

The Presbytery of Middle Tennessee is a community of churches and church leaders whose role is to guide and support the work of its constituents, striving to build up the body of Christ through connections of mutual support, creating a culture of leadership development and church transformation.

**ONE HUNDRED FORTY-FIRST STATED MEETING
THE PRESBYTERY OF MIDDLE TENNESSEE
ONLINE MEETING VIA ZOOM
SATURDAY, JULY 18, 2020**

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| 9:30 am | 1. | Registration Open for Joining Meeting |
| 10:00 am | 2. | Zoom Protocol and Meeting Instructions – Chris Joiner |
| | | Call to Order – Theresa Denton
Statement of Procedures / Declaration of Quorum /
Seating of Corresponding Members / Adoption of Agenda |
| 10:15 am | 3. | Welcome / Co-Executive Presbyters’ Report – Robin & Ray Thomas |
| 10:20 am | 4. | Matthew 25 Invitation – Diane Moffett |
| 10:50 am | 5. | Administrative Committee – Chris Joiner (5 min) |
| 10:55 am | 6. | Committee on Mutual Support – Stuart Wilson-Patton (5 min) |
| 11:00 am | 7. | General Assembly Commissioners’ Reports (10 min) |
| 11:10 am | 8. | Committee on Ministry – Donna Simpson (30 min) <ul style="list-style-type: none">• Candidate for Ordination• Recognition of Retirement – Teddy Chiquimia• Recognition of Retirement – Mark DeVries |
| 11:40 am | 9. | Board of Pensions – Keenan Rodgers (5 min) |
| 11:45 am | 10. | Committee on Preparation for Ministry – Mike Wilson (10 min) |
| 11:55 am | 11. | Stated Clerk’s Report – Therese Howell (5 minutes) |
| 12:00 pm | 12. | Finance Committee – Steve Douse (5 minutes) |
| 12:05 pm | 13. | Mission Engagement – Bill McConnell (5 min) |
| 12:10 pm | 14. | Daily Prayer <ul style="list-style-type: none">• Offering – NaCoMe• Concerns and Celebrations |
| 12:40 pm | 15. | Unfinished Business
142nd Stated Meeting – Thursday, October 15, 2020, NaCoMe Camp and Conference Center, Pleasantville |
| 12:45 pm | 16. | Closing Prayer / Adjourn |

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Agenda Item 3

Co-Executive Presbyters Report – July 18,2020

What a rollercoaster ride we have all been on since we last met as a presbytery on February 1 in Tullahoma! We are reminded of the photo we have from our trip to Disneyland when our kids were in grade school. The picture captures the four of us, along with Aunt Debby and Uncle Tim, with arms raised, water splashes swirling, wearing assorted looks of utter delight, sheer terror, and full-bore curiosity, being hurled together down Splash Mountain. We've all changed since then, but some of those same feelings have circulated among us, all of us, in the past few months. Thanks for joining us on this ride. Just like back then at Disneyland, we have no idea of what we've been getting into, but we're grateful for each of you joining us as our companions.

As you hopefully already know, we have stepped up our communications and connections with our churches, UKirks, New Worshiping Communities, and New Church Development since the tornadoes and pandemic hit us hard in March. We have met regularly with our pastors and church leaders by Zoom and called our presbytery's crisis communication team together on numerous occasions for discernment about how best to guide and equip our members through these challenging times. We've been extremely thankful for the Presbytery Disaster Assistance program's timely and generous response to both the tornado and the pandemic. Two of the communities hit hardest by the tornadoes – East Nashville (through Woodland Presbyterian) and Putnam County (through Double Springs and First Presbyterian Churches, Cookeville) – received tornado relief dollars, including contributions sent to the presbytery through our member churches. Five of our most vulnerable communities hit hardest by the economic and health impact of the pandemic – Sudanese Presbyterian (Gallatin), Evangelical Presbyterian Arabic NWC (Nashville), Rock Eternal Arabic Presbyterian (Priest Lake), Nueva Vida NCD (Nashville), and St. Andrew's Presbyterian (Nashville) – received COVID-19 emergency grants from PDA. We also celebrate that the Evangelical Presbyterian Arabic NWC, pastored by Rev. Samy Estafanos, has recently been awarded a \$25,000 Investment from the 1001 New Worshiping Communities program.

In response to the outcry for racial justice and social reform, the Committee on Mutual Support has joined with us to form a social justice working group which will bring diverse, multi-cultural, and multi-generational voices to the table to discern the presbytery's faithful and prophetic responses to the justice needs in and around our presbytery. We see this as a permeable circle of witness which is not driven by any particular partisan agenda but works hard at hearing one another, looks openly at hard truths and how best to engage crucial conversations, and directs attention and resources toward positive change. Along this same line, with the valuable assistance of Ministry Architects, the presbytery has applied for a million-dollar Thriving Congregations grant, to be used over five years, from the Lilly Endowment, for the purpose of creating a sustainable model of mutually transformative relationships with majority white congregations and majority Black, immigrant, and people of color congregations. As you can imagine, this will be a very competitive grant approval process. We will hear whether our application is approved in the fall. A new model for ministry has just begun at our

Iglesia Presbiteriana Nueva Vida NCD as a Latinx Hub of pastors, coordinated by Rev. Lilia Ramirez, and staffed by Jael Fuentes, Rev. Juan Sarmiento, and Rev. Gustavo Vasquez.

Some of you have invited us into your decision-making process as you weigh the intricacies of re-opening your sanctuary for in-person worship and your buildings for group activities. Trusting that you and your leaders know your circumstances, your vulnerable persons, and your buildings so much better than we ever will, we've made every effort to connect you with valuable resources about how and when to safely re-open.

Another part of our 2020 rollercoaster ride has been the changes in our presbytery staff and to the adjustment of working from home. Pat Webb, our bookkeeper for ten years, completed her work with us in March and Gina Andrews, serving us through our new contract with Randolph Business Resources, is now handling, more than adequately, all our bookkeeping duties. Felicia Mesner, our Administrative Assistant since January, resigned her position in mid-April. A replacement is not being sought at the current time. We are learning the art of setting clear boundaries between work and home, as we're sure many of you also are, as we adapt to this new way of life. And here we are meeting virtually as a presbytery for the very first time! Sheer terror? We pray for grace, patience, and laughter, sufficient enough to last us until we meet together again.

The wild ride continues, as we prepare for whatever will next plunge us into utter delight, sheer terror, and full-bore curiosity. We've heard that the narrative around the fake log water plunge at Disneyland is being changed to make it better suited to an increased awareness of racial justice and corporate repentance for a no longer tolerable racist past. May this wild ride of 2020 keep us on the same vessel, into cleaner, more just, humble, inclusive, and peaceful waters, narrated by the story of a people who took bold steps forward to trust, follow, and proclaim the transforming love of the risen Jesus Christ.

**Administrative Committee
Report to the Presbytery of Middle Tennessee
July 18, 2020**

Information

1. The Administrative Committee ordinarily meets on the third Thursday of each month. The committee meets briefly with the Finance Committee, following the Finance Committee meeting.
2. The committee receives regular reports from the Co-Executive Presbyters, the stated clerk, and the treasurer.
3. The Presbytery office began working at home early in February; staff and committee meetings are held via Zoom until further notice.
4. The Crisis Team (Co-Executive Presbyters, stated clerk, treasurer, 2020 Presbytery Moderator, 2020 Vice-Moderator / Chair of the Administrative Committee, 2020 Committee on Ministry Chair) met weekly, and now meet bi-weekly to check in and receive updates on cash flow and other matters within the Presbytery.
4. The Co-Executive Presbyters began weekly Zoom check-in meetings with pastors immediately after the safe-at-home requirements took place.
5. An initial PDA assistance grant of \$7,500 for tornado relief was received, and split between East Nashville and Cookeville; the churches in the affected communities will direct the funds.

Admit to Record

1. The Administrative Committee received a report from the stated clerk on the remedial complaint filed by Patrick Handlson. The committee continues to be committed to working toward reconciliation in the Presbytery regarding the decision of this matter at the February Presbytery meeting. The committee will review the process used at the February Presbytery meeting, seeking to learn from it for future reference.
2. A team (Kelly Christie, Ross Thomas, Susie Lane, Geeta McMillan) reviewed the current Crisis Communication Plan, with Robin Thomas. The plan's scope expanded, and included other possible crises; the team will report to the Administrative Committee. The revised plan was approved, and is attached for information.
3. The committee received a report on the Nueva Vida new church development. The Committee on Church Transformation and the Nueva Vida Administrative Commission have discussed leadership of the congregation, in light of the upcoming retirement of Rev. Teddy Chiquimia, and the possibility of chartering the church. It is understood that the church will not be self-sustaining at this time but the chartering statement will include a plan to achieve self-sufficiency. Sources of funding will be explored.
4. Without objection, the May Presbytery meeting was cancelled due to the shelter-at-home order.
5. The Treasurer reported that the Presbytery had applied for a Federal Paycheck Protection Program grant; the Presbytery's estimated eligibility under that program is \$60,000 to \$70,000, which is roughly 2½ times the Presbytery's average monthly salary amount during 2019, and bears interest at 1%.
6. At the request of the Committee on Mutual Support, the Administrative and Finance Committees agreed to increase the Hunger Grant Application availability from \$2,000 to \$4,000 in order to address increased food scarcity currently being experienced at food banks and shelters.
7. The Co-Executive Presbyters reported on two PDA webinars that will be presented in response to COVID-19 on April 21st and 28th as follows: 1) Building Resilience for Faith Leaders, and 2) Live Faith Leaders Support. Both webinars will focus on the particular issues facing faith leaders and awareness of the importance of the spiritual life which guides all.
8. The Co-Executive Presbyters reported that Pat Webb, CPA, resigned in February, and Administrative Assistant Felicia Mesner resigned due to health reasons; April 16 was her last day at the Presbytery. There is currently no plan to search for a new Administrative Assistant.
9. The Administrative Committee approved the request of Mark DeVries to submit a grant application to the Lilly Foundation for Lilly's Thriving Congregations Initiative. The grants funded by this initiative will provide up to \$1 million for the design and implementation of programs that support and enable smaller

congregations to thrive over a period up to five years. Congregations and partnerships covered by the proposal are as follows: Nueva Vida (Spanish speaking) partnering with Glencliff Presbyterian; Eastminster (Spanish speaking) partnering with Woodland Presbyterian; Sudanese Nuer congregation working with First Presbyterian Church, Clarksville, First Presbyterian Church, Columbia, and First Presbyterian Church, Hendersonville, and Priest Lake Presbyterian Church hosting a Spanish-speaking church and one of the Arabic congregations for weekly worship. A copy of the grant request is available upon request.

10. The committee learned that the Evangelical Arabic Presbyterian Church (led by Dr. Samy Estafanos) has been in conversation with First Presbyterian Church of Smyrna about meeting in First Church's building. The Evangelical Arabic Church was awarded a \$25,000 grant from the PC(USA) 1001 New Worshiping Communities. The funding application expects presbyteries whose churches receive funds to provide matching funds. The source of these matching funds is to be determined in the future.

11. Following the Hispanic Summit in 2017, a group formed to assist Nueva Vida in various ways as the church imagined its future. Ministry Architects and Rev. Mark Devries were part of that group. The Lily grant proposal (above) evolved out of the relationships formed in the process.

Rev. Devries walked the Administrative Committee through a written rationale for funding to establish a "LatinX Hub." The "hub" model, which would involve several small LatinX churches in the Presbytery, calling on resources from various pastoral and administrative sources, has also been reviewed and approved by the Church Transformation Committee, the Nueva Vida Administrative Commission, the Eastminster Administrative Commission, and the Committee on Ministry. In addition, the Kharis Foundation has agreed to provide funding for five years if Lilly approves the final grant proposal. If received, the Lilly and Kharis grants will allow the Presbytery to reduce its funding of Nueva Vida from \$40,000 to \$25,000 in 2021. By consensus, Ministry Architects and Rev. DeVries were instructed to proceed with a formal proposal. A copy of the LatinX Hub proposal is included with the COM report.

12. The committee endorsed the following grant applications: (a) First Clarksville - to provide educational opportunities assisting individuals with mental retardation or other disabling conditions and to fund social and educational events for the First Clarksville Bicentennial celebration, enhancing church relations with its downtown neighbors; and (b) First Clarksville - To assist in providing a safe and familiar setting for aging loved ones and provide respite for caregivers.

13. The Administrative Committee approved the July 18 Presbytery meeting be held by Zoom, and approved the following for the meeting: Invitation to Rev. Diane Moffett, President / Executive Director of the Presbyterian Mission Agency, to report on the Matthew 25 Invitation; as well as reports from Keenan Rodgers, Presbytery's representative from the Board of Pensions, and Bill McConnell, Mission Engagement Advisor, Presbyterian Mission Agency. The offering was designated for NaCoMe Camp and Conference Center, and there will be information on giving to the offering.

15. The Co-Executive Presbyters reported that the Committee of Mutual Support will convene a social justice working group. The Administrative Committee endorsed this proposal; the Co-Executives reported it will probably be six people, but flexible as people come and go.

16. A team (Chris Williams, Teresa Burns, Rosanna Anderson, Suzie Lane, Doug Berry) have drafted a new sexual misconduct policy. The policy is currently being reviewed and revised in light of upcoming revisions to the Rules of Discipline, and will be available for approval at the October Presbytery meeting.

Recommendation

1. The Administrative Committee recommends that the Presbytery of Middle Tennessee become a Matthew 25 Mid-Council.

Crisis Communication Plan

Presbytery of Middle Tennessee

I. Rationale

The crisis communication plan is organized to facilitate the work of the Middle Tennessee Presbytery, during a crisis. The plan identifies the necessity of a timely and compassionate response to any crisis, as well as to influence the message to be disseminated to constituent members, the PCUSA, ecumenical partners, and as necessary the public. It recognizes that our partners such as the General Assembly and its agencies, the Synod of the Living Waters and neighboring Presbyteries stand ready to provide support and assistance. This plan is related in enough detail to provide guidance but with enough flexibility to respond to any eventuality.

II. Objectives

- The presbytery will respond in a coordinated manner to those impacted by crisis, to its constituencies, ministry partners, denominational offices, and general public promptly, accurately and on an ongoing basis, as needed.
- Throughout the crisis the presbytery will seek to reinforce its role as a caring and compassionate partner in ministry, in witness to the love and justice of Jesus Christ.
- All work carried out through this crisis communication plan will be marked by openness, accessibility, accuracy, and timeliness.

III. Possible Crises

The kind of possible crises that could surface within the presbytery fall into the following categories, but are by no means an exhaustive list of the crises that could be encountered.

- A. Natural disasters – flooding , tornadoes, wildfires
- B. Illegal action – staff or volunteer charged with a crime, major misconduct, church arson
- C. Active intruder, violent acts, serious injury, death – hostage situation.
- D. Systems failure or financial crisis – office computers crash, embezzlement
- E. Pandemic – an outbreak of a serious illness that can be transmitted easily in large groups.

IV. Crisis Team

The crisis team of first responders will consist of the Executive Presbyters, the Stated Clerk, the Moderator of Presbytery, the Chair of the Committee on Ministry, and the Chairs of the Administration and Finance Committee. The authorization to convene the crisis team ordinarily rests with the Executive Presbyters, but if he or she is unavailable then the team may be convened by any of the other members. In the event that a particular crisis involves one or more of the crisis team members, replacement members shall be enlisted in the following order – (1) the Chair of the Administrative Committee, (2) the Vice Moderator, and (3) the Moderator in Nomination.

The names and contact information for persons holding the offices of crisis team members, along with directory information for the Synod Executives, Presbyterian Disaster Assistance Director, and Regional Representative of the Board of Pensions, shall be an appendix to this crisis communication plan and shall be updated annually.

V. Communication Strategy

In a crisis, the following communication strategy will be employed, at the direction of the crisis team.

- A. The crisis team will convene immediately upon learning of the crisis to gather facts about the crisis, analyze the situation, and form an initial message to be conveyed and strategy to be implemented. The initial strategy to be implemented might include, but not limited to, gathering additional information, notifying families and other involved/affected parties, interfacing with emergency officials and communicating with the constituencies of presbytery.

- B. The crisis team will appoint from its members or recruit from outside a Crisis Response Task Force.
1. Crisis Response Coordinator – It will be the responsibility of the Crisis Response Coordinator to work with the crisis team, along with any ad hoc members recruited, in organizing, managing, and implementing the presbytery’s crisis response.
 2. Crisis Response Communicator – It will be the role of the Crisis Response Communicator to serve as the primary spokesperson for the presbytery’s response to a crisis.
 3. Media Specialist - It will be the task of the Media Specialist to assist the crisis team and Crisis Response Communicator in preparing the message for dissemination internally [to sessions, all Teaching Elders, related ministries] and externally [to church entities not a part of the presbytery, the wider church, and the general public].
 4. Legal Counsel – It will be the responsibility of Legal Counsel to provide input on liability and regulatory matters related to the crisis and review statements for both the church and the public for legal implications.
- C. To maintain readiness for communication, the Presbytery’s Administrative Assistant will, at all times, keep current the rosters of persons serving on the Crisis Team and maintained in both a paper and electronic copy of the Presbytery’s Directory.
- D. Presbytery’s Stated Clerk will be responsible for keeping a record of the crisis team’s prepared statements, distributed communications, and other documents, confidential and otherwise, as related to the presbytery’s crisis response.

VI. Annual Meetings of the Crisis Team

The crisis team will meet at least annually, ordinarily within 30 days following the first Stated Meeting of Middle Tennessee Presbytery. At these annual meetings, it will be the responsibility of the crisis team to acquaint itself with any new member(s) and engage in risk assessment and issues analysis, and to review and update the crisis communication plan, as needed.

Approved by the Coordinating Committee - September 20, 2012

Revisions Authorized February 6, 2016

Updated by the Administrative Committee March 19, 2020

**COMMITTEE ON MUTUAL SUPPORT
REPORT TO THE PRESBYTERY OF MIDDLE TENNESSEE
JULY 18, 2020**

INFORMATION

- 1. The Committee met remotely on April 9th and June 11th. The Committee will meet next on August 13th. At our June 11th meeting, we heard a report from the Guatemala Ministry Team. At our August 13th meeting, we will hear a report from Campus Ministries (U-Kirk).**

ADMIT TO RECORD

- 1. Committee Member Vickie McMillan (RE) has resigned.**
- 2. Approved Hunger Grant Applications from Westminster Room in the Inn sponsored by Westminster Presbyterian Church in Columbia, TN and Project J.O.Y. (Harlan, KY) sponsored by Priest Lake Presbyterian Church in Nashville, TN. Each hunger grant was approved for the maximum amount of \$4,000.**
- 3. The Committee voted to create a six-member working group on social justice that will report to the CMS.**
- 1. The Committee recommended to the Administrative Committee that the Presbytery of Middle Tennessee commit to becoming a Matthew 25 mid-council at the July 18th meeting.**

VIRUAL GENERAL ASSEMBLY

As I'm sure you know by now, the 224th General Assembly (GA) of the PCUSA, scheduled to be in Baltimore, was instead conducted online via Zoom and livestream. I was honored to be asked to represent this Presbytery at the GA and further to be asked by GA leadership to moderate the only committee meeting during GA—Committee 01, Business Referral. Had the GA met in person there would have been 14 committees reviewing and processing the various overtures and other GA business that is the around the clock work of the GA. The Committee on Business Referral operates to refer business to the GA, including the agenda. This committee is made up of the moderators and vice moderators of the GA committees and generally does not initiate new business; however, several committee members felt strongly that the committee should address the historic issue of COVID-19, so the committee, at a Zoom meeting prior to GA, approved resolution 00-30, On Responding to the COVID-19 Pandemic, which was later approved by the GA in plenary session. Having previously been a GA commissioner and committee moderator, I thought I knew what to expect only to have all the expected processes and procedures upended and replaced by a virtual meeting format. While I greatly appreciate the technology that made such a meeting possible, I think all of the members mourned the loss of face to face contact, fellowship and worship that is such a rich and valuable part of the GA experience. Having a virtual meeting also meant that the bulk of the resolutions and issues slated to be considered at this assembly were instead referred to the 225th GA in 2022, resulting in so many important matters being delayed 2 years. Even with the barriers of a virtual Zoom format we were able to conduct small group meetings, informal discussion sessions among commissioners and share in online worship.

I can't praise the GA technical production team enough! They made it happen with very few glitches, even though I was definitely challenged, as committee moderator, by having to simultaneously monitor information on 5 different online screens. We were also continuously aided by the expertise of our GA and committee parliamentarian, Tricia Dykers-Koenig. If you watched any of the plenary sessions, you saw Tricia on screen as much as the co-moderators. The election of the co-moderators, Elona Street-Stewart and Gregory Bentley was emotional and a high point of the meeting. I believe they will be wise and transformative leaders for the PCUSA.

This GA experience reminded me anew of how grateful I am to be part of this glorious connectional church, the PCUSA. My heartfelt thanks to the Presbytery for allowing me to have this exciting and memorable experience.

COMMITTEE ON MINISTRY

Report to the Presbytery of Middle Tennessee July 18, 2020

INFORMATION

1. The Committee on Ministry meets on the second Tuesday of each month via Zoom.
2. A reception for new pastors who joined the Presbytery in 2019 was held at Trinity Presbyterian Church on Saturday, February 15, 2020.
3. Project Thrive, an urban ministry program, is starting up and five churches in the Presbytery have been invited to participate: Downtown Presbyterian, Woodland Presbyterian, St. Andrews, Trinity Presbyterian, and Eastminster Presbyterian. The program offers consulting, training, etc.
4. The stated clerk provided the COM with the 2020 Ministerial Compensation Policy, the 2020 COM Manual, 2019 statistical report summary, and the 2019 ministerial reports.
5. Ray and Robin Thomas, Co-Executive Presbyters, continue to hold Zoom check-ins with pastors, and are in contact with churches.

ADMIT TO RECORD

1. The COM approved renewal of the interim pastor contract between Dr. Michael Bradley and Normandy Presbyterian Church for the period of January 1 to September 30, 2020. Terms: \$1,670 cash salary per month, \$333 housing allowance per month, mileage at the current IRS rate, 4 weeks of vacation, 2 weeks of study leave, and professional expenses as approved by the church treasurer.
2. The COM approved the renewal of the temporary pastor contract between Rev. David John Eisenmenger and First United Presbyterian, Sparta, effective from January 1 to December 31, 2020. Terms: cash salary - \$200/week, mileage - \$0.50/mile, 2 weeks of vacation, and 1 week of study leave.
3. The Committee discussed the Presbytery's vote to not restore Pat Handlson to active ministry and COM's response. Handlson's Care Team met with the COM at its April 14 meeting regarding their concerns about the February Presbytery meeting proceedings and decisions as they related to Mr. Handlson. COM and the Care Team members discussed next steps regarding Mr. Handlson's remedial complaint to the Synod of the Living Waters, and what COM can do to support this and future Care Teams. The Care Team (Ann Roberts, Stephen Yates, Michael Davis) agreed to continue to serve as a Care Team for Handlson. Cindy Schwartz, Gary Kelley, and Beth McCaw volunteered to draft a description of functions, responsibilities, etc., for future Care Teams. The stated clerk reported the Committee of Counsel is exploring mediation.
4. Walter Chuquimia, who is Teddy Chuquimia's brother, has been filling pulpits in several churches in the Presbytery. He is a convicted sex offender who renounced the jurisdiction of the church when charges were filed; he cannot serve churches in either a volunteer or paid capacity. The COM asked the stated clerk to notify all Clerks of Session that Mr. Chuquimia cannot fill the pulpit or serve in any capacity.
5. The Examinations Task Force met with Rhonda Banasiak, a ruling elder at First Presbyterian Church, Clarksville, who has completed CRE training. The COM will request her commissioning at the July Presbytery meeting. Greg Glover has been assigned as her mentor.
6. The COM approved Brad Warren, an ordained Southern Baptist minister, to serve at Hopewell Presbyterian Church, Milton. The COM will appoint a mentor to Rev. Warren for polity and theology.
7. The COM approved the renewal of the temporary supply contract between Rev. Jimmy Lancaster and First Presbyterian Church, McMinnville. There were no change in terms.
8. Terry Panter was approved as the liaison to First Presbyterian, McMinnville.
9. The COM approved the renewal of the temporary supply contract between Rev. Kristi Moore and Glencliff Presbyterian Church, Nashville, for the period of 4/1/2020 through 9/30/2020.
10. The Transitions Task Force approved the Ministry Information Form for First Presbyterian Church, Shelbyville, for an associate pastor, pending update of the minimum effective salary.

11. The COM approved the call of Rev. Dr. Rosanna Anderson and First Presbyterian Church, Springfield, as the 3/4 time installed pastor. Terms include salary - \$22,000; housing allowance - \$15,500; professional expenses - \$2,500; Social Security assistance - \$2,325; 4 weeks vacation; 2 weeks continuing education.
12. The following persons were elected as the Pastor Nominating Committee for Normandy Presbyterian Church: Ken Brannon, Martha Craddock, Gary Crockett, Claudia Hazelwood, Brent Hitt, Emily Owens, and Karen Riley.
13. The COM discussed Central Presbyterian Church, Culleoka, and its deteriorating property. The Transitions Task Force will Rev. Steve Thomas, the church's moderator.
14. David Wood was approved as the liaison for Nueva Vida.
15. The Committee on Ministry approved Roy Paterik, a minister member of the Reformed Church in America who serves as temporary supply at Cripple Creek Presbyterian Church, Readyville, as a temporary member of the Presbytery of Middle Tennessee with voice and vote.
16. The COM approved Jim Rountree, ruling elder at First Presbyterian Church, Dickson, to administer sacraments and moderate the sessions at First Presbyterian Church, Dickson, and Ellis Grove Presbyterian Church, Waverly, in the event the pastor, Rev. John A. Smith, is called to active duty in the US Air Force Reserves.
17. The COM examined Rev. Rachel Thompson Orfield, a minister member of the Presbytery of the Peaks, who has accepted a call as pastor of Harpeth Presbyterian Church, Brentwood, effective July 2020. The terms of call were approved: \$3,500 annual salary, \$58,500 housing, \$3,500 professional expenses, \$268 Social Security tax, \$4,000 moving costs, \$22,940 Board of Pensions, 4 weeks vacation, 2 weeks study leave, parental leave of 10 weeks paid and 2 weeks unpaid (provided if needed).
18. The Committee on Ministry approved the Ministry Architects proposal for the Latinx Hub, to be established at Nueva Vida. Rev. Mark DeVries presented the budget, timeline, and job descriptions for the Hub; persons in leadership include Rev. Lilia Ramirez (Presbytery of Middle Tennessee), Rev. Gustavo Vasquez (Presbytery of Middle Tennessee), Jael Fuentes (ruling elder at Eastminster Presbyterian Church, Nashville), Rev. Juan Sarmiento (Presbytery of San Fernando). The Kharis Foundation will commit \$20,000 for the Hub for the next five years, upon approval. The Church Transformation Committee, the Nueva Vida Administrative Commission, and the Eastminster Administrative Commission have approved the proposal. The start date is May 15; a summary of the proposal is attached.
19. The COM approved Rev. Lilia Ramirez as coordinating pastor for the LatinX Hub.
20. The COM approved the dissolution of the pastoral relationship between Allen Cross and First Presbyterian Church, Shelbyville, effective 6/18/2020, pending congregational approval on June 14, and dismissed him to the Presbytery of Tres Rios to accept a new call. Gary Kelley was approved as the moderator for First Presbyterian Church, Shelbyville.
21. The COM approved the dissolution of the pastoral relationship between Evelyn Graham and Southminster Presbyterian Church, Nashville, effective June 30, 2020, and approved her status as member-at-large, effective July 1, 2020.
22. Steve Musick was approved as the moderator of the session and liaison for Southminster Presbyterian Church, Nashville.
23. The following pastors were dismissed to the Presbyteries as indicated:
 - Phyllis Jones to New Covenant Presbytery (Texas)
 - Nancy McCurley to Homestead Presbytery, Arkansas
 - John Westlund, Jr. to Greater Atlanta Presbytery
 - Katherine Smith to the Presbytery of New Hope (North Carolina)

RECOMMENDATIONS

1. The Committee on Ministry recommends that Rhonda Banasiak, a ruling elder at First Presbyterian Church, Clarksville, be commissioned to pastoral service at First Clarksville, effective July 1, 2020 – June 30, 2023.
2. The COM recommends Rev. Dr. Sally Hughes be approved as the pastor of Trinity Presbyterian Church, Nashville. The approved terms of call and installation commission will be provided at the Presbytery meeting.
3. The COM recommends that the Presbytery recognize the retirement of Rev. Teddy Chiquimia.
4. The COM recommends that the Presbytery recognize the retirement of Rev. Mark DeVries.

Latinx Pastoral Hub
Summary for COM
May 12, 2020

I. Introducing the Pastoral Hub

- a. **Lilia Ramirez** most recently served as a missionary with the General Board of Global Ministries of The United Methodist Church, assigned through the National Plan for Hispanic/Latino Ministries to work with annual conferences and districts in the United States in planning and resourcing new and innovative ministries among the nation's Hispanic/Latino population. She began her service in February 2017.

Related to the National Plan operation, her work in part addresses the changing nature of the U.S. Hispanic/Latino community. A generation ago that population was primarily made up of Spanish-speaking immigrants. Today, it is highly diverse, multi-lingual or only English-speaking. The changes raise new challenges for local and regional ministry. Today, 51.9 million Latinos in the United States trace their heritage to more than 20 Spanish-speaking counties. Of those, 64.6 percent are of Mexican origin.

Lilia is originally from and a citizen of Colombia but has also lived in Costa Rica and Venezuela in Latin America and in Illinois, New Jersey, and Tennessee in the United States. She studied sociology at the Universidad Central de Venezuela in Caracas and earned a Master of Divinity degree at McCormick Theological Seminary in Chicago and also received certification from the Accredited Clinical Pastoral Education Center in Chicago. She is an ordained Presbyterian elder, affiliated with the Middle Tennessee Presbytery of the Presbyterian Church USA.

After migrating to the United States and completing her study in Chicago, Lilia and her husband, the Rev. Gustavo Vasquez, lived in New Jersey where she pastored Hispanic Presbyterian congregations and engaged in Hispanic ministry projects from 2005 to 2014. In 2015, Gustavo took a position with United Methodist Communications in Nashville and Lilia became coordinator of the Office of Specialized Theological Education at the United Methodist General Board of Higher Education and Ministry.

Lilia believes that God has called her to work as a missionary focused on Hispanic/Latino ministries: "I consider that my experience with Latino communities in Latin America and the United States can contribute to the development and strengthening of Hispanic/Latino ministries in the United States."

Lilia and Gustavo have two young daughters both born in Hoboken, New Jersey: Lilia Elena, born in 2007, and Savi Kapui, born in 2009.

- b. **Gustavo Vasquez** is married to Lilia, graduated from McCormick Theological Seminary, and serves as a Communications Director with the United Methodist Church (Director de Servicio de Noticias MU para la comunidad hispano/latina · Nashville, Tennessee).
- c. **Jael Fuentes** is the Director of Soap Production, working in a social enterprise that supports Harvest Hands, a Nashville non-profit focused on holistic community development. She also serves as a regular lay preacher at Eastminster Presbyterian.
- d. **Juan Sarmiento** serves as the Associate Director for Mission at the Outreach Foundation. He served as Evangelism Catalyst at the Presbyterian Mission Agency and U.S. Director of PM Internacional, an organization that ministers holistically in several Muslim majority countries. His formal education for ministry includes Columbia, Louisville, San Francisco and Fuller Theological Seminaries.

II. Job Descriptions

Job Description
Latinx Pastoral Training Hub Coordinator +
20 Hours a Week
Draft: May 12, 2020

Overview: The Pastoral Hub Coordinator inspires and integrates the work of a group of pastors serving together to expand the ministry of the Presbytery of Middle Tennessee and its churches to the Latinx population in middle Tennessee. Specifically, the work of the pastoral hub will be grounded at Eastminster Presbyterian Church and Nueva Vida Church. The hub will provide innovative ministries of worship, pastoral care, and administration to promote the thriving of these two churches. This is an independent contractor position, designed to extend for at least 6 months, evaluated at regular intervals to confirm anticipated extensions of the contract.

Responsibilities:

1. Recruit, develop, and meet regularly with the members of the Latinx Pastoral Hub **(2.5 hours)**, working with members of the Latinx Pastoral Hub to
 - a. Coordinate the administration of Nueva Vida, ensuring that its finances, communications, and other essential systems are in working order.
 - b. Develop innovative initiatives to expand the reach of each of these churches, resulting in increased membership and engagement and greater financial sustainability for both churches.
 - c. Provide ministries for children and youth.
 - d. Invite youth, young adults, and adults into ministry leadership.
2. Ensure that preachers are provided each week for Nueva Vida and Eastminster, ordinarily a member of the Latinx Pastoral Hub preaching in both churches and ensure that worship is well planned and executed at both churches **(2.5 hours)**.
3. Preparing for and leading a leadership team meeting monthly at Nueva Vida **(1 hour)**.
4. Provide pastoral care for the members of Nueva Vida (and Eastminster, as required) **(5 hours)**.
5. Provide leadership for the design, coordination, and implementation of special events designed to increase the reach of Latinx Ministry in the presbytery **(2 hours)**.
6. + Serve as the presbytery's liaison to immigrant churches—two Arabic churches and the Sudanese church—helping them move from struggle to survive to some level of stability and support **(1 hour)**.
7. Preach monthly and provide pastoral presence monthly **(3 hours)**.
8. Manage the details that fall between the cracks of currently assigned responsibilities, including (but not limited to) **(3 hours)**.
 - a. Utilize support from members of the East Nashville Training Hub assigned to Eastminster.
 - b. Coordinate supply preaching for the Latinx Pastoral Hub to other churches in the presbytery to continue to expand the exposure of this ministry.
 - c. Lead special services as requested (weddings, funerals, holiday, etc.).
 - d. Attending special events of the members of the congregations as requested.
 - e. Providing visibility to the presbytery about the immigrant and Latinx churches.
 - f. Developing and implementing a communication and marketing process designed to engage more people in the life of both congregations.

Relationships: The Coordinator of the Latinx Pastoral Hub will report to a four-person team made up of one of the executive presbyters, and a representative from the Eastminster AC, the Nueva Vida AC, and the Church Transformation Committee (in the event of a difference of opinion of the supervising team, decisions will be made by the executive presbyters). He or she will work in collaboration with The Latinx Ministry Initiative Working Group, the Church Transformation Committee, and the executive presbyters of the Presbytery of Middle Tennessee.

Pastoral Hub Member Job Description

+/- 20 hours a month

Draft: April 14, 2020

Overview: Each Pastoral Hub Member works as a part of a collaborative team to provide for the pastoral, program, administrative, and worship leadership of Nueva Vida and to provide preaching and pastoral presence at Eastminster.

Responsibilities:

1. Preach and provide a ministry of presence once a month at both churches (**4 hours onsite + 4 hours preaching preparation**).
2. Provide pastoral presence to both churches one additional Sunday each month (**4 hours**).
3. Participate in a weekly 15-minute check in with the pastoral hub (**1 hour a month**).
4. Participate in a monthly pastoral hub coordinating meeting each week (**1 hour a month**).
5. Make a contribution in a targeted area of ministry focus, with a specific focus on Eastminster (training, pastoral care, development, liaison to music team, etc.) (**6 hours a month**).

Supervision: Latinx Pastoral Hub members will report to the Pastoral Hub Coordinator.

III. Timeline

a. May 15, 2020:

- i. Have a meeting with Teddy to learn what programs they have in place, what they have tried, etc.
- ii. Hub Introduced to the Church's Leaders (onsite), ideally with Ray, Robin, and/or Chris.
- iii. Estimated number of hours for May
 1. Meeting with leaders (including Teddy): 1.5 hours each
 2. Hub Team Meeting: 2 hours each
 3. Lilia's Organizational Work: 10 hours

b. June 1:

- i. Hub Introduced to the Congregation
- ii. Beginning Weekly Pastoral Presence
- iii. Onboarding Meetings with Current Teams and Leaders
- iv. Estimated number of hours for June
 1. Pastoral Presence in Worship (two Sundays each): 4 hours each
 2. Hub Team Meeting: 2 hours each
 3. Meetings with Church Leadership: 2 hours each
 4. Lilia's Organizational Work: 20 hours

c. June 30: Teddy's Last Day

d. July 1: Model Fully Launched

- i. Lilia @ 20 hours/week
- ii. Hub Members at 20 hours/month

e. July: Chartering?

f. September: Onsite Celebration for Teddy's Retirement?

g. October: Chartering?

h. January 1: Possible Pivot

IV. Finances

i. 2020

1. Revenue: \$27,000
 - PMT: \$7,000 (remaining in 2020 budget for NV)
 - Kharis: \$20,000
2. Expense: \$27,000
 - i. May: \$740
 - Lilia: \$500 (20 hours x \$25/hour)

- 3 Hubbers: \$240 (4 hours x \$20/hour x 3 hubbers)
 - ii. June: \$1,290
 - Lilia: \$750 (30 hours x \$25/hour)
 - 3 Hubbers: \$540 (9 hours x 3 x \$20/hour)
 - iii. Starting July 1: \$20,800
 - Lilia: \$13,000 (\$25/hour x 26 weeks x 20 hours)
 - 3 Hubbers: \$7800 (\$20/hour x 26 weeks x 15 hours)
 - iv. Ministry Architects: \$600 (Tracking hours, paycheck management, 1099s)
 - v. Program Budget: \$3,570
- ii. Imaginary 2021
 1. Revenue
 - i. PMT: +/- \$25,000
 - ii. Kharis or Lilly Endowment: \$26,600
 2. Expense: \$51,600
 - i. Personnel: \$41,600
 - Lilia: \$26,000 (\$25/hour x 52 weeks x 20 hours)
 - 3 Hubbers: \$15,600 (\$20/hour x 52 weeks x 15 hours)
 - ii. Program Budget/Possible Salary Increase/New Initiatives/Additional Staff: \$10,000

**COMMITTEE ON PREPARATION FOR MINISTRY
REPORT TO THE PRESBYTERY OF MIDDLE TENNESSEE
JULY 18, 2020**

ADMIT TO RECORD

1. The Committee on Preparation for Ministry received David Garvey (First Nashville) as an inquirer under care of the Presbytery of Middle Tennessee as of February 25, 2020.
2. The Committee on Preparation for Ministry received Delilah Jane Phillips (Calvary Crossville) as an inquirer under care of the Presbytery of Middle Tennessee as of June 12, 2020.
3. The Committee approved Lee Catoe, a candidate under care of the Presbytery, as certified ready for call as of April 28, 2020.
4. The Committee approved Carly Misenheimer (Second), a candidate under care of the Presbytery, as certified ready for call as of April 28, 2020.

RECOMMENDATIONS

1. The Committee on Preparation for Ministry recommends that Inquirer Kody Whitaker (First Nashville) be examined for candidacy.

Kody Whitaker – Candidate Forms

- a.** A statement of your understanding of Christian vocation in the reformed tradition and how it relates to your sense of call:

Christian vocation is how members of the church respond to God's abundant grace. Once we are baptized into a new creation in Jesus Christ all of our life is to be transformed into something new by the work of the Holy Spirit. As we live into this new creation and new life in Christ, we are called in all that we do to glorify God and to serve God. In everything that we do there is opportunity to magnify and exalt God. Christian vocation is not a means to grace and salvation but it is a life of discipleship lived wholly in response to God's grace given in Christ.

I believe that all members of the church are equipped and endowed with unique gifts and talents by God that will aid the church in its ministry. Christians are called to be led by the Spirit as they discern their own unique gifts and how they might be called to bless the world with them in glorifying God. When we use our God-given gifts selfishly and to our own benefit, our gifts do not achieve their true purpose.

For most of my life, I attempted to deceive both myself and God in how I used the gifts that God had given me. I attempted to live my life as my own although I knew that God was calling me to serve the church as a minister. While I was working for myself as I pursued my own interests, God was working in my life in ways that directed me towards my true calling. Although I was attempting to ignore God's call for my life, I could sense that God was consistently working to wake me up to a calling to serve the church. In this way I can only live in response to God's grace in all that I do, think, and say. Of course I am not perfect in this lived response but it is a discipline that I take seriously and pursue daily.

- b.** A statement of personal faith which incorporates an understanding of the reformed tradition:

I believe that God, the Father, created the heavens and the earth and revealed himself to the people of Israel in a covenantal relationship. In this covenant with Israel, God intended to bless all the earth and to reveal himself to all people and God will not fail to achieve this intention. I believe that God revealed and reveals himself by the Holy Spirit through Holy Scripture to the people of God and that God most fully revealed himself in the Word made flesh, Jesus Christ. I believe that Jesus Christ was both fully human and fully divine and of one being with the Father. For our sake, Christ was crucified and died so that we might receive salvation and a righteousness that is not our own before God. I believe that after three days God raised Christ from the dead and that in Christ God is reconciling all the universe to himself and that all humankind is invited into this ministry of reconciliation and into the eternal and resurrected life. This justification and salvation is through Christ alone by grace through faith.

I believe that Christ established the church and equips and sustains it through the work of the Holy Spirit. I believe that the church is Christ's body and that Christ is the head of the church and that believers are sealed as Christ's and members of the church in baptism and a profession of faith in Jesus Christ. Christ calls and equips the church to make disciples of all nations and to participate in God's reconciliatory work in the world. I believe that if the church is to be the true church of Christ it must be led by the Holy Spirit. I believe that the Word of God, through the work of the Spirit, stands to accuse the church and to ensure that the church is being the true body of Christ in the world. In order for the church to be faithful to Christ's calling it must proclaim and hear the Word of God, administer and receive the Sacraments, and nurture a covenant community of Christ's disciples. I believe that the church must follow behind Christ's work in the world in proclaiming the gospel and salvation to all humankind and by exhibiting God's kingdom on earth.

- c.** An analysis of at least one concept from the personal faith statement regarding what it suggests about God, humanity, and their interrelationships:

Scripture contains the Word of God revealed to humankind. Through the work of the Spirit the Word of God is revealed to the people of God in history, in the Word written, and in the proclamation of the Word by the church. In this way the Word of God transcends time and space

and speaks continuously to the world. Through the Word, God is always addressing the church and world. In order to understand who God is and who God is calling the church to be today it is crucial to understand the historical context in which God originally spoke what is revealed and written in scripture. What is perhaps most remarkable about the Word of God is that God has something to say to humankind and that God will not fail to address humanity in the Word revealed, written, and proclaimed.

When the Word is proclaimed by the church in worship, the church expects to speak something true about God and it also expects to hear something from the God of Israel through the work of the Spirit. The power of the Holy Spirit not only illumines the proclamation of the Word to the church but also to individuals. The Spirit directs us with the Word revealed, written, and proclaimed as to what God is up to in the world and how we might partner with God in that work. All of this is dependent upon the church and its members subjecting themselves to the Holy Spirit in prayer and the discernment of the Word of God. The proclamation of the Word is incomplete if it is not lived out and embodied by the church.¹

d. A statement of what it means to be Presbyterian, indicating how that awareness grows out of participation in the life of a particular church:

Being Presbyterian means being connected to the reformed tradition and movement. The reformed church is ever-reformed meaning that it never ceases to look to Christ as head of the church and to interpret its faithfulness to Christ's mission in its own time and context in accordance with the Word of God revealed to the church by the Holy Spirit.

Being Presbyterian also means that the church is governed by representatives from its own body and congregation. In this way a local Presbyterian church trusts that God has equipped its congregation with all that it needs to flourish as a covenant community of faith as long as it does so led by the Spirit and in truth and love. Because the Presbyterian church is governed by congregational representation and is accountable to a presbytery it is bound together in fellowship. The local Presbyterian church is able to adapt to the unique needs of its congregation and community while maintaining integrity to Christ's ministry for the church universal.

Presbyterians also believe that all church members are called to do Christ's ministry in their own lives and worlds and therefore no one member is greater or less than any other member. Even Ministers of the Word and Sacrament and Ruling Elders are not considered over and above other members but rather they fulfill specific callings within the church. The Presbyterian church affirms the priesthood and ministry of all of its members. The church professes this belief on the basis that all of humanity is broken and utterly dependent upon the grace of God given in Jesus Christ and therefore no one can boast of being greater than any other believer. All the church is called to live in response to God's grace and to seek to glorify God in all that we do both as individual believers and as the body of Christ united together in faith and love.

e. A statement of self-understanding which reflects your personal and cultural background and includes a concern for maintaining spiritual, physical, and mental health:

I grew up in the church in Alabama and my understanding of what it means to be a Christian is drastically different now than it was then. I have always loved God and the Bible but I saw little of the gospel message and the grace and love it proclaimed in the community of faith that I grew up in. Christianity was a religion that justified privilege, marginalization, and exclusion and I ran from the church and my calling to ministry because of it. I believe that in some sense I had encountered the God of history and the Biblical Jesus but I had yet to meet the living Christ and the true purpose his church.

Like many in my generation I attempted to live faithfully to the gospel as an individual and

¹ The Word of God in Threefold Form (revealed, written, & proclaimed) comes from Karl Barth. It would be unfair of me to not cite him. See *CD*, 1/1, p. 88-120.

did not see the importance of a community of faith. It might feel more comfortable and easier to be a believer as an isolated individual but it is not the faithful way to live out the gospel. I fell in love with God and scripture at a young age but I fell in love with Christ's church much further into my faith journey.

I believe that Christ calls all believers to live as the church and as his body because we are all called to be accountable to one another because we cannot do faith alone. It is easier to be an isolated Christian because being part of Christ's body means doing Christ's ministry alongside those who make us uncomfortable and those who make us honestly look at ourselves. This is the way of the gospel and community of faith that Christ invites us all to be a part of. In order to be faithful to God's mission in the world we must live in covenantal community with God and our neighbors. Because of my background and cultural context as a child I failed to understand the importance of the church. My love of the church stems from my love of Christ and the God of Israel and in this way my love of the church is based in experience and in the understanding that we cannot do faith alone and we cannot do Christ's ministry as isolated individuals. Our individual faith is meaningless if it is not lived out and embodied in community.

I firmly believe in spiritual discipline and personal discipline when it comes to mental health and physical well-being. Every day I attempt to live a disciplined life in prayer and in reading scripture. I enjoy challenging myself to pursue spiritual disciplines that push me outside of my comfort zone. It is easy for me to pursue God intellectually but it makes me somewhat uncomfortable to be emotionally vulnerable with God and therefore I am always looking for ways to challenge myself in this regard. Likewise, it is a priority of my family to be physically fit and mentally healthy. I believe that it is crucial to doing ministry faithfully to maintain physical and mental fitness as far as one can manage and help it.

- f.** A statement of your understanding of the task teaching elders perform, including an awareness of your specific gifts for ministry and of areas in which growth is needed:

Teaching elders are called to serve the church at the direction of the Holy Spirit in the encouragement and shaping of their fellow brothers and sisters in Christ for the ministry of God in the world. Teaching elders serve the church as preachers and proclaimers of the Word of God. In worship they guide the prayer, liturgy, scripture and its interpretation while discerning God's direction for his or her community within its unique context. Teaching elders serve in administering the sacraments of the church. In administering the sacraments they must be directed by the Spirit and church doctrine while pointing towards Christ and both his abundant grace and resounding call to God's redemptive work in the world. Teaching elders serve the church in pastoral compassion as they attempt to exemplify Christ's healing ministry when he identified himself with those who suffer and are heavy laden. They must comfort and encourage the church as to what it looks like to have faith in a broken world. They must demonstrate empathy as they remind the church that they worship the God who cannot ignore the cry of the brokenhearted and the oppressed and hope as they remind the church that they worship the God of the Resurrection and Life. Teaching elders also serve the church in its governance. They facilitate debate and deliberation in order to discern the Spirit's direction.

**FINANCE COMMITTEE
REPORT TO THE PRESBYTERY OF MIDDLE TENNESSEE
JULY 18, 2020**

ADMIT TO RECORD

1. The Finance Committee meets monthly in conjunction with the Administrative Committee.
2. The Investment Task Force (Suzanne McLemore (chair), Claude McMillion, Anders Hall, Vance Lahey, Evelyn Graham) presented a revised Investment policy, which was amended and approved by the committee.
3. The Presbytery received approximately \$63,000 under the Federal Paycheck Protection Program.
4. The Finance Committee sent out a stewardship letter updating sessions on the budget and presbytery's finances.
5. Randall Bookkeeping Services has been hired to handle the presbytery's bookkeeping with the resignation of Pat Webb, CPA.
6. The Finance Committee approved an annual review of the presbytery's finances, with an audit every five years. Mullins Clemmons & Mayes, PLLC, has been engaged to perform the 2019 review.
7. A task force of the Finance Committee (Melinda Sanders, chair) is reviewing the presbytery's financial policies and procedures, as well as the budget process. The proposed budget plan is to 1) contact presbytery committees in June requesting their projected needs for the following year; 2) submit a preliminary budget to the Finance Committee by September; 3) present the proposed budget to the Administrative Committee in October; 4) present the proposed budget to the Presbytery at the fall meeting. An application process will be developed for disbursement of all funds ranging from Hunger to NaCoMe to UKirk and funds through COM to churches and pastors. The review task force seeks conversation about how to make these processes creative, robust, and accountable.