email/Whatsapp/Messenger: \_\_\_\_\_

Secondary contact:

Name: DOUGLAS DEPIES Position or Title: COORDINADOR

Phone: 998-187-7764 Email/Whatsapp/Messenger: \_\_\_\_\_

**IMPORTANT: Copies of this covenant are to be kept by the Operating Partner's Water Committee, the Initiating Partner and the Living Waters for the World network.**

This Covenant is agreed to and signed by:

X  
\_\_\_\_\_  
Operating Partner's Water Committee Leader

15/1/19

Date

Joanie Lukins  
\_\_\_\_\_  
Initiating Partner's Mission Team Leader

15/1/19

Date

Covenant copy received by LWW Living Waters for the World or Network Coordinating Team Representative:

Name: \_\_\_\_\_

Position or Title: \_\_\_\_\_ Email: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Congregational Issues Commission report  
Presbytery of Transylvania  
August 18, 2020

Since the past meeting of Transylvania Presbytery, members of the Congregational Issues Commission have consulted with three congregations. The full committee has not met.  
Respectfully submitted by Kathy Riley, Chair.

**Report to Presbytery  
Treasurer's Report/Administration Commission/Trustees  
August 18, 2020**

**Information to Presbytery:**

- The Treasurer's Report as of June 30, 2020 is attached.
- As of June 30, 2020 a total of \$34,334 has been distributed from designated funds to assist churches during the pandemic. \$7,880 was used from "Presbytery Disaster Assistance Fund" and \$26,454 from "Greenway Designated Fund".

Notes from Treasurer's Report

**Operating Budget**

1. Total Revenue as of 6/30/20 is \$160,059 as compared to \$165,822 at 6/30/19. This is a decrease in revenue of \$5,763.
2. Presbytery Unified Giving as of 6/30/20 is \$55,979 as compared to \$51,634 at 6/30/19. This is an increase in revenue of \$4,345.
3. Presbytery Per Capita as of 6/30/20 is \$44,670 as compared to \$67,671 at 6/30/19. This is a decrease in revenue of \$23,001.
4. Total Expense as of 6/30/20 is \$176,369 as compared to \$188,885 at 6/30/19. This is a decrease in expense of \$12,516.
5. Total Net for the operating budget as of 6/30/20 is (\$16,309) as compared to (\$23,063) at 6/30/19.

**Burnamwood**

1. Total Burnamwood revenue as of 6/30/20 is \$32,796 as compared to \$84,763 at 6/30/19. This is a decrease in revenue of \$51,069.
2. Total Burnamwood expense as of 6/30/20 is \$51,261 as compared to \$117,267 at 6/30/19. This is a decrease in expense of \$66,006.
3. Total Net for Burnamwood as of 6/30/20 is (\$18,466) as compared to (\$32,504) at 6/30/19.

Unified Giving and Per Capita Spreadsheet

A per capita and unified giving spreadsheet by church as requested by Presbytery is attached.

<b>Presbytery of Transylvania</b>					
<b>Treasurer's Report</b>					
<b>June 30, 2020</b>					
	<b>2020</b>	<b>2020</b>	<b>2019</b>	<b>2019</b>	<b>2020 ACTUAL</b>
	<b>ANNUAL</b>	<b>TOTAL REVENUE</b>	<b>TOTAL REVENUE</b>	<b>TOTAL REVENUE</b>	<b>COMPARED TO</b>
	<b>BUDGET</b>	<b>JAN-JUN</b>	<b>JAN-JUN</b>	<b>JAN-DEC</b>	<b>2019 ACTUAL</b>
<b>INCOME</b>					(decrease in revenue)
<b>UNIFIED GIVING - Presbytery Share</b>	<b>140,000</b>	<b>55,979</b>	<b>51,634</b>	<b>142,525</b>	<b>4,345</b>
<b>PER CAPITA</b>	<b>167,575</b>	<b>44,670</b>	<b>67,671</b>	<b>159,993</b>	<b>(23,001)</b>
<b>OTHER RECEIPTS</b>					
TRUST FUNDS	32,000	13,098	10,432	84,507	<b>2,666</b>
OTHER RECEIPTS/DESIGNATED ACCTS	137,825	46,312	36,084	101,578	<b>10,228</b>
<b>TOTAL OTHER RECEIPTS</b>	<b>169,825</b>	<b>59,410</b>	<b>46,517</b>	<b>186,085</b>	<b>12,893</b>
<b>TOTAL INCOME</b>	<b>477,400</b>	<b>160,059</b>	<b>165,822</b>	<b>488,603</b>	<b>(5,762)</b>

<b>Presbytery of Transylvania</b>					
<b>Treasurer's Report</b>					
<b>June 30, 2020</b>					
	<b>2020</b>	<b>2020</b>	<b>2019</b>	<b>2019</b>	<b>2020 ACTUAL</b>
	<b>ANNUAL</b>	<b>TOTAL EXPENSE</b>	<b>TOTAL EXPENSE</b>	<b>TOTAL EXPENSE</b>	<b>COMPARED TO</b>
	<b>BUDGET</b>	<b>JAN-JUNE</b>	<b>JAN-JUNE</b>	<b>JAN-DEC</b>	<b>2019 ACTUAL</b>
<b>EXPENSES</b>					<b>(decrease in expenses)</b>
<b>COMMISSIONS AND MINISTRIES</b>					
ADMINISTRATION	1,000	0	11	11	(11)
BURNAMWOOD	50,000	25,000	35,000	70,000	(10,000)
CHRISTIAN FORMATION	32,400	3,611	8,542	29,405	(4,931)
CHURCH DEVELOPMENT/REDEVELOPMENT	21,000	92	1,045	1,143	(953)
CONGREGATIONAL ISSUES	2,000	0	0	-	0
COORDINATING COMMISSION	8,000	455	490	1,450	(34)
LEADERSHIP DEVELOPMENT	15,000	2,159	4,767	13,411	(2,608)
MISSION MINISTRY	12,000	1,000	0	11,368	1,000
PASTORAL TRANSITIONS COMMISSION	20,000	12,334	3,854	7,586	8,481
PREPARATION FOR MINISTRY	15,000	2,148	285	5,113	1,863
REPRESENTATION	200	0	0	-	0
YOUTH COUNCIL	5,000	0	0	-	0
<b>TOTAL COMMITTEES</b>	<b>181,600</b>	<b>46,800</b>	<b>53,994</b>	<b>139,488</b>	<b>(7,195)</b>
<b>SUPPORT FUNCTIONS</b>					
PERSONNEL	244,500	113,482	118,362	236,911	(4,880)
OFFICE OPERATIONS	30,000	6,293	8,314	19,321	(2,021)
COMMUNICATIONS	2,500	887	1,172	1,707	(285)
PRESBYTERY OFFICES	4,800	7,393	4,027	3,115	3,367
<b>TOTAL SUPPORT FUNCTIONS</b>	<b>281,800</b>	<b>128,056</b>	<b>131,875</b>	<b>261,054</b>	<b>(3,820)</b>
<b>OTHER</b>					
KY COUNCIL OF CHURCHES	4,000	701	750	3,420	(49)
PRESBYTERY MEETINGS	7,000	62	1,515	2,639	(1,453)
PRESBYTERIAN WOMEN	3,000	750	750	3,000	0
<b>TOTAL OTHER</b>	<b>14,000</b>	<b>1,513</b>	<b>3,015</b>	<b>9,059</b>	<b>(1,502)</b>
<b>TOTAL EXPENSES</b>	<b>477,400</b>	<b>176,369</b>	<b>188,885</b>	<b>409,601</b>	<b>(12,516)</b>
INCOME YEAR-TO-DATE	477,400	160,059	165,822	488,603	
EXPENSES YEAR-TO-DATE	477,400	176,369	188,885	409,601	
<b>DIFFERENCE</b>	<b>0</b>	<b>(16,309)</b>	<b>(23,063)</b>	<b>79,003</b>	

<b>Camp Burnamwood Subsidiary Budget</b>					
<b>June 30, 2020</b>					
	<b>2020</b>	<b>2020</b>	<b>2019</b>	<b>2019</b>	<b>2020 ACTUAL</b>
	<b>ANNUAL</b>	<b>TOTAL REVENUE</b>	<b>TOTAL REVENUE</b>	<b>TOTAL REVENUE</b>	<b>COMPARED TO</b>
	<b>BUDGET</b>	<b>JAN-JUN</b>	<b>JAN-JUN</b>	<b>JAN-DEC</b>	<b>2019 ACTUAL</b>
<b>INCOME</b>					<b>(decrease in revenue)</b>
Unified for Burnamwood	50,000	25,000	35,000	70,000	(10,000)
Burnamwood Gifts	40,000	5,491	19,695	54,725	(14,204)
Burnamwood SummerCampFees	0	0	17,583	32,373	(17,583)
Burnamwood YouthRetreatFees	0	0	2,484	2,484	(2,484)
Burnamwood Presby Rentals	12,000	710	806	11,189	(96)
Burnamwood Other Rentals	8,000	2,245	3,895	7,620	(1,650)
Burnamwood Appalachian Ministry	0	(650)	5,100	13,765	(5,750)
Burnamwood Gala		0	200	200	(200)
<b>TOTAL INCOME</b>	<b>110,000</b>	<b>32,796</b>	<b>84,763</b>	<b>192,356</b>	<b>(51,967)</b>
<b>EXPENSES</b>					<b>(decrease in expense)</b>
ADMINISTRATIVE	8,300	3,695	4,885	9,024	(1,189)
PERSONNEL	34,448	17,224	58,385	105,116	(41,161)
FOOD SERVICE	0	0	9,664	17,683	(9,664)
FACILITIES	67,252	30,342	39,848	70,729	(9,506)
SUMMER PROGRAM	0	0	698	2,238	(698)
RETREATS	0	0	0	0	-
FUNDRAISING EXPENSES	0	0	914	914	(914)
BAM EXPENSE	0	0	2,873	9,098	(2,873)
<b>TOTAL EXPENSES</b>	<b>110,000</b>	<b>51,261</b>	<b>117,267</b>	<b>214,803</b>	<b>(66,005)</b>
INCOME YEAR-TO-DATE	110,000	32,796	84,763	192,356	
EXPENSES YEAR-TO-DATE	110,000	51,261	117,267	214,803	
<b>DIFFERENCE</b>	<b>0</b>	<b>(18,466)</b>	<b>(32,504)</b>	<b>(22,447)</b>	

## Reserves as of 6/30/20

### **Designated Accounts for Specific Purposes**

Caldwell Campbell for First Presbyterian of Richmond	30,308
Church Development/Redevelopment	135,785
Greenway funds	994,853
Harmony Cemetery	6,752
John F White fund to be used for Whites Memorial and indigent ministers	579,053
Mec Lona Davis to be used for Guerrant Memorial	202,126
Nicholasville Redevelopment fund	224,132
Campus Ministry funds held by Foundation	148,204
<b>Total Designated Accounts for Specific Purposes</b>	<b>2,321,213</b>

### **Undesignated Accounts**

General Fund	146,787
412 Rose Street (Proceeds from Sale of Rose Street Property)	177,484
Chase Operating Account	40,711
<b>Total Accounts Available for Operating and Reserves</b>	<b>364,982</b>

Designated Funds that are in General Accounts	153,178
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<b>Total Undesignated Presbytery Reserves</b>	<b>211,804</b>
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Estimate of Needed Operating Reserves (4 Months of Expenses)	159,133
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**Presbytery of Transylvania  
Treasurer's Report**

**SPECIAL OFFERINGS**

**June 30, 2020**

	<b>Amount Received from Churches</b>
<b>GENERAL ASSEMBLY CAUSES</b>	
GA Disaster Assistance	1,575
GA Hunger	1,555
GA Joy Gift	3,588
GA Missionaries/Extra Commitment Opportunities	10,216
GA One Great Hour	10,076
GA Peace & Global Witness	183
GA Pentecost	687
GA Theological Education	200
<b>TOTAL GA CAUSES</b>	<b>28,081</b>
<b>SYNOD CAUSES</b>	
SLW Living World Offering	522
SLW Louisville Seminary	2,000
SLW Peace & Global Witness	47
<b>TOTAL SYNOD CAUSES</b>	<b>2,569</b>
<b>PRESBYTERY CAUSES</b>	
Buckhorn Children's Center	3,616
Bellewood Children's Center	224
Westminster Village	885
<b>TOTAL PRESBYTERY CAUSES</b>	<b>4,725</b>
<b>TOTAL SPECIAL OFFERINGS</b>	<b>35,375</b>



# Unified/Per Capita Spreadsheet by Church

1

CHURCH	LOCATION	2019 Per Capita	Per Capita Received 12/31/19	Unified Received 12/31/19	2020 Per Capita	Per Capita Received 6/30/20	2020 Projected Unified	Unified Received 6/30/20
Community Presbyterian Church of Bellefonte	Ashland	1,345	1,345		961			
First Presbyterian Church	Ashland	5,036	9,938		4,574	2,287		
Normal Presbyterian Church	Ashland	1,230	1,230		1,192	483		
Augusta Presbyterian Church	Augusta	1,999			2,114			
Sharon Presbyterian Church	Augusta	461			461			
McGuire Mem'l Presbyterian Church	Beattyville	769			769	538		
White's Mem'l Presbyterian Church	Berea	769	769	4,000	577	769	4,000	4,000
Doermann Mem'l Presbyterian Church	Blackey	1,076			1,076			
Cow Creek Presbyterian Church	Booneville	1,422			1,422			
First Presbyterian Church	Booneville	2,960			2,960			
Buckhorn Lake Area Church	Buckhorn	2,076	2,075	2,400	1,960		2,400	
Highland Presbyterian Church	Canada	807			807			
Carlisle Presbyterian Church	Carlisle	2,306	1,733		2,114	1,058		

### Unified/Per Capita Spreadsheet by Church

CHURCH	LOCATION	2019 Per Capita	Per Capita Received 12/31/19	Unified Received 12/31/19	2020 Per Capita	Per Capita Received 6/30/20	2020 Projected Unified	Unified Received 6/30/20
Cawood Presbyterian Church	Cawood	653			653			
Corbin Presbyterian Church	Corbin	3,075	3,371		2,960	786		
Cynthiana Presbyterian Church	Cynthiana	5,382	5,382		5,497			
The Presbyterian Church	Danville	12,378	12,378	12,000	12,224	6,113	12,000	6,000
United Presbyterian Church	Ezel	1,076	1,076		1,076			65
First Presbyterian Church	Flemingsburg	769			769			
United Presbyterian Church	Frenchburg	692			692			
First Presbyterian Church	Georgetown	5,804	7,205	1,200	5,766	1,442	1,200	300
Bayless Memorial Presbyterian Church	Grayson	1,076			1,076			
Greenup Presbyterian Church	Greenup	1,230			1,230			
First Presbyterian Church	Harlan	1,038	1,038		1,038			
United Presbyterian Church	Harrodsburg	3,959	2,979		2,998	980		
First Presbyterian Church	Hazard	4,997	2,789		4,651			

### Unified/Per Capita Spreadsheet by Church

CHURCH	LOCATION	2019 Per Capita	Per Capita Received 12/31/19	Unified Received 12/31/19	2020 Per Capita	Per Capita Received 6/30/20	2020 Projected Unified	Unified Received 6/30/20
Hull Memorial Presbyterian Church	Hazard	577	1,124		461			
Anna C. Brush Mem'l Presbyterian Church	Hyden	692			692			
Isom Presbyterian Church	Isom	1,192	1,032		1,153	1,192		
Guerrant Memorial Presbyterian Church	Jackson	1,153			1,153	1,153		
First Presbyterian Church	Lancaster	1,999	1,999		2,191	2,191		
First Presbyterian Church	Lawrenceburg	999	1,958		769			
Beaumont Presbyterian Church	Lexington	5,228	5,228	1,125	5,228		1,125	750
Bethel Presbyterian Church	Lexington	577			423			
Eastminster Presbyterian Church	Lexington	1,422	1,422		1,499	750		
First Presbyterian Church	Lexington	23,564	23,564		23,717	11,859		
Hunter Presbyterian Church	Lexington	6,996	6,850	10,000	7,035	3,000	10,000	5,000
Korean Presbyterian Church	Lexington	2,652	2,652		2,729			
Maxwell Street Presbyterian Church	Lexington	20,296	20,200		20,181	6,732		

### Unified/Per Capita Spreadsheet by Church

4

CHURCH	LOCATION	2019 Per Capita	Per Capita Received 12/31/19	Unified Received 12/31/19	2020 Per Capita	Per Capita Received 6/30/20	2020 Projected Unified	Unified Received 6/30/20
Meadowthorpe Presbyterian Church	Lexington	4,152	2,000	5,000	2,268	1,200	5,000	2,500
Mt. Horeb Presbyterian Church	Lexington	2,652	2,652	200	2,652	1,500	200	200
Second Presbyterian Church	Lexington	27,100	27,100	56,396	27,254	13,627	56,396	28,786
Walnut Hill Presbyterian Church	Lexington	5,651	5,651	500	5,689		500	
First Presbyterian Church	London	2,729	2,502		2,806	1,403		
Manchester Presbyterian Church	Manchester	384			384			
Mays Lick Presbyterian Church	Mayslick	154	154		154			
First Presbyterian Church	Maysville	4,113	4,113	3,000	4,228	1,057	3,000	750
First Presbyterian Church	Middlesboro	1,230	1,230		1,038			
Midway Presbyterian Church	Midway	2,383	2,383	4,000	2,422		4,000	
First Presbyterian Church	Millersburg	692	692		692			
Faith Presbyterian Church	Morehead	1,192	1,192	100	1,230	1,230	100	270
First Presbyterian Church	Mt. Sterling	4,382	4,382	1,726	4,613	2,230	1,726	792
Old Paint Lick Presbyterian Church	Paint Lick	653			653	1,307		

# Unified/Per Capita Spreadsheet by Church

5

CHURCH	LOCATION	2019 Per Capita	Per Capita Received 12/31/19	Unified Received 12/31/19	2020 Per Capita	Per Capita Received 6/30/20	2020 Projected Unified	Unified Received 6/30/20
First Presbyterian Church	Paris	2,037	2,037		1,960			
Hopewell Presbyterian Church	Paris	192			192			
Perryville Presbyterian Church	Perryville	384	384	300	346		300	
First Presbyterian Church	Pikeville	2,537	2,433		1,269			
First Presbyterian Church	Prestonsburg	3,613	3,077		3,536	2,308		
First Presbyterian Church	Richmond	10,148	10,994	33,333	9,264	4,041	30,000	15,000
New Providence Presbyterian Church	Salvisa	769			769			
Old Springfield Presbyterian Church	Sharpsburg	1,076			1,076			
First Presbyterian Church	Somerset	6,266	11,101		6,958	1,567		
Pisgah Presbyterian Church	Somerset	999			999			
Stanford Presbyterian Church	Stanford	4,036	4,036	500	4,036	2,018	500	

### Unified/Per Capita Spreadsheet by Church

CHURCH	LOCATION	2019 Per Capita	Per Capita Received 12/31/19	Unified Received 12/31/19	2020 Per Capita	Per Capita Received 6/30/20	2020 Projected Unified	Unified Received 6/30/20
Pisgah Presbyterian Church	Versailles	9,648	9,648		7,996	1,999		
Troy Presbyterian Church	Versailles	2,768	2,768	6,738	2,806	1,384	6,738	3,369
Versailles Presbyterian Church	Versailles	10,302	10,302		10,456	5,228		
Graham Memorial Presbyterian Church	Whitesburg	3,536	5,232	1,200	3,575	1,787	1,200	600
Wilmore Presbyterian Church	Wilmore	2,883	2,883	1,000	2,076	1,038	1,000	500
First Presbyterian Church	Winchester	6,227	6,227		5,920			
Salem Presbyterian Church	Winchester	961	961	900	884	884	900	900
Receipts from Individuals				29,037			4,000	1,550
GRAND TOTALS		267,427	248,973	174,655	252,512	87,139	146,285	71,331
Presbytery Portion		177,473	159,993	142,525	167,575	42,694	114,102	55,979

### **Actions Taken by Administration Commission since February presbytery meeting**

1. Financial reports as of June 30, 2020 were reviewed and approved including reserves, foundation accounts, unified mission and per capita contributions.
2. Approved the hire of Jeff Shaver as part-time intern for the Nicholasville Mission Project. The gross pay is \$1,000 per month and will be funded through the Nicholasville Church funds invested with the Presbyterian Foundation.
3. Approved the recommendation from the Coordinating Commission to authorize the use of designated funds of up to \$38,695 and to send \$500 to each member church of Transylvania Presbytery as a way of showing our support to the churches for their work. The expected use of the funds would be to support backpack ministries, food pantries, feeding programs, blessing boxes or other ways for the church to help those most vulnerable in the church and community. Also included in the recommendation is to offer 3 months of Zoom Video Conferencing to assist our churches. This funding comes from designated account. \$7,880 out of the designated fund "Disaster Assistance in the Presbytery" and the remainder of \$30,815 from the "Greenway Designated Fund."
4. The Presbytery received information from the Lexington Fayette Urban County Government regarding a proposed easement for a sidewalk to be built on Armstrong Mill at the Korean Church Property. Approved a motion for the acquisition offer from the LFUCG for a permanent easement request (135 sqft.) and a temporary easement (5404 sqft). The total consideration to be paid for the property conveyed is \$1,350. The temporary construction easement within the agreement is for the sole purpose of providing the LFUCG contractor and/or sub-contractor the necessary area to accomplish their work. The temporary construction easement does not include rights for utility relocations outside of the right-of-way limits. Any property that is disturbed will be restored to as good a condition or better than when the construction began.
5. The Commission discussed the Paycheck Protection Program that was made available through the CARES Act and how it relates to churches. This is the \$2.2 trillion support legislation passed by Congress to help support individuals and business in times of need. All of our churches are eligible to participate in this program. You can apply for up to 250% of your average monthly payroll. Starting April 3, 2020, small businesses and sole proprietorships can apply for and receive loans to cover their payroll and other certain expenses through existing SBA lenders. Approved a motion to apply for the loan in the amount of \$46,337 through the Presbytery's bank, Chase. ***On July 22, 2020, the Presbytery was approved for the loan.***
6. In late January a sinkhole was discovered on the Burnamwood dam. Staff and members of Administration worked with various entities to handle the proper repair route. A civil engineer was needed to get the proper permitting for the state for the repair project. The Commission accepted bids and approved a bid from Palmer Engineering of \$14,810, exclusive of construction costs. Palmer Engineering presented different options to the Commission of how to fix the Burnamwood dam issue. After much discussion of different scenarios, it was approved that the Burnamwood dam be repaired by replacing the existing pipe with a concrete pipe at an estimated total cost of \$50,000 and that the funding for this project would come from undesignated reserves at this time. Once we get in a better financial position or get contributions for Burnamwood, the reserves could get paid back. In effect, this would be a "loan" to Burnamwood for the project. Palmer Engineering submitted the permit for repair of the dam to the state on July 28, 2020. We are awaiting approval of permit to get the construction started.

7. A quitclaim deed was received from Mid Kentucky Presbytery for a church that is being sold in Mid Kentucky, Faith Presbyterian Church, 9800 Stonestreet Rd, Louisville, KY 40272. When it was organized in the 1950s, the church was in Transylvania Presbytery and Transylvania Presbytery's name is on the deed. It was approved for a representative of Transylvania Presbytery to sign the quitclaim deed and convey the property to Mid Kentucky Presbytery.
8. A check was received from Lexington Fayette Urban County Government in the amount of \$1,350 for a sidewalk easement at 151 Armstrong Mill Rd., Lexington, Kentucky. It was approved to send the \$1,350 to the Korean Presbyterian Church.
9. When the First Presbyterian Church in Pineville closed, it was found that the church owned approximately one acre of land located on Laurel Hill in Bell County, Kentucky. From recommendations of the church elders, Administration approved a request to convey this land to James and Teresa Miracle of Pineville, Kentucky for \$100.



## Church Development and Revitalization Ministry (CDRM)

Report to the Presbytery of Transylvania

August, 2020

The CDRM continues “*to work with current churches engaging in revitalization and transformation efforts and to promote and encourage the development of new worshipping communities.*” Here are the highlights.

- The CDRM continues to comprise seven people: Ryan Bradney, Lisa Culpepper, Michael Denney, Jim Dougans (Chair), Karen Hartsfield (Vice-Chair), Linda Kurtz and Philip Lotspeich.
- The CDRM met three times via Zoom: June 1 and 29, and July 27.
- We continue to read *Divergent Church* by Shapiro and Faris. Since the last report to the Coordinating Commission we have read chapters 4,5 and 6.
- The CDRM continues to monitor and support the work of the Nicholasville Steering Committee.
- CDRM members facilitated breakout sessions during a pastor zoom meeting on July 22. We asked three questions:
  - How are you managing thus far with your adjustments?
  - What problems or challenges are you encountering?
  - What positive growth ( spiritual and virtual reach) are you experiencing?
- The CDRM is continuing to look at providing resources to address church needs.

The next zoom meeting is September 21, 2020 at 1:30 p.m.

**Report on the 224th General Assembly of the PC(USA)*****Teaching Elder Commissioner***

Rev. Scott V. Cervas

The General Assembly was completely online this year, and was handled with great care by those who worked behind the scenes (or not so behind the scenes) to make sure things ran smoothly. I was impressed by the way we were able to conduct the business that we needed to complete with very few technical problems.

The Book of Order (BoO) does not allow for a GA that is not held in person, which means all of our work has to be ratified by the 225th General Assembly in 2022. Perhaps at that point, if it is possible for GA to meet in person, we will amend the BoO to allow for that in the future. Therefore, our business was limited to the things that needed to be done for the church to continue to function over the course of the next two years. Those included electing co-moderators, electing a stated clerk, and approving a budget.

It was not originally my intention to serve as a commissioner to GA this year. I was the alternate. I am grateful for your willingness to let me do so. It certainly was not the experience that GA normally is, but it was still nice to feel connected to people across the denomination for the short period of time we “gathered” on Zoom.

Scott

Date: June 30, 2020

From: Bill Reed, ruling elder commissioner to 224<sup>th</sup> General Assembly

1. I felt the GA went quite well technically, 700 folks on a Zoom meeting was impressive. It will be interesting to see if some of this technology will be incorporated into future GAs.
2. I think the co-moderator team of Bentley and Street-Stewart will be good, I voted for them, I would be happy for them to visit Transy.
3. At least on the surface the denomination has a real commitment to diversity and inclusion, the number of Blacks, Hispanics, Asians, Native-Americans involved in various points of the meeting was impressive.
4. The controversy over SFTS and Univ of the Redlands seemed likely to consume a lot of time, until the co-moderators made the statement that they were going to get the parties in the same room, perhaps with a professional mediator, to work things out. That was fine with me.
5. I was surprised that the Board of Pensions and the Foundation were sort of invisible.
6. I wish there had been a little more detailed article in the Outlook or PNS about pending matters, even though the matters we considered were, for the most part, uncontroversial.
7. The last minute attempt to propose a commission to examine the rights of the preborn struck me as an attempt to create a talking point. It had no chance of passing, but some will be able to say "They would not even consider talking about pro-life issues." We will see if that happens.
8. One of the questions asked to confirm a quorum was "How would you describe your theological perspective – moderate, liberal, progressive, conservative, evangelical." Conservative and evangelical only got about 12% of the total. We used to talk about how a range of theological views was a strength of the PCUSA, that is becoming less true for better or for worse.
9. Finally, apparently many were disappointed that a statement about black women and girls was not considered. A statement approved by numerous former moderators has been circulated in recent days expressing regret. I am pretty ambivalent about whether it was a mistake or not.

Leadership Development Ministry Report  
August 3, 2020

The training program for Commissioned Ruling Elders continues despite the pandemic. Since March we have met by Zoom. As many of you know, that can be a challenge because of imperfect internet connections, especially in the rural areas where many of our CRE candidates live and work. The challenges have been manageable, and we continue toward our goal of commissioning several leaders in 2020 or 2021.

Most recently, we completed a course in the Old Testament (Hebrew Scriptures) in July. Beth Garrod-Logsdon, pastor at Wilmore Presbyterian Church, was the instructor. In preparation for the course, students and leaders watched the five videos in the Theocademy online Old Testament series (a PCUSA resource). Beth then led the group in three Saturday online classes, at two hours each. With much deep group discussion and Beth's great teaching, the classes went extremely well.

The next course will be the New Testament, led by Keith Benze, pastor at Versailles Presbyterian Church. The three sessions haven't been scheduled yet, but will likely start late August or early September.

Melissa Bane Sevier, Vice Chair  
Mary Baber Reed, Chair

**Coordinating Commission  
Report to Presbytery  
August 18, 2020**

The Coordinating Commission of the Presbytery of Transylvania has met five times:  
January 28, March 17, April 21, May 19, and July 21, 2020.

The Coordinating Commission has taken these actions:

- Elected Philip Lotspeich as 2020 chair.
- Set third Tuesday of each month as regular monthly meeting date.
- Accepted resignation of teaching elder Darryl Baker as vice-moderator.
- Presbytery Moderator Linda Crawford appointed teaching elder Scott Cervas as vice-moderator until next presbytery meeting.
- Reviewed formula for representation (parity) of teaching and ruling elder commissioners.
- Approved \$500 grants to each active congregation for pandemic ministry efforts.
- Cancelled stated meeting of May 16, 2020.
- Provided presbytery-wide worship service on May 24, 2020.
- Accepted resignation of teaching elder Scott Cervas from Commission on Preparation for Ministry.
- Accepted resignation of teaching elder Sara Benedetti as commissioner to 224<sup>th</sup> General Assembly.
- Changed format of August 18, 2020, meeting to virtual (Zoom) rather than in-person.
- Initiated a conversation with Administration Commission to analyze the health of presbytery reserves and the impact that dwindling reserves might have on the life of the presbytery in the next two budget cycles and beyond.
- Encouraged formation of group to engage conversation on race and anti-racism.
- Postponed KY presbyteries joint meeting until 2021 and designated Saturday, November 14, 2020, as final stated (annual) meeting for 2020.

Recommendations for Presbytery Action:

- Elect the following members to Commission on Representation:
  - Teaching elder Schuyler Olt, class of 2021
  - Ruling elder Jean Harney, class of 2022.

**Presbytery of Transylvania  
Necrology Report  
Ruling and Teaching Elders  
2020**

<b>Teaching Elders</b>	<b>Date of Death</b>	<b>Congregation or Town</b>
Rev. Philip Pogue	October 17, 2019	Bowling Green
Rev. E.G. Clark	June 5, 2020	Guerrant Memorial, Jackson

<b>Ruling Elders</b>	<b>Date of Death</b>	<b>Congregation or Town</b>
Susan Martin	September 11, 2019	Corbin
James Fischer	July 13, 2019	Danville
Lamont Frazer	July 19, 2019	Danville
Max Hoover	August 17, 2019	Danville
Betty Morton Moderator of Presbytery (1983)	January 28, 2019	First Hazard
W.P. Morton, Jr.	April, 2019	First Hazard
Lewis F. Hoffman	October 20, 2019	Georgetown
Charles Baker	2019	Hull Memorial
Jerry Miller	October 3, 2019	Hull Memorial
Marvin Meadows	2019	Hull Memorial
Susan Stacy	June 23, 2019	Hull Memorial
Anne Turner	2019	Hull Memorial
Ernestine Hensley	2019	Hull Memorial
Patsy Bach Martin	February 21, 2019	Lancaster
William (Bill) Marks	December 18, 2019	Lancaster
Robert Hardin Mitchell	August 13, 2019	Perryville
Arthur Craig	November 26, 2019	Versailles
Nina Cockerham	November 4, 2019	McGuire Memorial
Victoria Gross Moore	March 5, 2019	McGuire Memorial

**Commission on Representation  
Report to Presbytery  
August 18, 2020**

The Commission on Representation moves that the Presbytery elect the following:

Teaching elder Scott Cervas: Presbytery Vice-Moderator, 2020

Teaching elder Rollin Tarter: Commission on Preparation for Ministry, class of 2021.

The Commission on Representation nominates the following as Delegates to the 2020 Annual Assembly of the Kentucky Council of Churches:

1. Hank Graddy, Ruling Elder, Pisgah Presbyterian Church, Versailles
2. Linda Kurtz, Teaching Elder, First Presbyterian Church, Lexington
3. Lawrence Monroe, Ruling Elder, First Presbyterian Church, Hazard
4. Michael Ward, Teaching Elder, Walnut Hill Church, Lexington
5. Lucy Waterbury, Ruling Elder, First Presbyterian Church, Richmond

## COMMISSION ON PASTORAL TRANSITIONS

### Presbytery Report

August 18, 2020

**The Commission is actively working with 16 churches in transition.**

**Since the last meeting of Transylvania Presbytery on February 4, 2020, the Commission has met on February 19, 2020, May 27, 2020, June 9, 2020 and July 22, 2020 and reports the following has taken actions:**

1. Dismissed the following Teaching Elders:
  - a. Jay Mumper (HR) to Peace River Presbytery (5/27/20)
2. Received the following Teaching Elders:
  - a. Lisa Baroody Culpepper as Member-at-Large from the Presbytery of New Harmony (2/19/20)
  - b. Jose Luis Casal (HR) from Mid-Kentucky Presbytery (5/27/20)
3. Appointed a Commission to Install Rev. Hannah McIntyre as Pastor of Pisgah Presbyterian Church, Versailles, on Saturday, February 1 at 2:00 pm  
 Ruling Elders: Linda Crawford, Lexington Second, Moderator; Sue Fosson, Pisgah, Versailles; Eric Smith, Danville  
 Teaching Elders: Rev. Sara Benedetti, Lexington Second; Rev. Stephan Fearing, Beaumont; Rev. Mary Seeger Weese, Midway  
 Guest: Teaching Elder Rev. Carol Ferguson, Crescent Springs Presbyterian Church, Presbytery of Cincinnati
4. Appointed the following Session Moderators:
  - a. Teaching Elder Jose Luis Casal - Paris
  - b. Teaching Elder Janice Stamper – Hazard
  - c. Teaching Elder Janice Stamper – Guerrant Memorial, Jackson
  - d. Teaching Elder Barry Bainum - Sharon
5. Approved the following requests of Session to elect a PNC
  - a. Graham Memorial Presbyterian Church, Whitesburg - Pastor
  - b. Stanford Presbytery Church - Pastor
6. Consulted with the following churches searching for non-ordained ministry staff:
  - a. Danville – Interim Associate for Christian Formation
  - b. Lexington, First – Director of Children & Youth Ministries
7. Approved the request of Rev. Griffin Phillips Ryan for Ecclesiastical Endorsement for the Specialized Ministry of Chaplaincy.
8. Approved the Temporary Supply Covenant between the Session of First Presbyterian Church of Paris and Rev. Jose Luis Casal for temporary pastoral services (19.75 hours/week) with the revised dates of June 1, 2020 to June 1, 2021.



### For Action:

1. The Pastoral Transitions Commission recommends that the Presbytery of Transylvania approve the *Proposed Minimum Terms of Call for 2021*.

**Rationale:** At its meeting of November 3, 2018, in Danville, KY, the Presbytery of Transylvania approved the following motion: *that the Presbytery of Transylvania Minimum Terms of Call, beginning in 2020, be tied to the percentage increase in the Board of Pensions Churchwide Median Effective Salary*. The Cash Salary figures in the *Proposed Minimum Terms of Call for 2021* reflect the 0.7% increase reported by the Board:

**Full-time installed and temporary pastoral positions**

**With manse – increase from \$30,408 (2020) to \$30,621**

**Without manse – increase from \$42,991(2020) to \$43,292**

**Note:** While the current recommendation only reflects changes in Cash Salary Compensation, the Commission is aware of the need to review and revise other provisions such as Continuing Education and Sabbatical Leave, Sick Leave, Involuntary Dissolution, with particular attention to Family Leave. The Commission is seeking feedback from pastoral leaders and churches and expects to bring recommendations to the next meeting of the presbytery.

## Median effective salary

The Board uses salary information reported to it as of May 1 of each year to set *median effective salaries* for the next year. When a member's annual effective salary is less than the median, pension credits, disability benefits, and death benefits are calculated based on the applicable median salary.

Classification	Median effective salaries		% Change
	for 2021	for 2020	2021 vs. 2020
Ministers	\$61,200	\$60,800	0.7%
Employees	\$46,000	\$44,500	3.4%

The Board sets a median effective salary based on salary information for minister members of the Benefits Plan who are serving PC(USA) congregations. The congregational ministers' median effective salary applies to *all* minister members, whether they serve congregations or not, for purposes of calculating pension credits and benefits. The Board also sets a median effective salary based on salary information for non-minister members enrolled for pension and/or death and disability coverage. Median effective salaries are prorated for work schedules of less than 35 hours a week.

## ***Minimum Terms of Call for 2021***

### **Presbytery of Transylvania**

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 hours/week) positions, whether installed or temporary:

	<b>If a manse is provided for the minister's residence</b>	<b>If no manse is provided</b>
<b>Cash Salary</b>	<b>\$30,621</b>	<b>\$43,292</b>
<b>Housing Allowance</b>	<b>Manse escrow of \$1,000 per year paid into a 403(b) account</b>	<b>Approval of declared housing allowance sufficient to cover rent or mortgage, insurance, tax, utilities and maintenance</b>
<b>Social Security</b>	<b>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.)</b>	
<b>Pension and Medical</b>	<b>Pension, medical coverage, and disability premiums shall be paid to Board of Pensions as defined by the Board of Pensions.</b>	
<b>Continuing Education</b>	<b>\$750 (includes books, other resources and professional expenses)</b>	
<b>Travel</b>	<b>Reimbursed at current IRS business mileage rate, or the church may elect to provide a travel allowance instead.</b>	
<b>Vacation</b>	<b>4 weeks</b>	
<b>Continuing Ed Leave</b>	<b>2 weeks</b>	
<b>Moving Expenses</b>	<b>Reasonable moving expenses approved in advance.</b>	

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 should 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.

***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 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.

## **Commission on Preparation for Ministry**

### **May 2020**

#### **Informational only**

#### **CPM met on May 12, 2020 via Zoom, with discussion and approval of the following:**

- Reviewed and approved March 10, 2020 minutes.
- Discussion with approval that our annual retreat on July the 24<sup>th</sup> and 25<sup>th</sup> be held virtually, via Zoom.
- Discussion with approval of two workshops for our annual retreat. Self-Care Workshop and Online Ministry Workshop.
- Met with Scot Robinson for the purpose of completion of the Candidacy phase evaluation and to review his PIF. Approved Scot to be ready to negotiate and to post his PIF. Scot will continue under the care of CPM until he receives a call.
- Reports were given for Inquires/Candidates and CRES/CPS currently under our care.
- Several of our candidates have scheduled their Psychological Evaluations. Connie will confirm that our exams are continuing, either in person or virtually.

### **June 2020**

#### **Informational only**

#### **CPM met on June 9, 2020 with discussion and approval of the following:**

- Reviewed and approved May 12, 2020 minutes.
- Connie will send out the agenda for Retreat, on July the 24<sup>th</sup> and 25<sup>th</sup>.
- Annual Evaluation forms will be sent out to all candidates for completion and returned before the Retreat, for CPM review.
- Ordination Exam readers for 2021 are Ruling Elder, Ginny Shanda, Teaching Elder, Scott Cervas, and an alternant reader will be Rev. Rollin Tarter.
- Reports given on Inquirers/Candidates and CRE/CP's under our care.
- The next Presbytery meeting is scheduled for August the 18<sup>th</sup>, virtually. Donna Phillips will be presented to the Presbytery for Candidacy.

### **July 2020**

#### **Informational only**

#### **CPM met via Zoom, on July the 24<sup>th</sup> and 25<sup>th</sup> for their annual Retreat.**

- Worship Services were conducted by Rev. Stephen Fearing.
- Rev. Keith Benze and Rev. Stephen Fearing presented an On-Line Ministry Workshop and Jennifer Blair, Commonwealth Counseling Services presented a Self- Care Workshop.
- Candidates checked in for their yearly review. Approved all Inquirers/Candidates and CRES/CPS to continue on their faith journey, under the care of CPM.
- Reviewed and approved June 9, 2020 minutes.



- Approved the money left from budgeted for our retreat be given as a one-time grant to all Inquirers/Candidates and CRES/CPS under our care.
- Our next meeting is scheduled for September 15, 2020 at 12:30pm via Zoom.

**Respectfully submitted,**

**Connie Turner**

**Chair CPM**

## Donna R. Phillips Biological Sketch and Statement of Faith

### BIOLOGICAL SKETCH



I was born Donna Renae Stevenson on May 23, 1966 in Louisville, Kentucky to Brenda Sue Hayes and Donald Eugene Stevenson ages eighteen and nineteen, respectively. Although my parents were childhood sweethearts, a little over two years after I was born, they divorced, and one year after that, my mom remarried a soldier, George Phillips, and off we went to Augsburg Germany where my new stepfather (bonus dad), George, was assigned. Germany is where I spent most of my preteen years. George listed me as his dependent and my mother assigned me his last name, Phillips, a name that wouldn't be legally mine until a couple of years after returning to the United States and a trip to a Kentucky courthouse when I was fifteen. Kentucky has been my home ever since.

My faith journey began in Stuttgart Germany when I was 12 years old. I cannot remember a time when I did not know that there was a God. I prayed to God even as a small child; however, I did not really have a faith tradition because my parents did not regularly attend worship. While living in Stuttgart, my mother was introduced to the United Pentecostal Church (UPC) located on our Army base; where a few weeks later, she and I were baptized. The UPC church we attended looked like the United Nations, with members from many parts of the world. Seeing the world through such a multicultural Christian lens shaped my view of what the church could be. Less than a year after my mom and I received Christ, we returned to the United States and settled in Radcliff, KY. I was reunited with my dad, the now late Rev. Donald Eugene Stevenson, and was a young adult in my twenties when I witnessed his call to ministry. He worked primarily with youth, and outreach ministries in a small black Baptist church in Louisville, KY. Mom and I found our church home in a small African-American Apostolic Pentecostal Church in Vine Grove, KY where we attended for 18 years.

Although my dad was a Baptist and my mother raised me in the Apostolic Pentecostal church tradition, I grew up to be a Presbyterian. Neither of my parents could figure out how that happened; but, when I asked them 23 years ago what they thought about me joining a Presbyterian Church, they each gave me the same answer. "Go where God leads you." My faith journey, from my youth until now has been transformative, and God continues to shape and mold my life. I carry within me the traditions, life lessons, and memories of all three of these rich Christian traditions; so much so, that I coined a new term to define my Christian formation, "Presbycostalist". That kind of sums me up.

After I graduated from North Hardin High School in Radcliff, KY, I attended the University of Kentucky where I earned a BM in Music Education and a BA in Music Performance. I have served in church music as Children's Choir Director, and Adult Handbell Choir Director at Second Presbyterian Church in Lexington, KY since 1997. From 2000 – 2015 I was the Music Programs Coordinator for Shaker Village of Pleasant Hill in Harrodsburg Kentucky where I served as choir director, engaged in theological research, and spoke publicly about Shaker theology and worship practices. I am currently pursuing the Dual Master of Divinity and Master of Marriage and Family Therapy Degrees at Louisville Presbyterian Theological Seminary. During seminary, I have exercised my calling to advocate for the marginalized by serving as the Student Coordinator for the Center for Women and Gender Studies, as a member of the Gender and Ministry Committee, and as a marriage and family therapy intern at Boys and Girls Haven Residential Pre-Independent Living for at risk youth transitioning into adulthood. My desire to advocate for those who are pushed to the margins is

informed by Liberation and Womanist theological viewpoints that uplift a community centered Christology influenced by the African diaspora, the communal identity of the ancient Hebrews, and the ministry of Jesus Christ. In addition, I participate in church leadership by serving as a pulpit supply pastor for Henryville Community Presbyterian Church and Mt. Lebanon Community Presbyterian Church in Henryville, IN. I am also a 2019-2020 Association of Marriage and Family Therapists (AAMFT) Minority Fellowship Program (MFP) Fellow and have been accepted into the MFP program for the 2020-2021 year.

## STATEMENT OF FAITH

I believe in one God, creator of heaven and earth and all that dwell therein. Within the complex nature of God there are three personal distinctions, God the Father, God the Son, and God the Holy Spirit.

I believe that God offers relationship to us through Jesus Christ, the Word made flesh, who in the ultimate act of love, suffered and died on the cross for our sins in order that we may have abundant life. Christ is head of the church, the foundation upon which the church stands, and is the primary agent of God's mission of Grace. Jesus Christ, who is fully God and fully human, was born into the world as a helpless baby of a maiden named Mary. He experienced all the pangs of human existence, and yet remained sinless. To reconcile sinful humankind to God, Christ was unjustly condemned and was sentenced to die a cruel death on the cross. But God raised up Jesus from the dead, and through the resurrection of Christ, the reign of sin and death over humanity was broken.

I believe that God, knowing the sinfulness of humankind, chooses to care for us, and to forgive us. Although our fallen nature makes us deserving of death, instead of giving us what we deserve, God chooses to restore us through the death, burial, and resurrection of Jesus Christ. We cannot earn God's grace through good works. Grace is a gift that God has freely given and nothing we are, or nothing we do can make us worthy of this gift. It is only through Christ that we are even able to acknowledge our sinfulness and to accept God's mercy.

I believe in the Holy Spirit who comforts and guides God's people, and who calls us together as faithful believers to be the church, not only in fellowship, prayer, and worship but also, in service to justice and as witnesses of God's saving Grace in the world.

I believe that the sacraments of Baptism and Holy Communion are communal acts of public worship that serve as signs and seals of the work that God has done in human hearts. The sacraments are external, visible signs that point us to God and remind us of God's promises. They are witnesses to God's grace that help to move our focus from our carnal realities and lift our consciousness to the heavenly.

Through baptism we share in Christ's baptism. Baptism is an outward sign of the call of God upon every believer's life. The Lord's Supper is a gift from God that is given to humanity through Jesus Christ. The elements of the table are a symbolic representation and are not literally transformed into the body and blood of Christ. However, when we partake of the elements, we are spiritually nourished, and we participate in the death burial and resurrection of Christ through them. When we worship God through the sacraments, the Word is made visible to us and God is present with us.

I believe that God is relational and longs to be in relationship with all of creation. God speaks to human hearts in the stillness of the night, in the brightness of the morning, in the extraordinary events of our lives, in the mundane routines of daily living, through the tears of the grieving, and through the laughter of a child, in life, and in death God's unconditional offer of grace and love is expressed.