

*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 FORTIETH STATED MEETING  
THE PRESBYTERY OF MIDDLE TENNESSEE  
FIRST PRESBYTERIAN CHURCH, TULLAHOMA  
SATURDAY, FEBRUARY 1, 2020**

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9:00 am	1.	Registration (Order of the Day in CAPS)
9:30 am		Orientation for First Time Commissioners and Prayer for Presbytery –Therese Howell (20 minutes)
10:00 am	2.	CALL TO ORDER / WORSHIP (Offering: Guatemala Mission Trip) <ul style="list-style-type: none"> <li>• Installation of 2020 Moderator and Vice-Moderator</li> <li>• Commissioning of Guatemalan Mission Team</li> </ul>
11:00 am	3.	Break
11:15 am	4.	Reconvene / Establishment of Quorum / Recognition of 2019 Moderator / Statement of Procedures / Welcome by Host / Recognition of First Time Presbyters / Seating of Corresponding Members / Adoption of Agenda
11:30 am	5.	Finance Committee – Steve Douse (15 minutes) <ul style="list-style-type: none"> <li>• Approval of 2020 Operating Budget</li> </ul>
11:45 am	6.	Committee on Ministry, Part 1 – Nolan Huizenga (one hour) <ul style="list-style-type: none"> <li>• Pat Handlson – Request for Restoration</li> </ul>
12:45 am		Lunch – Prayer of Thanksgiving
1:30 pm		Reconvene
	7.	Synod of Living Waters – Greg Goodwiller (5 min)
	8.	Report on the International Reformed Anglican Dialogue Committee – Aimee Moiso and Nolan Huizenga (30 min)
2:05 pm	9.	Committee on Church Transformation – Chris Adams (15 min) <ul style="list-style-type: none"> <li>• Sudanese Church Report</li> </ul>
2:20 pm	10.	Committee on Preparation for Ministry – Mike Wilson (10 min) <ul style="list-style-type: none"> <li>• Inquirer to Candidate</li> </ul>
2:30 pm	11.	Administrative Committee – Chris Joiner (10 min)
2:40 pm	12.	Committee on Ministry, Part 2 – Donna Simpson (20 min)
3:00 pm	13.	Committee on Mutual Support – Stuart Wilson-Patton (5 min)
3:05 pm	14.	Stated Clerk’s Report – Therese Howell (5 min) <ul style="list-style-type: none"> <li>• Approval of Minutes of 139<sup>th</sup> Stated Meeting (Oct 17, 2019)</li> </ul>
3:10 pm	15.	Proposed Overture -224 <sup>th</sup> General Assembly (2020) – Therese Howell (10 min)
3:20 pm	16.	Co-Executive Presbyters’ Report – Robin & Ray Thomas (10 min) <ul style="list-style-type: none"> <li>• Concerns, Celebrations, and Announcements</li> </ul>
3:30 pm	17.	Unfinished Business <b>141st Stated Meeting – Thursday, May 21, 2020, Blue Spring Presbyterian Church, Sparta</b>
3:35 pm		Closing Prayer / Adjourn

**Finance Committee  
Report to the Presbytery of Middle Tennessee  
February 1, 2020**

**Information:**

2018 audit. The auditor's opinion is clean except for the qualification citing that revenues are recognized only when they are received vs. when they were promised, the latter being the GAAP requirement.

Lisa Millman has decided to focus on her consulting and tax practice, so PMT will need to engage a new auditor for our 2019 audit.

December 31, 2019 internal financial statements were reviewed by the committee. Liquidity constraints required the liquidation of \$120,000 of investments. Additional 2019 contributions are expected and will be booked as 2019 income.

The Investment Task Force plans to undertake a project to revise/update the Investment Policy.

A stewardship letter, the purpose of which is to encourage PMT member churches to increase their financial support, was approved. The letter will bear the names and contact information of all members of the Finance Committee as senders of the letter; active elders of PMT member churches will be included as intended recipients of the letter.

Meetings will be held on the third Thursday of the month at 12:30 p.m, immediately before the Administrative Committee's meetings.

Those authorized to sign checks on behalf of PMT are as follows: Robin Thomas, Ray Thomas, Steve Douse, Suzanne McLemore, Allen Kennedy.

Support for the Hispanic NCD in the 2020 budget is reduced by 40% relative to the amount in the 2019 budget.

The Stated Clerk's spouse's BOP medical insurance cost for January and February 2020, up to the amount of \$1,508, was approved.

A recommendation was made that an audit be performed of PMT's policies and procedures regarding employee benefits and that a report be made at a future Administrative Committee meeting as soon as possible.

**Admit to Record:**

Melinda Sanders was named the committee's Vice Moderator and Allen Kennedy was named the committee's Clerk.

The following routine disbursements were approved to be paid without submission of vouchers: Westminster Presbyterian Church - cost sharing (rent) - \$1,083.33; Sudanese Nuer Church support - \$2,041.67; Nacome - \$5,000 in February, March, April, May and June; Campus Ministries: MTSU - \$1,602.96, Vanderbilt/UKIRK - \$1,602.96, TTU - \$1,373.97.

The Finance Committee reviewed a report (attached) of the expenses related to the Handlson cases.

**Recommendations to Presbytery:**

1. Beginning in 2021 a new restricted fund be established into which transfers from the operating fund are to be made annually, sufficient in aggregate amount to fund the expected additional cost of an audit, which should be performed at intervals in the future of no longer than every fifth year.
2. A budget for 2020 was approved and is recommended to Presbytery (attached). It shows a budgeted loss of \$10,310 and the charging of \$42,240 of expenses to specific restricted funds.

**Presbytery of Middle Tennessee v. Pat Handlson  
Pat Handlson v. Presbytery of Middle Tennessee  
2016 - 2019 Expenses**

<u>Category</u>	<u>Expenses</u>
Attorneys Fees (1) (1) Attorney for the initial disciplinary case and negotiated settlement; attorneys for Synod and General Assembly cases	\$88,146.36
Handlson Expenses (2) (2) expenses include: one year of counseling for Pat Handlson; counseling session for Mrs. Debbie Handlson; one week at Pastoral Institute for Pat Handlson	\$6,462.00
Victims Expenses (3) (3) Travel advances for victims to attend trial; one victim returned advance	\$750.00
Investigating Comm/Prosecuting Comm/Comm of Counsel (4) (4) Investigating Committee expenses: calls, materials, specialist services, etc.; Prosecuting Committee expenses: calls, materials, etc.; Committee of Counsel expenses: calls, materials, etc.; throughout process, some calls and materials were expensed by attorneys	\$1,196.89
Hearings / Trials Exp (5) (5) hotel expenses for disciplinary trial (could not cancel all without penalty), court reporters, transcripts; hotel, mileage, meals for GAPJC hearing	\$3,376.47
Miscellaneous Exp (6) (6) pulpit supply for First Cookeville; additional staff costs approved by Administrative and Finance Committees	\$7,375.23
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<b>Total Expenses 2016 - 2019</b>	<b><u>\$107,306.95</u></b> <b><u>\$107,306.95</u></b>

**Presbytery of Middle Tennessee**  
**Statement of Assets, Liabilities and Fund Balance**  
 As of December 31, 2019

	Dec 31, 19
<b>ASSETS</b>	
<b>Current Assets</b>	
Checking/Savings	
1005 · Pinnacle Bank	82,653.99
<b>Total Checking/Savings</b>	82,653.99
<b>Other Current Assets</b>	
1300 · Baird Investments	
1300-04 · Baird Invest. - Cash Equiv.	73,335.13
1300-01 · Baird Invest. - Pooled	934,552.94
1300-02 · Baird Invest. - Default reserve	629,766.84
1300-03 · Baird Invest. - Endowment	10,749.80
<b>Total 1300 · Baird Investments</b>	1,648,404.71
<b>Total Other Current Assets</b>	1,648,404.71
<b>Total Current Assets</b>	1,731,058.70
<b>Fixed Assets</b>	
1500 · Fixed Assets	
1500-01 · Leasehold Improvements	31,500.00
1500-02 · Furniture and Equipment	16,960.37
1500-10 · Accumulated Depreciation	-39,617.62
<b>Total 1500 · Fixed Assets</b>	8,842.75
<b>Total Fixed Assets</b>	8,842.75
<b>Other Assets</b>	
1800 · Other Assets	
1801-01 · Gift In-Kind Receivable	28,500.00
1801-02 · Discount of In-Kind Receivable	-197.39
<b>Total 1800 · Other Assets</b>	28,302.61
<b>Total Other Assets</b>	28,302.61
<b>TOTAL ASSETS</b>	1,768,204.06
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Other Current Liabilities	
2300 · Payroll Withholdings	0.12
<b>Total Other Current Liabilities</b>	0.12
<b>Total Current Liabilities</b>	0.12
<b>Long Term Liabilities</b>	
2800-01 · Loan payable - WPC	7,875.00
<b>Total Long Term Liabilities</b>	7,875.00
<b>Total Liabilities</b>	7,875.12
<b>Equity</b>	
3001 · Unrestricted Net Assets	
3001-06 · Designation - Small Church Fund	111,490.93
3001-01 · Allowance for church defaults	629,766.84
3001-02 · Functional Endow. NCD & Revital	25,058.76
3001-04 · Designation - NCD (Properties)	115,651.55
3001 · Unrestricted Net Assets - Other	722,595.59
<b>Total 3001 · Unrestricted Net Assets</b>	1,604,573.67

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Cash Basis

Presbytery of Middle Tennessee  
**Statement of Assets, Liabilities and Fund Balance**  
As of December 31, 2019

	<u>Dec 31, 19</u>
3002 · Temporarily restricted funds	
3002-01 · Centsability	24,176.40
3002-02 · Peacemaking	2,194.43
3002-03 · Ferguson Funds	4.73
3002-05 · Guatemalan Support Funds	17,517.78
3002-06 · Pastoral Care	2,449.81
3002-10 · Triennium	1,968.99
3002-12 · Women in Ministry	1,290.00
3002-15 · Hispanic Fellowship	549.26
3002-18 · LEAD Event	2,152.68
3002-19 · COYAM Event	1,093.83
3002-23 · New Church Development	800.00
3002-26 · Sabbatical Assistance	4,625.82
3002-27 · Hispanic New Church Dev	3,616.60
3002-28 · Church Support & Training	2,073.19
3002-32 · CPM · Scholarships	5,587.83
3002-50 · St. Andrews Fund	56,541.16
3002-52 · Meeting scholar/preacher	5,000.00
3002-60 · Small Church Fund	42,862.91
3002-62 · Pastor to Pastors	3,510.09
3002-75 · In-Kind Gift Lease	28,302.61
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Total 3002 · Temporarily restricted funds	206,318.12
3003 · Permanently restricted funds	10,749.80
3100 · Restricted/Designated income	65,224.48
Net Income	-126,537.13
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Total Equity	1,760,328.94
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<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,768,204.06</b>

## Presbytery of Middle Tennessee Actual to Budget Receipts and Disbursements December 2019

	Dec 19	Budget	Jan - Dec 19	YTD Budget	Annual Budget
<b>Ordinary Income/Expense</b>					
<b>Income</b>					
4000 - Pledged giving	207,576.20	150,000.00	599,049.27	600,000.00	600,000.00
4010 - GA Hunger Action Advocate	0.00	0.00	3,000.00	3,000.00	3,000.00
4070 - Investment income					
4070-10 - Investment income	2,667.94	2,500.00	31,668.94	30,000.00	30,000.00
<b>Total 4070 - Investment income</b>	<b>2,667.94</b>	<b>2,500.00</b>	<b>31,668.94</b>	<b>30,000.00</b>	<b>30,000.00</b>
<b>Total Income</b>	<b>210,234.14</b>	<b>152,500.00</b>	<b>633,718.21</b>	<b>633,000.00</b>	<b>633,000.00</b>
<b>Gross Profit</b>	<b>210,234.14</b>	<b>152,500.00</b>	<b>633,718.21</b>	<b>633,000.00</b>	<b>633,000.00</b>
<b>Expense</b>					
5000 - Finance					
5000-01 - Occupancy	1,083.33	1,000.00	22,774.99	24,000.00	24,000.00
5000-02 - Equipment	252.81	1,167.00	14,868.93	14,000.00	14,000.00
5000-03 - Insurance	0.00	334.00	3,562.00	4,000.00	4,000.00
5000-04 - Travel - support staff	0.00	17.00	0.00	200.00	200.00
5000-05 - Office supplies	-365.47	417.00	5,095.34	5,000.00	5,000.00
5000-06 - Postage	564.32	83.00	1,576.12	1,000.00	1,000.00
5000-07 - Telephone	379.83	375.00	4,095.26	4,500.00	4,500.00
5000-08 - Audit Fee	0.00	0.00	10,000.00	9,000.00	9,000.00
5000-12 - Webpage	186.00	75.00	1,129.38	900.00	900.00
5070-01 - GA Per Capita	109,352.45	12,150.00	145,804.45	145,805.00	145,805.00
5070-02 - GA Mission Giving	0.00	0.00	0.00	0.00	0.00
5070-03 - Synod Per Capita	54,031.50	5,403.00	64,838.00	64,838.00	64,838.00
5070-04 - Synod Mission Giving	0.00	0.00	0.00	0.00	0.00
<b>Total 5000 - Finance</b>	<b>165,484.77</b>	<b>21,021.00</b>	<b>273,744.47</b>	<b>273,243.00</b>	<b>273,243.00</b>
5200 - Comm. on Leadership Excellence					
5200-01 - Leadership Excellence	956.00	417.00	265.00	5,000.00	5,000.00
<b>Total 5200 - Comm. on Leadership Excellence</b>	<b>956.00</b>	<b>417.00</b>	<b>265.00</b>	<b>5,000.00</b>	<b>5,000.00</b>
5020 - Committee on Mutual Support					
5010-03 - NaCoMe Camp	0.00	0.00	25,000.00	25,000.00	25,000.00
5020-02 - MTSU Campus Ministry	1,602.96	1,618.00	19,235.52	19,251.00	19,251.00
5020-03 - TTU Campus Ministry	1,373.97	1,384.00	16,487.64	16,498.00	16,498.00
5020-05 - Vanderbilt Campus Ministry	1,602.96	1,618.00	19,235.52	19,251.00	19,251.00
5020-06 - Synod - Campus Ministry Support	-2,096.62	-2,097.00	-25,159.00	-25,159.00	-25,159.00
5020-10 - Neighborhood meetings	0.00	125.00	0.00	1,500.00	1,500.00
<b>Total 5020 - Committee on Mutual Support</b>	<b>2,483.27</b>	<b>2,648.00</b>	<b>54,799.68</b>	<b>56,341.00</b>	<b>56,341.00</b>

# Presbytery of Middle Tennessee Actual to Budget Receipts and Disbursements December 2019

	Dec 19	Budget	Jan - Dec 19	YTD Budget	Annual Budget
5030 - Committee on Ministry					
5030-01 - Retreat - COM	0.00	25.00	0.00	300.00	300.00
5030-02 - Pastoral Care	0.00	250.00	100.00	3,000.00	3,000.00
5030-04 - Background Checks	0.00	42.00	601.75	500.00	500.00
<b>Total 5030 - Committee on Ministry</b>	<b>0.00</b>	<b>317.00</b>	<b>701.75</b>	<b>3,800.00</b>	<b>3,800.00</b>
5040 - Comm. on Prep. for Ministry					
5040-01 - Career Testing & Counseling	0.00	42.00	0.00	500.00	500.00
<b>Total 5040 - Comm. on Prep. for Ministry</b>	<b>0.00</b>	<b>42.00</b>	<b>0.00</b>	<b>500.00</b>	<b>500.00</b>
5050 - Comm. on Church Transformation					
5050-11 - Hispanic Ministry salary/hsg	3,458.34	3,458.00	41,500.08	41,500.00	41,500.00
5050-13 - Hispanic Ministry FICA	331.50	332.00	3,978.00	3,978.00	3,978.00
5050-14 - Hispanic Ministry BOP	1,919.71	1,967.00	23,036.52	23,600.00	23,600.00
5050-15 - Hispanic NCD Reimbursement	-500.00	-250.00	-3,000.00	-3,000.00	-3,000.00
5050-12 - East Nashville Training HUB	7,500.00	2,500.00	30,000.00	30,000.00	30,000.00
5050-07 - Sudanese church support	2,500.00	2,500.00	30,000.00	30,000.00	30,000.00
<b>Total 5050 - Comm. on Church Transformation</b>	<b>15,209.55</b>	<b>10,507.00</b>	<b>126,514.60</b>	<b>126,078.00</b>	<b>126,078.00</b>
5100 - Administrative Committee					
5100-02 - Admin. comm. expenses	0.00	42.00	20.00	500.00	500.00
5100-03 - Moderators conference	0.00	83.00	712.50	2,500.00	2,500.00
5100-01 - Presbytery meetings	0.00	0.00	27,095.81	1,000.00	1,000.00
5100-02 - Exec. Pres. Salary/Housing	0.00	0.00	1,521.10	27,097.00	27,097.00
5100-04 - Exec. Pres. FICA	912.28	833.00	11,366.32	1,521.00	1,521.00
5100-05 - Exec. Pres. expenses	1,916.66	1,917.00	15,908.28	10,000.00	10,000.00
5100-05 - Co-EP Salary	3,750.00	3,750.00	31,125.00	15,908.00	15,908.00
5100-06 - Co-EP Housing	433.50	433.00	3,598.05	31,125.00	31,125.00
5100-07 - Co-EP FICA	2,096.57	2,370.00	17,402.36	3,598.00	3,598.00
5100-08 - Co-EP Medical/Pension	166.66	167.00	1,383.28	18,961.00	18,961.00
5100-14 - Co-EP 403b Match	5,666.66	5,666.00	47,033.28	47,034.00	47,034.00
5100-09 - Co-EP 2 Salary	433.50	433.00	3,598.05	3,598.00	3,598.00
5100-10 - Co-EP 2 FICA/med	680.00	680.00	5,644.00	5,644.00	5,644.00
5100-12 - Co-EP 2 Pension	166.66	167.00	1,383.28	1,383.00	1,383.00
5100-15 - Co-EP 2 403b Match	2,475.28	2,476.00	8,913.71	10,000.00	10,000.00
5100-18 - EP Moving Expense	189.36	190.00	29,703.36	29,703.00	29,703.00
5100-20 - Stated Clerk Salary	1,644.66	1,645.00	19,735.92	19,740.00	19,740.00
5100-21 - Stated Clerk FICA	134.16	134.16	1,282.90	3,500.00	3,500.00
5100-22 - Stated Clerk Medical/Pension	775.00	775.00	8,625.00	18,000.00	18,000.00
5100-23 - Stated Clerk expenses	59.29	115.00	659.82	1,380.00	1,380.00
5100-30 - Administrative Asst. Salary	0.00	250.00	0.00	3,000.00	3,000.00
5100-31 - Administrative Asst. FICA	1,744.11	1,833.00	21,025.36	22,000.00	22,000.00
5100-37 - Hunger Action Advocate expenses					
5100-61 - Accounting					

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Cash Basis

## Presbytery of Middle Tennessee Actual to Budget Receipts and Disbursements

December 2019

	Dec 19	Budget	Jan - Dec 19	YTD Budget	Annual Budget
5100-75 · Office Temps	0.00		762.93		
5100-80 · EP Search expenses	0.00	167.00	2,642.68	2,000.00	2,000.00
<b>Total 5100 · Administrative Committee</b>	<b>23,244.45</b>	<b>25,009.00</b>	<b>263,415.34</b>	<b>282,848.00</b>	<b>282,848.00</b>
<b>Total Expense</b>	<b>207,378.04</b>	<b>59,961.00</b>	<b>718,440.84</b>	<b>747,810.00</b>	<b>747,810.00</b>
<b>Net Ordinary Income</b>	<b>2,856.10</b>	<b>92,539.00</b>	<b>-84,722.63</b>	<b>-114,810.00</b>	<b>-114,810.00</b>
<b>Other Income/Expense</b>					
<b>Other Income</b>					
7001 · Unbudgeted Income					
7001-20 · Designated receipts	7,781.69		169,502.66		
7001-21 · Temp. Restricted-Receipts	4,003.70		55,975.52		
7001-15 · Unrealized gain/loss Baird	8,221.89		60,201.44		
7001-05 · Other unbudgeted income	0.00		1,875.00		
7001-50 · In-Kind Contribution Revenue	43.77		810.78		
<b>Total 7001 · Unbudgeted Income</b>	<b>20,051.05</b>		<b>288,365.40</b>		
<b>Total Other Income</b>	<b>20,051.05</b>		<b>288,365.40</b>		
<b>Other Expense</b>					
7002 · Unbudgeted expenses					
7002-20 · Designated disbursements	12,064.69		169,502.66		
7002-21 · Temp. Restricted disbursements	41,895.45		84,010.78		
7002-01 · Depreciation expense	1,890.00		1,890.00		
7002-02 · PJC expenses - disciplinary	0.00		36,776.46		
7002-50 · In-Kind Rent	3,166.64		38,000.00		
<b>Total 7002 · Unbudgeted expenses</b>	<b>59,016.78</b>		<b>330,179.90</b>		
<b>Total Other Expense</b>	<b>59,016.78</b>		<b>330,179.90</b>		
<b>Net Other Income</b>	<b>-38,965.73</b>		<b>-41,814.50</b>		
<b>Net Income</b>	<b>-35,109.63</b>	<b>92,539.00</b>	<b>-126,537.13</b>	<b>-114,810.00</b>	<b>-114,810.00</b>



**Presbytery of Middle Tennessee**  
**Actual to Budget Receipts and Disbursements**  
 December 2019

5:44 PM  
 01/08/20  
 Cash Basis

	Jan - Dec 19	YTD Budget	Over (Under) Budget	Annual Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
4000 - Pledged giving	599,049.27	600,000.00	-950.73	600,000.00
4010 - GA Hunger Action Advocate	3,000.00	3,000.00	0.00	3,000.00
4070 - Investment income	31,668.94	30,000.00	1,668.94	30,000.00
4070-10 - Investment income	31,668.94	30,000.00	1,668.94	30,000.00
Total 4070 - Investment income	633,718.21	633,000.00	718.21	633,000.00
Total Income	633,718.21	633,000.00	718.21	633,000.00
<b>Gross Profit</b>				
<b>Expense</b>				
5000 - Finance				
5000-01 - Occupancy	22,774.99	24,000.00	-1,225.01	24,000.00
5000-02 - Equipment	14,868.93	14,000.00	868.93	14,000.00
5000-03 - Insurance	3,562.00	4,000.00	-438.00	4,000.00
5000-04 - Travel - support staff	0.00	200.00	-200.00	200.00
5000-05 - Office supplies	5,095.34	5,000.00	95.34	5,000.00
5000-06 - Postage	1,576.12	1,000.00	576.12	1,000.00
5000-07 - Telephone	4,095.26	4,500.00	-404.74	4,500.00
5000-08 - Audit Fee	10,000.00	9,000.00	1,000.00	9,000.00
5000-12 - Webpage	1,129.38	900.00	229.38	900.00
5070-01 - GA Per Capita	145,804.45	145,805.00	-0.55	145,805.00
5070-02 - GA Mission Giving	0.00	0.00	0.00	0.00
5070-03 - Synod Per Capita	64,838.00	64,838.00	0.00	64,838.00
5070-04 - Synod Mission Giving	0.00	0.00	0.00	0.00
Total 5000 - Finance	273,744.47	273,243.00	501.47	273,243.00
5200 - Comm. on Leadership Excellence				
5200-01 - Leadership Excellence	265.00	5,000.00	-4,735.00	5,000.00
Total 5200 - Comm. on Leadership Excellence	265.00	5,000.00	-4,735.00	5,000.00
5020 - Committee on Mutual Support				
5010-03 - NaCoMe Camp	25,000.00	25,000.00	0.00	25,000.00
5020-02 - MTSU Campus Ministry	19,235.52	19,251.00	-15.48	19,251.00
5020-03 - TTU Campus Ministry	16,487.64	16,498.00	-10.36	16,498.00

Presbytery of Middle Tennessee  
Actual to Budget Receipts and Disbursements  
December 2019

	Jan - Dec 19	YTD Budget	Over (Under) Budget	Annual Budget
5020-05 · Vanderbilt Campus Ministry	19,235.52	19,251.00	-15.48	19,251.00
5020-06 · Synod · Campus Ministry Support	-25,159.00	-25,159.00	0.00	-25,159.00
5020-10 · Neighborhood meetings	0.00	1,500.00	-1,500.00	1,500.00
Total 5020 · Committee on Mutual Support	54,799.68	56,341.00	-1,541.32	56,341.00
5030 · Committee on Ministry				
5030-01 · Retreat - COM	0.00	300.00	-300.00	300.00
5030-02 · Pastoral Care	100.00	3,000.00	-2,900.00	3,000.00
5030-04 · Background Checks	601.75	500.00	101.75	500.00
Total 5030 · Committee on Ministry	701.75	3,800.00	-3,098.25	3,800.00
5040 · Comm. on Prep. for Ministry				
5040-01 · Career Testing & Counseling	0.00	500.00	-500.00	500.00
Total 5040 · Comm. on Prep. for Ministry	0.00	500.00	-500.00	500.00
5050 · Comm. on Church Transformation				
5050-11 · Hispanic Ministry salary/hsg	41,500.08	41,500.00	0.08	41,500.00
5050-13 · Hispanic Ministry FICA	3,978.00	3,978.00	0.00	3,978.00
5050-14 · Hispanic Ministry BOP	23,036.52	23,600.00	-563.48	23,600.00
5050-15 · Hispanic NCD Reimbursement	-3,000.00	-3,000.00	0.00	-3,000.00
5050-12 · East Nashville Training HUB	30,000.00	30,000.00	0.00	30,000.00
5050-07 · Sudanese church support	30,000.00	30,000.00	0.00	30,000.00
Total 5050 · Comm. on Church Transformation	125,514.60	126,078.00	-563.40	126,078.00
5100 · Administrative Committee				
5060-02 · Admn. comm. expenses	20.00	500.00	-480.00	500.00
5060-03 · Moderators conference	0.00	2,500.00	-2,500.00	2,500.00
5060-01 · Presbytery meetings	712.50	1,000.00	-287.50	1,000.00
5100-01 · Exec. Pres. Salary/Housing	27,095.81	27,097.00	-1.19	27,097.00
5100-02 · Exec. Pres. FICA	1,521.10	1,521.00	0.10	1,521.00
5100-04 · Exec. Pres. expenses	11,366.32	10,000.00	1,366.32	10,000.00
5100-05 · Co-EP Salary	15,908.28	15,908.00	0.28	15,908.00
5100-06 · Co-EP Housing	31,125.00	31,125.00	0.00	31,125.00
5100-07 · Co-EP FICA	3,598.05	3,598.00	0.05	3,598.00
5100-08 · Co-EP Medical/Pension	17,402.35	18,961.00	-1,558.64	18,961.00
5100-14 · Co-EP 403b Match	1,383.28	1,383.00	0.28	1,383.00

**Presbytery of Middle Tennessee**  
**Actual to Budget Receipts and Disbursements**  
December 2019

	Jan - Dec 19	YTD Budget	Over (Under) Budget	Annual Budget
5100-09 - Co-EP 2 Salary	47,033.28	47,034.00	-0.72	47,034.00
5100-10 - Co-EP 2 FICA/Med	3,598.05	3,598.00	0.05	3,598.00
5100-12 - Co-EP 2 Pension	5,644.00	5,644.00	0.00	5,644.00
5100-15 - Co-EP 2 403b Match	1,383.28	1,383.00	0.28	1,383.00
5100-18 - EP Moving Expense	8,913.71	10,000.00	-1,086.29	10,000.00
5100-20 - Stated Clerk Salary	29,703.36	29,703.00	0.36	29,703.00
5100-21 - Stated Clerk FICA	2,272.35	2,273.00	-0.65	2,273.00
5100-22 - Stated Clerk Medical/Pension	19,735.92	19,740.00	-4.08	19,740.00
5100-23 - Stated Clerk expenses	1,282.90	3,500.00	-2,217.10	3,500.00
5100-30 - Administrative Asst. Salary	8,625.00	18,000.00	-9,375.00	18,000.00
5100-31 - Administrative Asst. FICA	659.82	1,380.00	-720.18	1,380.00
5100-37 - Hunger Action Advocate expenses	0.00	3,000.00	-3,000.00	3,000.00
5100-61 - Accounting	21,025.36	22,000.00	-974.64	22,000.00
5100-75 - Office Temps	762.93			
5100-80 - EP Search expenses	2,542.68	2,000.00	642.68	2,000.00
Total 5100 - Administrative Committee	263,415.34	282,848.00	-19,432.66	282,848.00
Total Expense	718,440.84	747,810.00	-29,369.16	747,810.00
Net Ordinary Income	-84,722.63	-114,810.00	30,087.37	-114,810.00
Other Income/Expense				
Other Income				
7001 - Unbudgeted Income				
7001-20 - Designated receipts	169,502.66			
7001-21 - Temp. Restricted-Receipts	55,975.52			
7001-15 - Unrealized gain/loss Baird	60,201.44			
7001-05 - Other unbudgeted income	1,875.00			
7001-50 - In-Kind Contribution Revenue	810.78			
Total 7001 - Unbudgeted Income	288,365.40			
Total Other Income	288,365.40			
Other Expense				
7002 - Unbudgeted expenses				
7002-20 - Designated disbursements	169,502.66			
7002-21 - Temp. Restricted disbursements	84,010.78			

Presbytery of Middle Tennessee  
Actual to Budget Receipts and Disbursements  
December 2019

	Jan - Dec 19	YTD Budget	Over (Under) Budget	Annual Budget
7002-01 · Depreciation expense	1,890.00			
7002-02 · PJC expenses - disciplinary	36,776.46			
7002-50 · In-Kind Rent	38,000.00			
Total 7002 · Unbudgeted expenses	330,179.90			
Total Other Expense	-41,814.50			
Net Other Income	-126,537.13	-114,810.00	-11,727.13	-114,810.00
Net Income				

**Presbytery of Middle Tennessee  
Restricted Funds Analysis**

	Dec. 31, 2018	Receipts	Disbursements	December 31, 2019
<b>3001 - Unrestricted Net Assets</b>				
3001-06 - Designation - Small Church Fund	111,490.93			111,490.93
3001-01 - Allowance for church defaults	629,766.84			629,766.84
3001-02 - Functional Endow. NCD & Revital	25,068.76			25,068.76
3001-04 - Designation - NCD (Properties)	115,651.55			115,651.55
3001 - Unrestricted Net Assets - Other	722,595.59			722,595.59
<b>Total 3001 - Unrestricted Net Assets</b>	<b>1,604,573.67</b>	<b>-</b>	<b>-</b>	<b>1,604,573.67</b>
<b>3002 - Temporarily restricted funds</b>				
3002-01 - Centsability	24,205.03	22,331.37	(22,360.00)	24,176.40
3002-02 - Peacemaking	1,817.83	1,876.60	(1,500.00)	2,194.43
3002-03 - Ferguson Funds	504.73		(500.00)	4.73
3002-05 - Guatemalan Support Funds	4,233.85	26,372.00	(13,088.11)	17,517.74
3002-06 - Pastoral Care	4,249.81	200.00	(2,000.00)	2,449.81
3002-10 - Triennium	3,869.99	1,099.00	(3,000.00)	1,968.99
3002-12 - Women in Ministry	1,290.00			1,290.00
3002-14 - New Creation NCD	0.00			-
3002-15 - Hispanic Fellowship	549.26			549.26
3002-18 - LEAD Event	2,152.68			2,152.68
3002-19 - COYAM Event	1,093.83			1,093.83
3002-23 - New Church Development	800.00			800.00
3002-26 - Sabbatical Assistance	4,625.82			4,625.82
3002-27 - Hispanic New Church Dev	2,116.60	1,700.00	(200.00)	3,616.60
3002-28 - Church Support & Training	3,273.19		(1,200.00)	2,073.19
3002-32 - CPM Scholarships	4,191.28	2,396.55	(1,000.00)	5,587.83
3002-40 - Leadership Excell. Scholarship	0.00			-
3002-50 - St. Andrews Fund	56,541.16			56,541.16
3002-52 - Other restricted funds	15,500.00		(10,500.00)	5,000.00
3002-60 - Small Church Fund	42,862.91			42,862.91
3002-62 - Pastor to Pastors	5,483.54		(1,973.45)	3,510.09
3002-75 - In-Kind Gift Lease	65,491.83		(37,189.22)	28,302.61
<b>Total 3002 - Temporarily restricted funds</b>	<b>244,853.34</b>	<b>55,975.52</b>	<b>(94,510.78)</b>	<b>206,318.08</b>
<b>3003 - Permanently restricted funds</b>	<b>10,749.80</b>			<b>10,749.80</b>

**Presbytery of Middle Tennessee  
Designated Gifts Analysis**

	Dec. 31, 2018	Receipts	Disbursements	December 31, 2019
<b>2500 - Designated Gifts</b>				
2500-01 · Joy gift	-	21,199.74	(21,199.74)	-
2500-02 · One Great Hour of Sharing	-	23,293.20	(23,293.20)	-
2500-03 · Peacemaking - GA	-	3,753.15	(3,753.15)	-
2500-04 · Theological education	-	1,000.00	(1,000.00)	-
2500-05 · Pentecost	-	4,058.40	(4,058.40)	-
2500-06 · Mission Personnel	-	5,117.92	(5,117.92)	-
2500-09 · Heifer Program	-	1,200.00	(1,200.00)	-
2500-11 · Outreach Foundation	-			-
2500-12 · Campus Ministries	-	300.00	(300.00)	-
2500-15 · Living Water for the World	-			-
2500-20 · Disaster relief	-	12,220.00	(12,220.00)	-
2500-31 · Presbytery Offering	-	2,506.00	(2,506.00)	-
2500-30 · Other designated gifts	-	94,854.25	(94,854.25)	-
<b>TOTAL</b>	-	169,502.66	(169,502.66)	-

**Presbytery of Middle Tennessee  
2019 Pledge to Actual**

	Pledge 2018	Paid 2018	Pledge 2019	Paid 12/31/2019
Allardt Presbyterian Church	960.00	960.00	960.00	880.00
Belfast Presbyterian Church		3,000.00		3,000.00
Bellevue Presbyterian Church				-
Bethany Presbyterian Church	400.00	400.00		400.00
Bethbaird Lewisburg	1,500.00	1,500.00	1,500.00	1,500.00
Bethesda Presbyterian Church	1,500.00	1,500.00		1,500.00
Blue Spring Presbyterian Church		2,500.00		-
Brentwood First Presbyterian Church		2,400.00		-
Buffalo Valley Presbyterian Church	1,250.00		1,250.00	1,250.00
Calvary Presbyterian Church	1,000.00	1,250.00	1,000.00	1,000.00
Christ Church Presbyterian	750.00	750.00	750.00	750.00
Clarksville First Presbyterian Church	23,227.00	23,267.56		23,321.52
Columbia First Presbyterian	30,000.00	32,500.00	30,000.00	27,500.00
Columbia Westminster Presbyterian Church	1,000.00	1,000.00	1,000.00	1,000.00
Cookeville First Presbyterian	6,000.00	6,000.00	6,000.00	4,500.00
Cowan Fellowship	2,500.00	2,500.00		3,000.00
Cripple Creek Presbyterian	500.00	500.00	500.00	500.00
Decherd Presbyterian Church				-
Dickson First Presbyterian				2,000.00
Donelson Presbyterian Church	4,000.00	4,000.00		3,000.00
Double Springs Presbyterian Church			800.00	800.00
Downtown Presbyterian Church	4,950.00	9,900.00		4,950.00
East Brentwood Presbyterian	6,500.00	6,500.00	6,500.00	4,875.00
Eastminster Presbyterian Church	250.00	250.00		250.00
Ellis Grove Presbyterian Church	800.00	800.00	800.00	600.00
Emmanuel	2,000.00	2,000.00		2,000.00
Fayetteville First Presbyterian Church	5,000.00	5,000.00		5,000.00
FFG Westminster Presbyterian Church		2,000.00		1,000.00
Franklin First Presbyterian	30,000.00	30,000.00		34,167.00
Gallatin First Presbyterian	2,400.00	2,000.00		2,700.00
Glen Leven Presbyterian Church	3,500.00	3,500.00	3,500.00	3,500.00
Glenciff Presbyterian Church	1,000.00	1,000.00		1,000.00
Harpeth Presbyterian Church	3,000.00	3,000.00	3,000.00	2,250.00
Hendersonville First Presbyterian	15,000.00	15,000.00	15,000.00	15,000.00
Hermitage Presbyterian Church	500.00	1,546.07	1,546.08	1,546.08
Hickory Valley Presbyterian Church				-
Hillsboro Presbyterian Church	14,000.00	14,000.00		14,000.00
Hillwood Presbyterian Church	570.00	570.00		259.00
Hispanic New Church Development				-
Historic Franklin Presbyterian Church	6,600.00	6,600.00	6,600.00	6,600.00
Hopewell Presbyterian Church	500.00			-
Korean Presbyterian Church	3,500.00	3,500.00		3,500.00
Lawrenceburg First Presbyterian	2,000.00	2,000.00		-
Lebanon First Presbyterian		7,085.00		2,912.00
Lewisburg First Presbyterian				2,000.00
Liberty Hill Presbyterian				-
Lynnville First Presbyterian				-
Macedonia Presbyterian Church				4,875.00
Manchester First Presbyterian	6,500.00			-
Mattie Smith Mem. Presbyterian Church				-
McMinnville First Presbyterian	2,600.00	2,600.00	2,600.00	2,600.00
Milldale Presbyterian Church				2,000.00
Mt. Pleasant First Presbyterian Church				-
Murfreesboro First Presbyterian	15,000.00	13,750.00	15,000.00	11,250.00
Nashville First Presbyterian	180,000.00	180,065.00	180,000.00	180,000.00
Nashville Westminster Presbyterian Church	110,000.00	110,000.00	110,000.00	110,000.00
New Creation Church				-
Normandy Presbyterian Church	3,500.00	3,500.00		3,500.00
Northminster Presbyterian Church	1,000.00	1,000.00		1,000.00
Oak Grove Presbyterian Church	3,000.00	3,000.00	2,000.00	2,000.00

	Pledge 2018	Paid 2018	Pledge 2019	12/31/2019
Old Hickory Presbyterian Church	600.00	300.00	300.00	275.00
Petersburg First Presbyterian	300.00	300.00	300.00	300.00
Pond Presbyterian Church		250.00		250.00
Post Oak Presbyterian Church				-
Priest Lake Presbyterian Church	5,000.00	5,000.00	5,000.00	5,000.00
Pulaski First Presbyterian	6,000.00	6,000.00	6,000.00	6,000.00
Robinson Chapel Presbyterian Church	500.00	500.00	500.00	500.00
Second Presbyterian Church	40,000.00	40,000.00	35,600.00	35,600.00
Shelbyville First Presbyterian	8,000.00	8,000.00	8,000.00	8,000.00
Smyrna First Presbyterian	5,000.00	5,000.00		5,000.00
Southminster Presbyterian Church	2,000.00	2,500.00		2,500.00
Sparta First United Presbyterian Church		1,500.00		1,000.00
Springfield First Presbyterian Church	1,000.00	1,000.00	1,000.00	1,000.00
Spring Hill First Presbyterian	9,276.00	9,276.00	9,276.00	8,503.00
St. Andrews Presbyterian Church	7,100.00	6,508.34	4,800.00	5,791.67
St. John Presbyterian Church		282.00		94.00
Sudanese American Nuer	700.00	700.00		700.00
Trinity Presbyterian Church	5,000.00	5,000.00		5,000.00
Tullahoma First Presbyterian	9,800.00	8,800.00	8,800.00	6,600.00
Watertown First Presbyterian	1,200.00	1,200.00	1,200.00	1,200.00
Woodland Presbyterian Church	5,400.00	5,800.00	5,400.00	4,500.00
<b>Total</b>	<b>605,133.00</b>	<b>622,099.97</b>	<b>476,482.08</b>	<b>599,049.27</b>



**Presbytery of Middle Tennessee  
2020 PROPOSED BUDGET**

		2019	2020	2020	2020	Restricted
		Approved	Total	Disbursed	Funded by	Account
				from Restricted	Operations	
4000	Intended giving (Pledges)	600,000	630,000		630,000	
4010	GA Hunger Action Enabler	3,000	-			
4070	Investment income	30,000	60,000		60,000	
<b>Total income</b>		<b>\$ 633,000</b>	<b>\$ 690,000</b>	<b>\$ -</b>	<b>\$ 690,000</b>	
<b>Finance</b>						
5000-01	Occupancy	24,000	22,000		22,000	
5000-02	Equipment	14,000	14,000		14,000	
5000-03	Insurance	4,000	4,000		4,000	
5000-04	Travel - support staff	200	200		200	
5000-05	Office supplies	5,000	5,000		5,000	
5000-06	Postage	1,000	750		750	
5000-07	Telephone	4,500	4,700		4,700	
5000-08	Audit/Review Fee	9,000	6,000		6,000	
5000-12	Webpage	900	1,000		1,000	
5070-01	GA Per Capita	145,805	142,072		142,072	
5070-03	Synod Per Capita	64,838	63,179		63,179	
5101	Stewardship		-			
		<b>273,243</b>	<b>262,901</b>	<b>-</b>	<b>262,901</b>	
<b>Comm. On Leadership Excellence</b>						
5200-01	Leadership excellence training	5,000	5,000	5,000		3002-52
5200-02	Other leadership expenses		-			
		<b>5,000</b>	<b>5,000</b>	<b>5,000</b>	<b>-</b>	
<b>Committee on Mutual Support</b>						
5010-03	NaCoMe Summer Camp	25,000	25,000		25,000	
5020	Campus Ministry	55,000	55,000		55,000	
5020-06	Synod support for Campus Ministry	(25,159)	(25,159)		(25,159)	
5020-10	Neighborhood meetings	1,500	1,500		1,500	
		<b>56,341</b>	<b>56,341</b>	<b>-</b>	<b>56,341</b>	
<b>Committee On Ministry</b>						
5030-01	Retreat	300	300		300	
5030-02	Pastoral Care	3,000	2,000	2,000		3002-06
5030-04	Background checks	500	1,000		1,000	
		<b>3,800</b>	<b>3,300</b>	<b>2,000</b>	<b>1,300</b>	
<b>Comm. On Preparation For Ministry</b>						
5040	CPM	500	500	500		3002-32
<b>Committee on Church Transformation</b>						
5050-11	Hispanic minister salary/housing ***	41,500	24,900	20,750	4,150	3002-60
5050-13	Hispanic minister FICA	3,978	2,387	1,990	397	3002-60
5050-14	Hispanic minister BOP	23,600	14,400	12,000	2,400	3002-60
	Reimb. From HNCD	(3,000)	(4,800)		(4,800)	3002-60
5050-07	Sudanese church support	30,000	24,500		24,500	
5050-10	East Nashville Training HUB	30,000	20,000		20,000	
		<b>126,078</b>	<b>81,387</b>	<b>34,740</b>	<b>46,647</b>	

		2019	2020	2020	2020	Restricted
		Approved	Total	Disbursed	Funded by	Account
				from Restricted	Operations	
<b>Administrative Committee</b>						
5060-02	Admin. Comm. expenses	500	500		500	
5060-03	Moderator's Conference	2,500	2,500		2,500	
5060-01	Presbytery meeting expenses	1,000	1,000		1,000	
5100-01	Exec. Presbyter Salary	18,347	-			
	Exec. Presbyter Housing	8,750	-			
	Exec. Presbyter FICA	1,521	-			
5100-01	Exec. Presbyter #1 Salary ^	15,908	21,300		21,300	
	Exec. Presbyter #1 Housing ^	31,125	46,700		46,700	
5100-02	Exec. Presbyter #1 FICA ^	3,598	4,900		4,900	
5100-03	Exec. Presbyter #1 Med/Pension ^	18,961	25,160		25,160	
5100-04	Exec. Presbyter Expenses	10,000	12,000		12,000	
	Exec. Presbyter #1 Additional 403b ^	1,383	2,000		2,000	
	Exec. Presbyter #2 Salary ^	47,034	68,000		68,000	
	Exec. Presbyter #2 FICA/Med ^	3,598	4,900		4,900	
	Exec. Presbyter #2 Pension ^	5,644	8,160		8,160	
	Exec. Presbyter #2 Additional 403b ^	1,383	2,000		2,000	
	Exec. Presbyter #2 Moving expenses	10,000	-			
5100-20	Stated Clerk Salary	29,703	30,600		30,600	
5100-21	Stated Clerk FICA/Med	2,273	2,341		2,341	
5100-22	Stated Clerk Med/Pension	19,740	13,940		13,940	
5100-23	Stated Clerk Prof. expenses	3,500	3,500		3,500	
5100-30	Administrative Assistant Salary	18,000	18,000		18,000	
5100-31	Administrative Assistant FICA/Med	1,380	1,380		1,380	
5100-37	Hunger Action Advocate expenses	3,000	-			
5100-61	Accounting & payroll service	22,000	22,000		22,000	
5100-75	Temp service	-	-			
5100-80	EP Search	2,000	-			
5045	Nominating and representation	-	-			
		<b>282,848</b>	<b>290,881</b>	<b>-</b>	<b>290,881</b>	
<b>Permanent Judicial Commission</b>						
5090	PJC Expenses		-			
<b>Total Expenses</b>		<b>\$ 747,810</b>	<b>\$ 700,310</b>	<b>\$ 42,240</b>	<b>\$ 658,070</b>	
<b>Net Income (Deficit)</b>		<b>\$ (114,810)</b>	<b>\$ (10,310)</b>	<b>\$ (42,240)</b>	<b>\$ 31,930</b>	

\*\*\* Hispanic ministry expense will be paid from Restricted funds first

^ Amounts for EPs reflect a full year of compensation for 2020 and a partial year for 2019

Nolan Huizenga

[nolan@secondpresbyterian.net](mailto:nolan@secondpresbyterian.net)

615-292-3343

**Committee on Ministry  
Report to the Presbytery of Middle Tennessee – Part 1  
February 1, 2020**

**RECOMMENDATIONS**

1. The Committee on Ministry recommends that the Presbytery of Middle Tennessee go into executive session to consider the matter of restoring Pat Handlson to the active roll, and that Mr. Handlson be allowed to remain in the room for the entire time. The COM also recommends that ballots be used for this vote; the ballots will be counted by members of the Permanent Judicial Commission during lunch, and the decision will be reported when the Presbytery reconvenes after lunch. The vote on Honorably Retired status will be taken up in Part 2 of the COM's report.
2. COM members and Mr. Handlson discussed his current situation and experiences since his original censure. The Committee on Ministry recommends that Pat Handlson be restored to the active roll. The following documents are attached related to the recommendation:
  - a. COM Narrative
  - b. Care Team Report
  - c. Report from P. Handlson's counselor
  - d. Statement from Pat Handlson

**Committee on Ministry**  
**Narrative of Actions Pursuant to the September 29, 2016 Decision and Censure**  
**Related to Patrick Handlson**

October 11, 2016

COM commissioned a team of three persons (Steve Douse, Guy Griffith, and Shirley Puckett) to serve as a Care Team to walk alongside Pat Handlson during the period of temporary exclusion from the exercise of ordered ministry and to serve as liaison and interpreter of the COM's decisions regarding the exclusion, the former pastor policy (especially restrictions on interactions with members of his former congregation), an appropriate course of counseling, and the like. The Care Team met with Pat on a monthly basis.

January 31, 2017

Received report of the Clergy-in-Kairos week-long residency program conducted by the Pastoral Institute (Samaritan Center), Columbus, GA. The report included a follow-up care plan.

April 11, 2017

COM received the report of the Care Team and the team's recommendation that Pat Handlson be restored to ordered ministry. As part of its discernment process, the COM also interviewed Mr. Handlson. The COM decided not to recommend Mr. Handlson for restoration at this time by a vote of two for restoration and 14 against restoration, the COM chair registering an abstention. The COM informed Pat of the decision and formed a new Care Team (Michael Davis, Ann Roberts, Stephen Yates) to continue walking alongside Pat during the period of temporary exclusion.

September 12, 2017

The care team reported and moved that Pat Handlson be recommended for restoration at the October 19 Presbytery meeting. COM reviewed Handlson's responses to questions posed in advance by COM members, as well as the report of Handlson's counselor. Again COM conducted an extensive interview with Handlson, with ample time for questions and discussion. The COM amended the Care Team's motion to recommend that Pat Handlson come to the February 2018 presbytery meeting to request restoration and the status of Honorably Retired. The recommendation was contingent upon a satisfactory continuation of Handlson's counseling with Rev. Tom Knowles-Bagwell through the end of calendar year 2017. The vote was 6 for, 1 no, and 5 abstentions. Absent a majority vote, the COM continued their discussion. The care team has indicated a willingness to continue to meet with Mr. Handlson for at least the next year (2018). The COM voted again on the recommendation, and it was approved by a vote of 8 yes, 2 no, and 2 absentions.

January 23, 2018

COM received the final counselor's report indicating successful continuation of counseling through the end of calendar year 2017.

February 3, 2018

The Committee on Ministry recommends to Presbytery that Pat Handlson be restored to the active roll with the classification of Honorably Retired.

January 4, 2018

The Reverend Michael Davis  
First Presbyterian Church  
172 West Main Street  
Hendersonville, Tennessee 37075

Dear Rev. Davis,

I am writing in follow-up to my September 5<sup>th</sup> letter concerning Reverend Pat Handlson.

I have now seen Rev. Handlson a total of 30 times since beginning our work on January 9, 2017. I have little to add to my previous reports with regard to diagnosis and plan of care. We have continued to work on the issues we had identified and Rev. Handlson has continued to be faithful in his commitment to the work. Please refer to my previous reports for the background and content of those issues.

In reflection over my work with Rev. Handlson during the past year I would summarize by saying that, in my opinion, this year and the events leading up to it have been transformative for him. Many people faced with the sort of situation he created for himself flee from accountability and consequence as much as possible. Instead, Rev. Handlson has faced his consequences and taken responsibility for his actions. He has utilized the censure of the Presbytery and the discipline of the COM to face the important personal issues that contributed to his decisions and inappropriate actions. And as a result of his willingness to do this rather than flee, Rev. Handlson is today a wiser, more humble and more compassionate person than he was prior to this episode.

I continue to believe that Rev. Handlson is neither predatory nor compulsive in the living out of his sexuality and that his inappropriate actions were situational rather than characterological. And I believe the work he has done during the past year has made it possible for him identify and avoid recreating any similar situations in the future. As a result, I would certainly recommend that his censure be ended and that he be restored to connection with the Presbytery.

If you have additional questions regarding my work with Rev Handlson, please do not hesitate to ask.

Respectfully,

Rev. Tom Knowles-Bagwell, D.Min., L.C.P.T., C.S.A.T.

## Care Team Report

Pat Handlson attended the April COM meeting hoping to be restored to ordered ministry. He was given the opportunity to share about his experience counseling and attending the Pastoral Institute, which he found to be a helpful process in developing better self-awareness. Rather than approve Pat at its April meeting to come before Presbytery, the COM recommended he continue the rest of his counseling that would end in November of 2017. They also approved another Care Team, so Pat would not be alone (Stephen Yates, Michael Davis, and Ann Roberts).

This second care team met with Pat monthly to walk with him through this journey, starting in June. We also emailed him in-between those meetings. We clarified expectations and communicated Pat's questions to COM and COM responses back to Pat. The COM members also had the opportunity to send Pat written questions regarding the reasons for his censure, which Pat then replied to in writing and also orally during a second meeting with the COM on September 12th. It was at the September 12th meeting that COM approved Pat coming to the February Presbytery meeting upon completion of his counseling sessions in November. A final written report from his counselor for the COM's review was also required.

During the Care Team's time with Pat, we got to know him much better and observed his growth. Over time, Pat was willing to discuss and acknowledge his inability to maintain appropriate boundaries. He was also able to clearly discuss the events and behaviors that led to the violations occurring. He acknowledged responsibility for hurting others, including the church. We believe he understands the importance of maintaining appropriate boundaries in the future, as well as the need to engage in practices and disciplines that will promote his well-being and self-care in order to prevent any further violations.

I have been adjusting to retirement for a full year. I am enjoying classes at Tennessee Tech. I am available for substitute teaching in Cookeville and provide transportation for cancer patients. I have been exercising regularly with other people who suffer from Parkinson's disease. I have done lots of journaling and long overdue repairs and maintenance around the house. It took several months to recover from the storm damage of Memorial Day weekend in May. There is still work to be done.

I am certainly a different person than I was nearly two years ago. It has been gradual movement toward clarity and self awareness. It is an ongoing process. One of my favorite hymns is Spirit of God, Descend Upon My Heart. I ask no angel visitant, no opening skies; but take the dimness of my soul away.

Although I was raised Roman Catholic, I discovered my true family of faith when I became involved in the PCUSA as teenager. I was ordained in January of 1975. I've been away from the PCUSA for nearly two years and I'm lonely for a church family, where I can participate fully.

One of the areas of learning was to better understand the lack of affirmation I felt from my mother. She expected me to be a priest and let me know on a regular basis that I had disappointed her. I looked for affirmation from others. I have learned to recognize situations which could lead to trouble. I have come to more fully accept my responsibility as supervisor. I was primarily responsible for maintaining boundaries and for distinguishing between personal and professional relationships and I failed. I learned that I was neither above nor beyond temptation and that what I thought was empowering would, in reality, become enabling.

During my time of temporary exclusion I have receive spiritual care from a variety of sources. Nevertheless, I yearn to return to active status within the PCUSA, to use my talents and gifts for ministry. I have always been called to be a witness for peace and

justice, from the civil rights marches of the sixties to the rejection of White supremacy and anti Muslim activities today. I hope to stand for justice again, as a minister and representative of the PCUSA.

One of the strengths of the church is the relationships that are built and maintained across time and distance. I believe we stand in the tradition of Paul and Calvin, both of whom were avid letter writers and maintained numerous relationships. Over the past forty three years, I have served seven churches as ruling elder, youth worker and pastor. I have served three Presbyteries in a variety of capacities. I have developed strong friendships that have supported and strengthened me. I have been told that I've done the same for others. I have also benefitted from the wisdom and experience of retired ministers in churches I have served. I can be that kind of resource for others.

I have come to experience God in a more personal, intentional way. Without the support of the church, I have more readily depended on God directly. I can tell others that there is forgiveness and peace after turmoil. I believe repentance is a daily challenge of trying to make good choices. Calvin certainly recognized that our progress of faith is never without its setbacks.

For 62 years I was the responsible son. In my 63rd year, I gave in to temptation and became the prodigal. It was a failure of personal morality and a failure of leadership on my part. My actions caused a great deal of pain for a number of people and I am sorry. Now I stand at the door and humbly knock, waiting to be taken back into the PCUSA family and restored to ordered ministry, where my gifts may once again be utilized.

Peace,

Rev. Patrick Handlson



Chris Adams  
615-516-0596  
[chris@welveheretn.com](mailto:chris@welveheretn.com)

**COMMITTEE ON CHURCH TRANSFORMATION**  
**REPORT TO THE PRESBYTERY OF MIDDLE TN**  
**FEBRUARY 2020**

**INFORMATION**

**A. Administration**

1. 2020 Goals Approved and “shepherd” assigned
  - a. Evaluate the “Hub” model of leadership towards sharing with larger presbytery (John Hilley)
  - b. Discernment towards New church development in partnership with FPC (Bob LaGrone)
  - c. Strategy for supporting existing immigrant Worshipping communities (Barbara Hall)
  - d. Strategy for increasing cultural diversity competencies within Presbytery (Lilia Ramierez)
  - e. Systems creation and Support for Tent-making/part-time ministry (Jeanne Hoechst)
2. Need to determine who might help with each goal?
3. Discussed idea of film Ministry Contest-What is your church excited about?

**B. Goals**

1. **“Hub” Model of Leadership (Chris/John)**
  - a. Report From Ministry Architects was reviewed. Committee recommends that in conjunction with approval of funding, receiving churches are required to share learnings from the MA - presbytery wide in a way that can benefit other congregations.
  - b. Recommendation for Finance Committee to accept the proposed contract that reflects reduction investment from \$30,000.00 to \$20,000.00
2. **New Church Development (Bob)** – Step #1 , identifying churches who are best positioned to participate in Discernment Team to plan. Eakin Trust was presented as a good partner to assist with funding sources.
3. **Immigrant Worshipping Communities (Barb)**
  - a. Sudanese Presbyterian Church – Report from December 2019 Meeting recommending to Finance to accept the current proposal (along with long-term plan for reducing their financial reliance on PMT for funding)
  - b. Nueva Vida NCD - Pastor Teddy Retiring this summer, Discussed the idea of chartering congregation May 2020, New proposal for Leadership Model? Recommendation for Finance Committee to approve budget request
  - c. Evangelical Presbyterian Arabic Community- Meeting on Wednesday about budget request and will report back
4. **Increasing Cultural Diversity (Lilia)**
  - a. Immigrant Pastor/Leader Luncheon
  - b. LatinX Report
5. **Part-time/Tent-Making Ministry(Jeanne)**

ADMINISTRATIVE COMMITTEE  
REPORT TO THE PRESBYTERY OF MIDDLE TENNESSEE  
FEBRUARY 1, 2020

Information

1. The Administrative Committee usually meets on the third Thursday of each month, following the meeting of the Finance Committee. The next meeting is scheduled for February 20, 2020, 1:30pm, at First Presbyterian Church, Franklin.
2. The committee receives reports from the Co-Executive Presbyters, the Stated Clerk, and the Treasurer.

Admit to Record

1. The Administrative Committee was informed of the resignation of Erin Dolman, Administrative Assistant. Ms. Dolman accepted a full time job. The committee was informed that Felicia Mesner has been hired, effective January 6, 2020, to serve as Presbytery's Administrative Assistant.
2. The Administrative Committee approved the agenda for the February 1 Presbytery meeting. The offering was approved for the Guatemala Mission Trip. The persons serving on the upcoming Guatemala Mission Team will be commissioned at the meeting; the incoming Moderator and Vice-Moderator will be installed. Rev. Dianne Moffett, Executive Director of the Presbyterian Mission Agency, has been invited to speak about the Matthew 25 Initiative.
3. The Administrative Committee met with the Finance Committee and COM leadership to review the General Assembly Permanent Judicial Commission decision on Handlson v. Presbytery of Middle Tennessee. George Crawford, III, one of Presbytery's attorneys in this matter, and Flor Velez-Diaz, Manager of Judicial Process for the Presbyterian Church (U.S.A.), were also present at the meeting. The Administrative Committee will ask the Presbytery to go into executive session, with Pat Handlson staying in the meeting the entire time. Ballots will be utilized for the question of restoration, which will be taken up at the beginning of the meeting. Members of the Permanent Judicial Commission will serve as tellers; the ballots will be counted during lunch, and the decision reported immediately after lunch.
4. The following persons have agreed to serve on the Nominating Task Force for 2020: Dr. Mary Louise McCullough, chair (member of the Administrative Committee); Elder Ken Diehl (First Tullahoma); Rev. Jeanne Hoechst (Honorably Retired); Rev. Scott Huie (Harpeth, Brentwood), Elder Anne Parsons (First Franklin); Elder Shirley Puckett (Buffalo Valley).
5. The following persons were appointed to serve as the Personnel Task Force for 2020: Elder Geeta McMillan, chair (Administrative Committee); Dr. Greg Glover (First Clarksville); Elder Connie Hamblen (Eastminster).
6. The following persons are serving with Robin Thomas to revise / update the Presbytery's Crisis Communication Plan: Elder Kelly Cristie (Westminster Nashville); Rev. David Gerber (Avalon Hospice); Elder Suzie Lane (Westminster Nashville); Elder Geeta McMillan (Blue Spring Sparta); Elder Ross Thomas (First Springfield).

7. The following persons are serving with Ray Thomas to revise the Presbytery's Sexual Misconduct Policy and draft a child and youth protection policy: Rev. Rosanna Anderson (validated ministry); Elder Doug Berry (Westminster Nashville); Commissioned Elder Teresa Burns (First Pulaski); Elder Suzie Lane (Westminster Nashville); Elder Chris Williams (First Pulaski).
8. Ray and Robin Thomas, Co-Executive Presbyters, presented a new logo for the Presbytery of Middle Tennessee, which will be used on letterhead and business cards, as well as social media. The Administrative Committee approved this without objection.
9. Robin Thomas reported on Committee Orientation Day, scheduled for January 4, 2020, 10AM – 1PM, at First Presbyterian Church, Franklin. This will be an opportunity for the committees to meet, get to know one another, and report on meeting times, etc.
10. The Presbytery office will be closed December 23 – 26.

## RECOMMENDATIONS

1. The Administrative Committee, at the request of the Committee on Ministry, recommends the following change to the Mission and Operations Manual:  
Committee on Ministry  
Page 13, insert at Line 19 (text to be deleted is indicated by ~~striketrough~~; text to be added is underlined):
  - Approve commissions for installations (commissions to ordain or to ordain and install are to be approved by Presbytery); and
2. The Administrative Committee, at the request of the Finance Committee, recommends the following change to the Mission and Operations Manual:  
Treasurer  
Page 5, insert at Line 33 (text to be deleted is indicated by ~~striketrough~~; text to be added is underlined):

. . . He/She shall report to presbytery on an annual basis at the completion of the audit or review of presbytery's funds, assets and liabilities, normally at the May meeting of presbytery.

Donna Simpson

[donna@dsimpsonlaw.com](mailto:donna@dsimpsonlaw.com)

931-526-2933

**Committee on Ministry  
Report to the Presbytery of Middle Tennessee – Part 2  
February 1, 2020**

**INFORMATION**

1. The Committee on Ministry meets on the second Tuesday of each month at Westminster Presbyterian Church, Nashville. Its teams and task forces usually meet in advance of the COM meeting.

**ADMIT TO RECORD**

1. The 2020 minimum effective salary for full time installed pastors and full time commissioned ruling elders is \$48,640.
2. The Committee on Ministry sustained the examination of The Rev. Dr. David Gerber, a member of the Presbytery of Tampa Bay. Rev. Gerber serves as chaplain at Avalon Hospice, and the COM validated this ministry.
3. The COM approved Aaron Stauffer and David Gerber for the Pulpit Supply List.
4. The COM approved the following liaisons and session moderators:
  - Stephen Yates - liaison for Normandy Presbyterian Church
  - Gary Kelly - liaison to First Presbyterian Church, Lawrenceburg
  - Mark Mueller - moderator for Bellevue Presbyterian Church, Nashville
  - Allen Cross – moderator for Hopewell Presbyterian Church, Milton
  - Amy Busse Stoker – moderator for first Presbyterian Church, Lawrenceburg
5. Scott Huie was approved as part time interim at Harpeth Presbyterian, Brentwood.
6. Kristi Shay Moore was approved as temporary supply (six months) for Glencliff Presbyterian Church, Nashville. The COM approved the terms - \$400/week cash salary, for weeks she preaches; she will not be obligated to perform other pastoral duties, except in emergency situations, during the weeks she does not preach.
7. The COM approved the interim contract between Dr. Michael Bradley and Normandy Presbyterian Church, effective October 1, 2019 - September 30, 2020. Terms of the contract include cash salary - \$2,000 per month, mileage at the current IRS rate, four weeks of vacation, two weeks of study leave. The interim will be responsible for arranging pulpit supply during leave.
8. The COM approved the final renewal of the interim contract between Warner Durnell and First Presbyterian Church, Springfield, from December 1, 2019, through April 30, 2020. Terms approved: salary and housing - \$18,000; automobile expense - \$750; professional expenses - \$1,200; two weeks of paid vacation; one week of study leave; and up to three weeks of unpaid vacation.
9. The COM approved the part time temporary supply contract between Warner Durnell and First Presbyterian Church, Tullahoma, May 1 – July 31, 2020, while Stephen Yates is on sabbatical. Terms approved: 20 hours/week; compensation for this period - salary \$6,000; housing \$2,610; mileage \$1,044; and Rev. Durnell will moderate the session.
10. The COM approved the renewal of the temporary supply contract between Marshall Gupton and Northminster Presbyterian Church, Murfreesboro, at the same terms.
11. The COM approved the renewal of the interim contract between Chris Adams and First Presbyterian Church, Spring Hill, at the same terms.

12. The COM sustained the examination of The Rev. Gustavo Vasquez, a member of the Presbytery of Palisades, who is serving as Director of Hispanic/Latino UMC Communications for the United Methodist Church, and received him into membership in the Presbytery of Middle Tennessee. A copy of Rev. Vasquez' statement of faith and biographical statement is attached.
13. The COM endorsed Laura Purtle, First Spring Hill, for commissioned pastor training at the University of Dubuque. The COM approved the classes for the Master of Arts in Christian Leadership for this training for Ms. Purtle.
14. COM approved the call for Evelyn Graham to be designated pastor at Southminster Presbyterian Church, Nashville, for a six-month term, effective from January 1 through June 30, 2020. The COM approved the following terms: cash salary - \$12,180, housing - \$11,945, Social Security supplement - \$1,846, Board of Pensions - \$15,162 (estimated), and professional expenses - \$1,350.
15. The COM approved the temporary, part time pastoral contract for Rev. Steve Musick, including moderating the Session, with East Brentwood Presbyterian Church, while Rev. John Hilley is on sabbatical, effective January 1, 2020, through March 31, 2020. Terms approved - cash salary - \$9,000 and professional expenses up to \$1,000.
16. The COM approved the temporary supply contract between Blake Hawthorne and First Presbyterian Church, Lynnville.
17. The COM approved the dissolution of the associate pastoral relationship between Rachel Penmore and Westminster Presbyterian Church, Nashville, and dismissed Rev. Penmore to the Presbytery of East Tennessee Presbytery to accept a new call.
18. The COM recommended a change in the Mission and Operations Manual to allow the Committee on Ministry to approve installation commissions.
19. The COM ratified the commission to install for Dr. Ryan Moore as pastor, First Presbyterian Church, Nashville: Sunday, January 12, 2020; Ruling Elders Lonnie Stout (First Nashville), chair; Robin Thomas (Co-Executive Presbyter); Frank Wade (Westminster Nashville); Teaching Elders Stuart Gordon (First Nashville); Todd Jones (Honorably Retired); Ray Thomas (Co-Executive Presbyter); Guests Jim Miller (Presbytery of Eastern Oklahoma); Allan Poole (Presbytery of New Hope).
20. The COM met with Pat Handlson on January 14, 2020 and discussed his current situation and experiences since his original censure.

## **RECOMMENDATIONS**

1. The Committee on Ministry recommends that Pat Handlson be designated as Honorably Retired.
2. The COM recommends that the retirement of Jeanne' Hoescht be recognized.
3. The COM recommends that Elder Amy Harkness be commissioned to part time pastoral service at Belfast Presbyterian Church, for the period November 24, 2019 – November 29, 2020. Ms. Harkness will moderate the session, celebrate the sacraments, and officiate at marriages, at the request of the session; have a voice and vote at Presbytery meetings. The COM approved the following terms: cash salary - \$26,800; professional and continuing education expense - \$2,000; mileage - \$4,000; and two weeks each vacation and study leave annually. The COM will assign a mentor for Ms. Harkness.
4. The Committee on Ministry recommends that Rev. Steve Musick (Honorably Retired) and Elder David Wood (First Nashville) be elected to serve on the Bellevue Administrative Commission to replace Rev. Mike Wilson and Elder Larry McElroy.

## STATEMENT OF FAITH

I believe in a triune God who created the universe in justice, equity and harmony; eternal, sovereign, infinitely wise, acting in the history of creation and who was revealed to it in word and incarnated.

I believe in Jesus Christ as incarnated God revealed to the humanity by love, who lived, suffered, died and rose to open a way of reconciliation between humanity and God, through obedience of faith, expressed in service to the neighbor avid of hope, bread and support.

I believe in the Holy Spirit of God who supports, guides, inspires and provides tools to humanity to share with the human and natural context the testimonies of faith in God's actions and revelations.

I believe that the church is the body of Christ, integrated in a ecumenical community, created by God to meet women and men in love and faith; called to serve, to preserve the integrity of creation and with the mission to contribute in the construction of the Kingdom of justice, peace and love promised by God.

I believe that the water of baptism is a sacred symbol of renovation that God provide to humanity in order to receive us as part of God' people, thought the action and guidance of the Holy Spirit. Also, it calls the humanity and encourages us to be continually approach to God through the bread and wine.

I believe that the Bible is the written word of God that gives testimony of the God's salvation to the humanity, and calls us to serving in love to the neighbor, especially to those who are weak and needful.

I believe that the faith is the human action of trust that allow us to understand, receive and thank the salvation that grants to God's creatures in a sovereign way, by the infinite love, mercy and grace, liberating the human beign from the chains of sin, that create oppression and injustice among the creation.

Gustavo Alberto Vásquez Paredes

## SPIRITUAL AUTOBIOGRAPHY

I have a call to serve in the church wherever the church need people with my skills. I feel a call to be involved in ministries related with communication, youth ministry, ecumenism, disaster assistance, liturgy, pastoral care, social justice, intercultural relations, worldwide mission, evangelism and education.

I have been able to walk in address to my call and to strengthen my education in the ministry. My experiences as parish pastor and an active lay person give me multiple manifestations of a God's call to serve full time in my life. The opportunities that I have had working and making internship in churches and organizations that work in parish ministries, ecumenism, communications, mission, urban ministries and disaster assistance have given me the opportunity to be in contact with people that are victims and suffer social marginalization.

My studies at the seminary have been an important step to understand better the call to serve and to improve my tools as a minister. The experience working in churches, preaching every Sunday, offering pastoral care and working in education and spiritual life of the church has been a fundamental experience in my ministerial formation.

The opportunity to live in different cultures gives me an open understanding about my life and my ministry in the church. This multicultural experience is a bless that I received from God to develop my personal tool to be able to serve in the diversity as a part of the Body of Christ.

As a Teaching Elder of the Presbyterian Church USA and Pastor at The United Methodist Church I have been an instrument of God, taking Word and sharing the Sacraments with all those that need hope, love and solidarity.

As director in communications at United Methodist Communications I have had the opportunity to amplify the ways to serve God's Kingdom and help me to understand new ways to develop my call to serve connecting my professional background in communication and my ministerial vocation.

Gustavo Alberto Vasquez Paredes

Stuart Wilson-Patton

[sfwp1961@gmail.com](mailto:sfw1961@gmail.com)

615-400-6217

**COMMITTEE ON MUTUAL SUPPORT  
REPORT TO THE PRESBYTERY OF MIDDLE TENNESSEE  
FEBRUARY 1, 2020**

**INFORMATION**

1. The Committee will meet on the 2<sup>nd</sup> Thursday every other month at 9:30 a.m. at First Presbyterian Church in Franklin, (2/13, 4/9, 6/11, 8/13, 10/8, and 12/10). There is a special telephone meeting on 9/10 to discuss the Committee budget for 2021.
2. Willing to help the Committee on Leadership Excellence to train church leaders on technology issues, such as, how to set up a Facebook Page, how to use Mail Chimp for church newsletters, and how to increase connectedness.
3. Josh Rodriguez will help the Presbytery staff design the new Facebook page with the new logo, and he will submit the design to the Administrative Committee for review.

**ADMIT TO RECORD**

1. Reverend Mary Sellers Shaw was elected Vice-Chair.
2. Approved Hunger Grant Applications for God's Storehouse of Giles County and Good Samaritan of Tullahoma for \$2,000 each.

**RECOMMENDATIONS TO PRESBYTERY**

1. None at this time.



**STATED CLERK'S REPORT  
PRESBYTERY OF MIDDLE TENNESSEE  
FEBRUARY 1, 2020**

**ADMIT TO RECORD**

1. Session annual statistical reports have been mailed to clerks of sessions. The deadline for online filing is February 20, 2020. The deadline for the Stated Clerk to file these reports is March 6, 2020.
2. The Stated Clerk reports the following roster of former Permanent Judicial Commission members, pursuant to D-5.0206b.:

<u>Class of 2016</u>	<u>Class of 2018</u>
TE Bill Barger	RE Elinor Foster
TE Todd Jones	RE Jane McDow
TE Kaye Nickell	TE Sandra Randleman

3. The Synod of Living Waters reviewed the 2018 minutes of the Presbytery of Middle Tennessee. The presbytery's minutes were approved without exceptions.
4. The Stated Clerk has received the minutes of the commission to install Rev. Jane Herring as pastor of Emmanuel Presbyterian Church, Nashville (minutes to be included in permanent record).
5. The Stated Clerk has received the minutes of the commission to install Rev. Amy Busse Stoker as pastor of First Presbyterian Church, Pulaski (minutes to be included in permanent record).

**RECOMMENDATION**

1. The minutes and roll of the 139<sup>th</sup> Stated Meeting (October 17, 2019) of the Presbytery of Middle Tennessee are presented for approval.

**DRAFT**

**PRESBYTERY OF MIDDLE TENNESSEE  
MINUTES OF ONE HUNDRED THIRTY-NINTH STATED MEETING  
OCTOBER 17, 2019**

The 139th Stated Meeting of the Presbytery of Middle Tennessee was held on Thursday, October 17, 2019, at Second Presbyterian Church, Nashville, Tennessee. Stated Clerk Therese Howell led an orientation and time of prayer for first time commissioners. Moderator John Hinkle, Jr. called the meeting to order at 9:00 a.m.

**WORSHIP**

Worship was led by David Williams, Clee Lee, and Rev. Nolan Huizenga (Second Presbyterian Church). The sermon was preached by Rev. Yolanda M. Norton (Assistant Professor of Hebrew Bible and H. Eugene Farlough Chair of Black Church Studies at San Francisco Theological Seminary, University of Redlands Graduate School of Theology). The adult choir of Second Presbyterian Church, led by Jeanette MacCallum, Director of Music Ministry, and Organist, Douglas Murray. The offering was collected for Presbyterian Disaster Assistance.

**DECLARATION OF QUORUM / STATEMENT OF PROCEDURES / WELCOME BY HOST / FIRST TIME COMMISSIONERS / CORRESPONDING MEMBERS**

The meeting reconvened after worship; the Moderator declared a quorum was present and reviewed procedures for the meeting. Dr. Mary Louise McCullough, pastor of the host church, welcomed commissioners to Second. First time commissioners to presbytery were recognized and welcomed.

The Presbytery's Mission and Operations Manual and the *Book of Order* provide for the seating of corresponding members and teaching and ruling elders with voice and those with voice and vote. Any ruling elder serving as presbytery's Moderator, Vice-Moderator, Moderator-in-Nomination, chairs of committees, members of the Administrative Committee, members of the Finance Committee, and the Moderator of Presbyterian Women, are enrolled as members of presbytery and shall have voice and vote. Ruling elders commissioned to particular pastoral service, and ruling elders who have previously served as presbytery moderator, within five years of completion of his/her term of service, are enrolled as members of presbytery with voice and vote. Any ruling elder serving as a committee representative to a particular meeting of presbytery in the absence of the chair shall have the privilege of voice and vote for that particular meeting of the presbytery. Persons certified in church service who are ruling elders shall have the privilege of voice and vote at all meetings of the presbytery, during their term of service in ministry in the presbytery of Middle Tennessee. Persons certified in church service, who are members of congregations in the Presbytery of Middle Tennessee, shall have the privilege of voice at all meetings of the presbytery during their term of service in a congregation or other ministry validated by the presbytery. Should a question arise concerning the enrollment of any person, the presbytery may resolve the matter upon the recommendation of the Permanent Judicial Commission. Corresponding members were seated without objection, and are listed with the roll.

**ROLL**

The roll of commissioners, corresponding members, and visitors attending the presbytery meeting is attached (Attachment A).

## AGENDA

The Moderator stated that the agenda for the meeting had been provided in advance to commissioners. The Moderator reported there were additional items of business from the Committee on Ministry, including commissioning a ruling elder to pastoral service. The motion to set aside the standing rules to act upon the additional items of business was made and seconded. The following agenda was approved by the necessary three-quarters vote of commissioners:

- |    |          |     |   |
|----|----------|-----|---|
| 7  | 8:30 am  | 1.  | Registration (Order of the Day in CAPS)   |
| 8  | 9:00 am  |     | Orientation for First Time Commissioners and Prayer for Presbytery – (20 min)       |
| 9  | 9:30 am  | 2.  | CALL TO ORDER / WORSHIP   |
| 10 |          |     | (Offering: Presbyterian Disaster Assistance)  |
| 11 | 10:30 am | 3.  | Break   |
| 12 | 10:45 am | 4.  | Reconvene / Establishment of Quorum / Statement of Procedures / Welcome by Host     |
| 13 |          |     | / Recognition of First Time Presbyters / Seating of Corresponding Members /         |
| 14 |          |     | Adoption of Agenda  |
| 15 | 11:00 am | 5.  | Stated Clerk's Report – Therese Howell (5 minutes)                                  |
| 16 | 11:05 am | 6.  | Administrative Committee – Theresa Denton (15 min)                                  |
| 17 |          |     | • Personnel Task Force  |
| 18 |          |     | • Nominating Task Force   |
| 19 | 11:20 am | 7.  | Finance Committee – Mike Ingram (5 minutes)   |
| 20 | 11:25 am | 8.  | Hunger Action Advocate Report – Stuart Wilson-Patton (5 min)                        |
| 21 | 11:30 am | 9.  | Prayer of Thanksgiving / Lunch  |
| 22 | 12:30 pm |     | Reconvene   |
| 23 |          | 10. | Youth Triennium Report – Linzi Anderson (5 min)                                     |
| 24 | 12:35 pm | 11. | NaCoMe Camp and Conference Center Report – Ryan Moore (5 min)                       |
| 25 | 12:40 pm | 12. | Committee on Ministry – Stephen Yates (25 min)                                      |
| 26 | 1:05 pm  | 13. | Nueva Vida Report – Teddy Chiquimia (10 min)  |
| 27 | 1:15 pm  | 14. | Trinity Oversight Committee Report – Allen Kennedy (20 min)                         |
| 28 | 1:35 pm  | 15. | Co-Executive Presbyters' Report – Robin and Ray Thomas (10 min)                     |
| 29 | 1:45 pm  | 16. | Concerns, Celebrations, and Announcements – Thomases (10 min)                       |
| 30 | 1:55 pm  | 17. | Unfinished Business   |
| 31 |          |     | <b>140th Stated Meeting – Saturday, February 1, 2020, location to be determined</b> |
| 32 | 2:00 pm  | 18. | Closing Prayer / Adjourn  |

### REPORT OF THE STATED CLERK

Ruling Elder Therese Howell, Stated Clerk, presented the following report.

#### Meredith Cox / Ordination

The Stated Clerk has received the minutes of the commission to ordain Meredith Cox to the Ministry of the Word and Sacrament. *[minutes to be included in permanent record]*

#### Whitney Booth Lockard / Ordination

The Stated Clerk has received the minutes of the commission to ordain Whitney Booth Lockard to the Ministry of the Word and Sacrament. *[minutes to be included in permanent record]*

#### Len Carrell / First Presbyterian Church, Columbia

The Stated Clerk has received the minutes of the commission to install Rev. Len Carrell as Pastor of First Presbyterian Church, Columbia. *[minutes to be included in permanent record]*

#### Jooyoung Hong / Inquirer

The Committee on Preparation for Ministry reported that Jooyoung Hong (Nashville Korean Presbyterian Church) was received as an inquirer under care of the Presbytery of Middle Tennessee as of August 20, 2019.



1 The [Presbytery]... does now declare you temporarily excluded from the office of teaching elder  
2 for a period of six months beginning October 1, 2016, and the completion of the following  
3 actions:

4 1. Your pastoral relationship with First Presbyterian Church, Cookeville [FPCC],  
5 will be dissolved pursuant to D-12.0104f and G-2.0904, Presbytery (acting through  
6 its Permanent Judicial Commission) having determined that the church's mission  
7 under the Word imperatively demands it. The exact timing and manner of  
8 implementing this decision left to the Committee on Ministry [COM], in consultation  
9 with the session of First Presbyterian Church, Cookeville.

10 2. You must cooperate with the Committee on Ministry in informing the  
11 congregation of First Presbyterian Church, Cookeville, that you are in full agreement  
12 with the decision to dissolve the pastoral relationship, and that this decision is in the  
13 best interest of all concerned, especially the congregation. You must inform them of  
14 your guilty plea and your desire to allow them to make a fresh start and begin the  
15 healing process without the divisions and distractions caused by the disciplinary  
16 proceeding.

17 3. You must receive counseling for a period of not less than one year. Presbytery  
18 will determine the adequacy of your treatment program and will have the discretion  
19 to arrange alternative counseling or psychological/psychiatric treatment to ensure  
20 that your counselor or therapist is fully qualified by training and experience to  
21 provide the needed counseling and therapy.

22 4. You will be temporarily excluded from the exercise of ordered ministry for a  
23 period of six months beginning on October 1, 2016.

24 5. As an act of grace, Presbytery will arrange for the payment of the costs of your  
25 health insurance to the Board of Pensions during the period of your temporary  
26 exclusion from ordered ministry if those costs are not covered by a severance  
27 package from First Presbyterian Church, Cookeville.

28 6. Upon the expiration of your period of temporary exclusion you will retire from  
29 active ministry as a Teaching Elder. You would not be allowed to perform any of  
30 the functions of ordered ministry following your retirement unless Presbytery  
31 approves your restoration pursuant to D-12.0104h.

32 7. Your retirement status will be determined by the Presbytery, based upon the  
33 recommendation of its Committee on Ministry. Your plea to the above charges will  
34 not preclude you from being classified as honorably retired if you demonstrate  
35 appropriate repentance and rehabilitation. You will be allowed to address Presbytery  
36 concerning your repentance and rehabilitation before it makes that decision.

37 A COM care team, which was established to deal with matters related to the PPJC decision, met with  
38 Appellant on a periodic basis. Appellant also was receiving counseling from a qualified counselor and  
39 therapist.

40 Appellant requested restoration to ordered ministry on March 29, 2017, six months after the decision;  
41 the COM denied that request and appointed a new care team. The COM also advised Appellant to apply to the  
42 Board of Pensions for retired status on June 1, 2017.

1 The COM considered Appellant's second request for restoration on September 12, 2017, following  
2 favorable reports from the counselor and the care team. The COM required counseling through the end of the  
3 calendar year and agreed to recommend Presbytery approval of Appellant's request for restoration and  
4 honorable retirement at its February 2018 meeting.

5 The COM reported to the Presbytery on February 3, 2018, recommending that Appellant be restored to  
6 the active roll of ministers of the Word and Sacrament and that he be granted status of honorably  
7 retired. Appellant addressed the Presbytery, answered questions from the floor, and was excused from the  
8 room during the subsequent debate and voting. The Presbytery defeated the COM's recommendation in a  
9 single vote that combined the actions on restoration and retirement status ("the first matter"). The Presbytery  
10 then considered a "second matter" and adopted the following motion without Appellant present in the room:

11 In order to establish a process for the Presbytery and Mr. Handlson to move forward, if he so  
12 desires, Mr. Handlson can renew his request for reinstatement every 24 months provided the  
13 following:

- 14 1. that he can show continued work toward healing and health through things like
- 15 counseling, getting a support group, participating in a church;
- 16 2. that he continue to abide by the restrictions placed upon him through his guilty
- 17 plea and abide by the presbytery's Former Pastor Policy;
- 18 3. that he submit written reports of his work toward healing and health every six
- 19 months to the presbytery's Committee on Ministry; and
- 20 4. that there be no more incidents of misconduct on his part.

21 And that if Mr. Handlson desires for this body to reconsider the decision that has been made  
22 today, his request will come through the Stated Clerk of the Presbytery; and all of the documents  
23 provided at this meeting, including the victim's impact statement, as well as any other  
24 documents that the Committee on Ministry believes is important for this council to consider,  
25 will be included in the packet from the presbytery prior to the meeting.

26 Appellant filed a remedial complaint alleging three irregularities by the Presbytery in taking its  
27 February 3, 2018, actions. The SPJC preliminary order accepted two irregularities for trial. The SPJC trial was  
28 conducted on January 10, 2019, resulting in a decision that upheld the Presbytery's actions in all respects  
29 except for its requirement that Appellant wait twenty-four months between requests for restoration. The SPJC  
30 observed, "[W]hile the wording of the original censure is inartful in its implementation of both a definite time  
31 period *and* a supervised rehabilitation process (when the Rules of Discipline call for one or the other), the  
32 exclusion was clearly intended to be temporary, not permanent, and the Presbytery's leadership is urged to  
33 help the Presbytery move forward in a manner that gives effect to the censure's intent."

34 On February 18, 2019, Appellant filed a notice of appeal with the GAPJC, which heard oral  
35 arguments on October 11, 2019.

#### 36 **Specifications of Error**

37 *Specification of Error No. 1: The SPJC erred in constitutional interpretation (D-8.0105g) by failing to*  
38 *find in the first matter that the Presbytery of Middle Tennessee erred:*

- 39 1. *when it failed to follow the recommendation of its Committee on Ministry to restore Appellant to the*  
40 *active roll of ministers and grant him honorably retired status, thus not following the terms of the PPJC*  
41 *censure;*
- 42 2. *when it combined granting of honorably retired status with restoring to the exercise of ordered ministry;*  
43 *and*
- 44 3. *when it applied flawed process and criteria in assessing Appellant's repentance and rehabilitation.*

1            *This specification of error is sustained.*

2            Following a finding of guilt in a disciplinary case against a minister of the Word and Sacrament, it is  
3 the responsibility of a presbytery PJC to impose a censure. This censure is not subject to change or further  
4 interpretation by the presbytery as a whole. (See *Presbytery of Muskingum Valley v. Hauser*, 222-06, 2015.)

5            The responsibility of a presbytery is to enforce the censure as issued by the PJC, seeking to give it full  
6 effect while not perpetuating constitutional errors, particularly when there is confusion or ambiguity within the  
7 censure. According to D-12.0104a, a censure of temporary exclusion from the exercise of ordered ministry  
8 may be “for a definite period of time, **or** for a period defined by completion of supervised rehabilitation”  
9 (emphasis added). However, the censure in this case contained **both** a length of time (six months) and required  
10 actions (seven listed items) as requirements to be fulfilled. In addition, the various elements of the censure  
11 seem contradictory with one another and/or within themselves. Because the censure was not appealed, it  
12 became the final determination of the Presbytery in the matter.

13            A plain reading of the censure indicates that Appellant’s temporary exclusion was intended to last for  
14 six months, as was reiterated in No. 4 of the required actions. As Appellee acknowledged in oral argument,  
15 Appellant also fulfilled the censure’s required elements Nos. 1, 2, 3, and 6. No. 5 of the censure was a  
16 requirement for the Presbytery, not the Appellant.

17            The final element, No. 7 in the censure’s list, provides a procedure for the Presbytery to determine  
18 Appellant’s “retirement status.” The Presbytery erred in conflating Appellant’s restoration to the exercise of  
19 ordered ministry with considering his retirement status. Nothing about the language of the censure suggests the  
20 Presbytery is to exercise its own judgment about Appellant’s readiness for restoration to ordered ministry on  
21 the basis of his repentance. The Presbytery’s effort to do so constituted an error and an injustice to the  
22 Appellant.

23            A presbytery is ill-suited to make a determination, through a floor debate, of a particular person’s  
24 repentance. Sessions and PJC’s are advised to impose censures with specific and measurable provisions, rather  
25 than requiring the council to conduct subjective evaluations in plenary session.

26            However, the censure in the instant case required the Presbytery to make such a determination in order  
27 to act on Appellant’s retirement status. The censure assigned the COM the responsibility for making a  
28 recommendation. The record reflects that the COM considered assessments by its own care teams as well as a  
29 qualified counselor assigned by the Presbytery and recommended restoration and honorable retirement. The  
30 Presbytery declined to approve that recommendation. In most cases, a presbytery would be well served by  
31 showing deference to those with the greatest expertise and/or closest proximity to the situation.

32            G-12.0104h<sup>2</sup> says, “The council that imposed the censure shall approve the restoration when the time  
33 of exclusion has expired or when the council is fully satisfied that the supervised rehabilitation pronounced has  
34 been completed.” In this case, the Presbytery was unable to articulate any way in which the prescribed censure  
35 has not been completely fulfilled. While a presbytery may determine whether a temporarily excluded  
36 individual is to be granted “honorably retired” status, this Commission reminds the Presbytery of the ruling in  
37 *Veldhuizen & Yoshioka v. Presbytery of San Francisco* (209-2, 3; 1997): “We also hold that it is inappropriate  
38 for a presbytery to withhold the status of Honorably Retired from ministers or to place them on the inactive roll  
39 as a means of discipline.”

40            *Specification of Error No. 2: The SPJC erred in constitutional interpretation (D-8.0105g) by failing to*  
41 *find in the second matter that the Presbytery of Middle Tennessee failed to show fundamental fairness and*

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<sup>2</sup> This reference cited by the GAPJC is incorrect; the correct citation is D-12.0104h.

1 *protect Appellant's due process rights by conducting a debate and vote on an issue concerning Appellant*  
2 *without informing him or inviting him to be present for the debate or to speak on his own behalf.*

3 *This specification of error is sustained.*

4 Authoritative interpretations (AIs) of the Form of Government have long recognized that ministers of  
5 the Word and Sacrament under temporary exclusion from the exercise of ordered ministry are still members of  
6 presbytery. An AI in 1994 classified them as "inactive members." Although that category no longer exists in  
7 the Form of Government, the privileges and limitations afforded to temporarily excluded ministers of the Word  
8 and Sacrament remain the same; namely, they are not "entitled to take part in the meetings of the presbytery or  
9 to speak, vote, hold office, or serve on committees, except that the inactive member may speak when the  
10 matter under consideration concerns that minister." (*Minutes*, 1994, Part I, p. 203). That AI goes on to  
11 reiterate, "a minister temporarily excluded from exercise of ordained office may speak at presbytery meetings  
12 on matters relating to himself or herself." We hold that this authoritative interpretation remains in effect as an  
13 interpretation of D-12.0104d and D-12.0104e.

14 In the instant case, Appellant was permitted to speak on the first matter relating to his application for  
15 restoration. He was excused before the full discussion and vote in keeping with the custom of the Presbytery,  
16 although this Commission finds that there is no constitutional or parliamentary requirement for a presbyter to  
17 leave in such a situation. But having left the room for the first vote, Appellant should have been immediately  
18 informed of the initial vote and invited back in the room as soon as the second matter was introduced.  
19 Consideration of this second matter, the evidence shows, clearly contained proposals and discussion related to  
20 Appellant. This Commission maintains that he had a right to be present and to speak on matters pertaining to  
21 him.

22 Fundamental fairness requires allowing the voices of those potentially affected by a decision to be  
23 heard. It is a protection the church grants throughout its polity, and explicitly so for those facing decisions  
24 regarding their temporary exclusion from the exercise of ordered ministry. The action of the Presbytery, in this  
25 case, blatantly violated that principle.

26 *Specification of Error No. 3: The SPJC erred in constitutional interpretation (D-8.0105g) by failing to*  
27 *find that the entirety of the Presbytery of Middle Tennessee's action on the second matter at its February 3,*  
28 *2019, meeting amounted to an unconstitutional amendment of the PPJC censure.*

29 *This specification of error is sustained.*

30 In a disciplinary case involving a minister of the Word and Sacrament, it is the exclusive responsibility  
31 of a PJC to impose a censure, as noted under Specification of Error No. 1. This censure is not subject to  
32 amendment by the council as a whole (*The Presbytery of Muskingum Valley v. Robert A. Hauser*, 222-06,  
33 2015). Rather, the council is responsible for "ongoing enforcement" of the censure as issued by the PJC.

34 This Commission finds that the language of the Presbytery's action in the second matter is an  
35 amendment to the original censure. The approved motion goes beyond requiring the twenty-four-month  
36 waiting period between requests for restoration that was struck down by the SPJC. It also requires "continued  
37 work toward healing and health through things like counseling, getting a support group, participating in the  
38 church"; additional written reports to the Committee on Ministry; and new expectations regarding the  
39 avoidance of additional misconduct. These constitute additional requirements beyond those found in the  
40 original PPJC censure and not merely "ongoing enforcement" of that censure. Such a practice undermines the  
41 fairness of the church's disciplinary process by diminishing the exclusive authority of a PJC to impose a  
42 censure. This action, in its entirety, was a violation of the Constitution.



1 Of particular concern was this element of the Presbytery's action: "If Mr. Handlson desires for this  
2 body to reconsider the decision that has been made today... all of the documents provided at this meeting,  
3 including the victim's impact statement... will be included in the packet from the presbytery prior to the  
4 meeting." This Commission holds that this action is an inappropriate use of the victim impact statement  
5 contemplated in D-11.0403e, which is intended for use only in the formulation of a censure following a finding  
6 of guilt. Its continued use may re-victimize those harmed by an offense and impair the council's future ability  
7 to assess an individual's repentance.

#### 8 **Decision**

9 Concluding a temporary exclusion from the exercise of ordered ministry is an important, though  
10 difficult, responsibility of councils. As in all matters of church discipline, the purpose is to manifest our shared  
11 responsibility "for building up the body of Christ, not for destroying it, for redeeming, not for punishing" (D-  
12 1.0102). In this case, the Presbytery's actions fell short of this ideal.

13 Councils are encouraged to be extremely attentive to the details of their responsibilities under D-  
14 12.0104h. When crafting censures in disciplinary cases or when approving settlement agreements, sessions and  
15 PJC's are to abide by the Rules of Discipline, imposing temporary exclusion "for a definite period of time, or  
16 for a period defined by completion of supervised rehabilitation..." (D-12.0104h, emphasis added).  
17 Requirements for supervised rehabilitation should be clear and easily understood, without contradictions  
18 within the censure, allowing councils to objectively determine if the terms of a censure have been fulfilled. A  
19 council has the responsibility to effect restoration when the requirements of supervised rehabilitation have  
20 been completed (or earlier in accordance with D-12.0104i).

21 This case involves an egregious example of sexual misconduct. The Rules of Discipline establish a  
22 process for disciplinary cases to address such misconduct. While some might question the adequacy of the  
23 PPJC decision, the Constitution clearly assigns to the permanent judicial commission the responsibility for  
24 determination of a censure. For a presbytery to impose its will by amending the censure is outside the bounds  
25 of the Rules of Discipline.

26 All are encouraged to undertake every aspect of their discernment in disciplinary situations with  
27 attention to the principles stated in D-1.0101:

28 The purpose of discipline is to honor God by making clear the significance of  
29 membership in the body of Christ; to preserve the purity of the church by  
30 nourishing the individual within the life of the believing community; to achieve  
31 justice and compassion for all participants involved; to correct or restrain  
32 wrongdoing in order to bring members to repentance and restoration; to uphold  
33 the dignity of those who have been harmed by disciplinary offenses; to restore the  
34 unity of the church by removing the causes of discord and division; and to secure  
35 the just, speedy, and economical determination of proceedings. In all respects, all  
36 participants are to be accorded procedural safeguards and due process, and it is the  
37 intention of these rules so to provide.

#### 38 **Order**

39 IT IS THEREFORE ORDERED that the decision of the Synod of Living Waters Permanent Judicial  
40 Commission is hereby reversed.

41 IT IS FURTHER ORDERED that all actions regarding Patrick Handlson by the Presbytery of Middle  
42 Tennessee at its meeting on February 3, 2018, are set aside and are to be considered null and void.

43 IT IS FURTHER ORDERED that the Presbytery of Middle Tennessee consider again the Committee  
44 on Ministry recommendation (on restoring Mr. Handlson to active ministry and on granting him honorably

1 retired status) at its next meeting, but no sooner than thirty days from this Decision, voting separately on  
2 restoration and on his retirement status, and taking actions consistent with this Decision and Order.

3 IT IS FURTHER ORDERED that the Stated Clerk of the Synod of Living Waters report this Decision  
4 to the Synod of Living Waters at the first meeting after receipt, that the Synod of Living Waters enter the full  
5 Decision upon its minutes, and that an excerpt from those minutes showing entry of the Decision be sent to the  
6 Stated Clerk of the General Assembly.

7 IT IS FURTHER ORDERED that the Stated Clerk of the Presbytery of Middle Tennessee report this  
8 Decision to the Presbytery of Middle Tennessee at the first meeting after receipt, that the Presbytery of Middle  
9 Tennessee enter the full Decision upon its minutes, and that an excerpt from those minutes showing entry of  
10 the Decision be sent to the Stated Clerk of the General Assembly.

11 **Absences and Non-Appearances**

12 Commissioners Jean Kennedy and June L. Lorenzo were absent and did not participate in the hearing  
13 or deliberations. The commissioner position from the Synod of the Northeast was vacant.

14 **Concurring Opinion**

15 While I concur with the decision, I have reservations with the portion of the analysis under  
16 Specification of Error No. 3 dealing with the use of the victim impact statement. Although the language used  
17 by the majority assumes that a victim impact statement is written, I am concerned that the language could be  
18 read to preclude any reference whatsoever by the victim concerning the harm caused by a minister who has  
19 engaged in sexual misconduct. While the disciplinary rules seek “to bring members to repentance and  
20 restoration,” they also seek “to achieve justice and compassion for all participants involved” (D-1.0101). In  
21 bringing a member to repentance and restoration, we can never forget the victims.

22 \_\_\_\_\_ /s/  
23 Diana Moore  
24 October 14, 2019

25 **Concurring Opinion**

26 We concur with the Decision of this Commission. We further concur with the concurring opinion by  
27 Commissioner Moore. However, we have additional comments regarding the last two sentences of the  
28 analysis under Specification of Error No. 3 dealing with the use of victim impact statements.

29 This Decision holds that victim impact statement “is intended for use only in the formulation of a  
30 censure following a finding of guilt.” This would prohibit the statement presented to a PJC from being utilized  
31 to assess an individual’s degree of repentance.

32 The sharing of a victim impact statement is not prohibited in D-11.0403e and should be the individual  
33 right of the victim to allow or disallow the use of the statement. With the victim’s agreement, the statement  
34 should be made available to the therapist of the offending individual in cases where rehabilitation or  
35 counseling is part of the censure. This information is very valuable to counselors and therapists when  
36 determining whether a particular individual has been successfully rehabilitated and/or is repentant.

37 \_\_\_\_\_ /s/  
38 Maurice R. Caskey

39 \_\_\_\_\_ /s/  
40 Mari Glory González-Guerra

41 \_\_\_\_\_ /s/  
42 Linda Windy Johnston

43 \_\_\_\_\_ /s/  
44 James C. Pak  
45 October 14, 2019

46  
47

1 **Certificate**

2 We certify that the foregoing is a true and correct copy of the Decision of the Permanent Judicial  
3 Commission of the General Assembly of the Presbyterian Church (U.S.A.) in Remedial Case 224-07, Patrick  
4 Handlson, Appellant, v. Presbytery of Middle Tennessee, Appellee, made and announced at Louisville,  
5 Kentucky, this 14<sup>th</sup> day of October, 2019.

6 Dated this 14<sup>th</sup> day of October, 2019.

7 /s/

8 Ruth Goldthwaite, Moderator  
9 Permanent Judicial Commission of the General Assembly

10 /s/

11 Deborah Little Cohn, Clerk  
12 Permanent Judicial Commission of the General Assembly  
13  
14

15 I certify that I did transmit a certified copy of the foregoing to the following persons by Federal  
16 Express Next Day Air, directing Flor Vélez-Díaz to deposit it in the mail at Louisville, Kentucky, this 14<sup>th</sup> day  
17 of October, 2019.

- 18 Patrick Handlson, Appellant
- 19 Neal Lloyd and Jamie Bibee Lloyd, Counsel for Appellant
- 20 Hunter Brush and Terry Epling, Counsel for Appellee
- 21 Stated Clerk, Presbytery of Middle Tennessee
- 22 Stated Clerk, Synod of Living Waters

23  
24 I further certify that I did transmit a certified copy of the foregoing to the Stated Clerk of the General  
25 Assembly of the Presbyterian Church (U.S.A.) by delivering it in person to Flor Vélez-Díaz, on October 14,  
26 2019.

27 /s/

28 Deborah Little Cohn, Clerk  
29 Permanent Judicial Commission of the General Assembly  
30

31 I certify that I received a certified copy of the foregoing, that it is a full and correct copy of the  
32 decision of the Permanent Judicial Commission of the General Assembly of the Presbyterian Church (U.S.A.),  
33 sitting during an interval between meetings of the General Assembly, in Louisville, Kentucky, on October 14,  
34 2019, in Remedial Case 224-07, Patrick Handlson, Appellant, v. Presbytery of Middle Tennessee, Appellee,  
35 and that it is the final judgment of the General Assembly of the Presbyterian Church (U.S.A.) in the case.

36 Dated at Louisville, Kentucky, on October 14, 2019.

37 /s/

38 Flor Vélez-Díaz  
39 Assistant Stated Clerk of the General Assembly,  
40 Presbyterian Church (U.S.A.)  
41 and Manager of Judicial Process and Social Witness  
42

43 **ADMINISTRATIVE COMMITTEE REPORT**

44 Ruling Elder Theresa Denton, Vice-Moderator and chair of the Administrative Committee,  
45 presented the committee's report.

46 Trinity Oversight Committee

47 The Administrative Committee received a final report from the Trinity Oversight Committee,  
48 and concurred with its recommendations.

49 2020 Presbytery Meeting Dates

50 The Administrative committee approved the following presbytery meeting dates for 2020:  
51 Saturday, February 1; Thursday, May 20; Saturday, July 18; Thursday, October 15.

1 October 17, 2019 Presbytery Meeting

2 The Administrative Committee approved the worship plans for the October 17 Presbytery  
3 meeting. The Rev. Yolanda Norton, Assistant Professor of Hebrew Bible, H. Eugene Farlough Professor  
4 of Black Church Studies at San Francisco Theological Seminary/University of Redlands Graduate  
5 School of Theology, will preach, and the offering will be collected for Presbyterian Disaster Assistance.  
6 The general outline of the agenda was approved; the Moderator, Vice-Moderator, Moderator-in-  
7 Nomination, Co-Executive Presbyters, and Stated Clerk were authorized to approve the final agenda.

8 Terms of Service

9 The Administrative Committee discussed terms of service, and clarified that the six year term  
10 limit, as stated in the Mission and Operations Manual, would apply.

11 Nominating Task Force

12 The Administrative Committee received updates from the Nominating Task Force. A slate of  
13 nominees is provided with this report.

14 Personnel Task Force Report

15 The Administrative Committee received a report from the Personnel Task Force. The task  
16 force has revised the Presbytery's Personnel Policies; the revisions are included with this report.

17 Erin Dolman has been hired as the Administrative Assistant, effective July 24. She has a dual  
18 degree in communications and public relations, and experience in website work and WordPress.

19 The Personnel Task Force evaluated the Stated Clerk, Therese Howell, and recommends her  
20 re-election as stated clerk, for a three-year term.

21 Policy Revisions

22 The Administrative Committee approved the revision of the Presbytery's Sexual Misconduct  
23 Policy and Crisis Communication Policy, as well as the creation of a child and youth protection policy.  
24 Ray and Robin Thomas will recruit persons to assist with these policies.

25 First Presbyterian Church, Franklin / Utility Easement

26 The Administrative Committee approved the sale of property by First Presbyterian Church,  
27 Franklin, for a utility easement. The property is in two parcels, totaling 6/100 of an acre, and will be  
28 sold to Mallory Valley Utility District for \$9,000.

29 Nominating Task Force Report

30 Rev. David Sawyer, chair of the Nominating Task Force, presented a slate of nominees. The  
31 floor was opened for additional nominations, and those nominations received a second. There were  
32 no further nominations, and the following slate was approved [*All nominees are to the class of 2022,*  
33 *unless otherwise indicated*]:

34  
35 RE Cristi Scott Ligon, St. Andrews, Moderator-in-Nomination

36 RE Steve Douse, First Nashville, Treasurer

37 **Administrative Committee**

38 TE Greg Glover, First Clarksville (Class of 2021)

39 TE Mary Louise McCullough, Second

40 **Finance**

41 TE Evelyn Graham, Southminster

42 RE Melinda Sanders, Woodland

43 **Church Transformation**

44 RE Bob LaGrone, First Nashville (Class of 2021)

45 TE Lilia Rameriz-Jimenez, UMC

46 TE Chris Adams, First Spring Hill

47

1 **Leadership Excellence**  
2 TE Jonathan Angel, Allardt  
3 RE Dr. Mary Martin, First Murfreesboro

4 **Committee on Ministry**  
5 TE Beth McCaw, Telos at Southminster (Class of 2020)  
6 TE Gary Kelly, Honorably Retired (Class of 2021)  
7 RE Debra VanDerVeer, Historic Franklin  
8 TE Nolan Huizenga, Second  
9 TE Allen Cross, First Shelbyville  
10 RE Jim Petersen, First Franklin  
11 TE Cindy Schwartz, Priest Lake  
12 TE Leslie Traylor, Hermitage

13 **Mutual Support**  
14 TE Josh Rodriguez, First Nashville (Think Tank)  
15 TE Mary Sellers Shaw, First Franklin (Campus Ministries)  
16 RE Vicky McMillen, First Dickson (Youth)

17 **Committee on Preparation for Ministry**  
18 RE Kate Adcock, Second (Class of 2021)  
19 TE Michael McLaughlin, First Cookeville  
20 RE Andrew Smith, Blue Spring Sparta  
21 TE Mike Wilson, Downtown

22 **Permanent Judicial Commission**  
23 RE Bill Carver, First Franklin (Class of 2024)  
24 RE Christi Enschede, Historic Franklin (Class of 2024)

25  
26 **UKIRK Nashville Board**  
27 Chair, Rachel Penmore, Westminster, 2020  
28 Vice-Chair, Nolan Huizenga, Second, 2021  
29 Treasurer, Guy Hicks, Westminster, 2020  
30 Outreach Chair, Kate Workman, alumni, 2021  
31 Secretary, Montgomery Williams, Westminster, 2021  
32 Dinner Coordinator, Jody Kelly, Hillsboro, 2020  
33 Stacy Rector, Member at Large, 2021  
34 Mary Sellers Shaw, First Franklin, 2021  
35 Samera Zavaro, Downtown, 2022  
36 Josh Rodriguez, First Nashville, 2022  
37 Kip Rush, Cumberland Presbyterian Church, 2022  
38 Christie Kelly, Westminster, 2022  
39 Ryan Fox, First Franklin, 2022

40  
41 **2020 Committee Chairs**  
42 Administrative TE Chris Joiner, First Franklin (by virtue of office)  
43 Finance RE Steve Douse, First Nashville (by virtue of office)  
44 Church Transformation TE Chris Adams, First Spring Hill  
45 Leadership Excellence TE Sally Hughes, Trinity  
46 Committee on Ministry RE Donna Simpson, First Cookeville  
47 Mutual Support RE Stuart Wilson-Patton, Second  
48 Preparation for Ministry TE Michael Wilson, Downtown

49  
50

1 Commissioners to 224<sup>th</sup> General Assembly (2020)

2 Teaching Elders

3 Heidi Hudnut-Beumler, Westminster Nashville

4 Chris Joiner, First Franklin

5 Michael Wilson, Downtown Nashville

6 Ruling Elders

7 Theresa Denton, Emmanuel

8 Connie Hamblen, Eastminster

9 Geoff Lackey, First Spring Hill

10 Young Adult Advisory Delegate

11 Austin Fiala, First Tullahoma

12 Amendments to Personnel Policies

13 Dr. Rik Rouquie, a member of the Personnel Task Force, presented the task force’s report. The  
14 Administrative Committee, upon recommendation of the Personnel Task Force, recommended the  
15 following changes to the Personnel Policies, to conform with the Board of Pensions and for  
16 clarification. There were no discussion, and the following amendments were approved (text to be  
17 deleted is indicated by ~~strikethrough~~; text to be added is underlined):

18 Page 2, Line 43: ADDENDUM (Position Descriptions)

19 Page 3, Line 16:

20 The presbytery has the following classes of employees including elected (G-3.0104), called,  
21 hourly, interim, and temporary-:

- 22 1) Employees working 20 or more hours per week (2)
  - 23 a) Employees prior to January 1, 2019 receiving full benefits:
  - 24 More than 20 but less than 31 hours per week:
  - 25 \*Stated Clerk
  - 26 b) Employees after January 1, 2019 receiving no benefits:
  - 27 More than 20 hours but less 31
  - 28 None
  - 29 c) Employees 32 to 35 hours per week receiving full benefits:
  - 30 \*Co-Executive Presbyter
- 31 2) Employees working less than 20 hours per week (1) – eligible for self-funded benefits:
- 32 \*Administrative Assistant
- 33 3) Installed pastors (0)
- 34 None
- 35 4) Ministers of the Word and Sacrament working 20 or more hours per week (1)
  - 36 a) 32 to 35 hours per week receiving full benefits:
  - 37 \*Co-Executive Presbyter
- 38 5) Minister of the Word and Sacrament working less than 20 hours per week (0)
- 39 none

40 Page 3, Line 19:

41 Stated Clerk:

42 Per the Book of Order, the presbytery elects a Stated Clerk. Benefits received are medical, death,  
43 disability, and pension through the Board of Pensions, and reimbursement for some professional  
44 expenses.

45 Executive Presbyter(s):

1 The presbytery also has an ~~Executive Presbyter~~ Co-Executive Presbyter(s), a called position. The  
2 terms of employment and benefits of the Co-Executive Presbyter(s) shall be defined in the call.  
3 Throughout the remaining document, "Co-Executive Presbyter(s)" replaces "Executive Presbyter."

4  
5 Page 3, Line 32, Hourly Staff:

6 The Co-Executive Presbyter(s) and a member of the Personnel Task Force will recruit, interview, and  
7 select persons for hourly positions to be approved by the Personnel Task Force. Position descriptions  
8 will be recommended by Personnel Task Force to the Administrative Committee for approval. All  
9 employees are eligible for some Board of Pension benefits through self-funded participation. Benefits  
10 and terms of employment will be defined in each position description. Any changes in the  
11 requirements and/or hourly expectation could require change in benefits. The position opening will  
12 be posted including throughout the presbytery.

13  
14 Page 3, Line 42, Interim Employees (Transitional called or elected employees):

15 To provide continuity of administrative and/or program services, the Administrative Committee may  
16 authorize the Co-Executive Presbyter(s) and/or the Personnel Task Force, or an appointed search  
17 team, to select interim staff to fill vacant positions until the position is filled. Benefits and terms of  
18 employment will be defined in each position description.

19  
20 Page 6, Line 30, Annual Vacation:

21 Hourly Staff: The length of vacation is determined by the length of service. After one year of ~~full time~~  
22 service, ~~10 working days with~~ two weeks of equivalent pay are granted. After two years of service, ~~15~~  
23 ~~days~~ three weeks of equivalent pay are earned.

#### 24 Election of Stated Clerk

25 Dr. Rouquie stated the Administrative Committee, upon recommendation of the Personnel  
26 Task Force, recommended Ruling Elder Therese Howell be re-elected to a three-year term as stated  
27 clerk. Dr. Rouquie reported on the very positive evaluation of Ms. Howell.

28 Ms. Howell left the meeting, and Rev. Robert Montgomery served as clerk pro tem.

29 Dr. Rouquie spoke to the motion, and reported on the evaluation process. He stated Personnel  
30 included a 3% raise for the stated clerk. There was no discussion; the motion was approved and  
31 directed to the Administrative Committee for processing of benefits and salary.

32 Ms. Howell rejoined the meeting and resumed service as stated clerk.

#### 33 **FINANCE COMMITTEE REPORT**

34 Ruling Elder Mike Ingram, Treasurer and chair of the Finance Committee, presented the  
35 committee's report. He reported the Finance Committee met monthly in conjunction with the  
36 Administrative Committee.

#### 37 Financials

38 The Finance Committee provided financials as of August 31, 2019 with the Presbytery packet,  
39 and an analysis of the Presbytery's financials was provided at registration. Mr. Ingram briefly  
40 reviewed the financials.

#### 41 Nueva Vida Financials

42 The Finance and Administrative Committees reviewed a financial statement from the Nueva  
43 Vida new church development.

#### 44 2018 Audit

45 The Finance and Administrative Committees reviewed a preliminary draft of the 2018 audit.  
46 Completion is awaiting a newly adopted FASB-required liquidity disclosure, which is being drafted.

1 2020 Budget

2 The Finance Committee, in conjunction with the Administrative Committee, reviewed a  
3 preliminary draft of the 2020 budget. Reductions are recommended, and a final budget will be  
4 recommended for approval at the February 1, 2020 Presbytery meeting.

5 403(b) Plan

6 The Finance and Administrative Committees discussed the issue of the presbytery's 403(b) plan, and  
7 agreed to engage a tax attorney to review the plan to determine its compliance with current tax laws.

8 First Presbyterian Church, Franklin / Utility Easement

9 The Finance Committee, in conjunction with the Administrative Committee, approved the sale  
10 of property by First Presbyterian Church, Franklin, for a utility easement. The property is in two  
11 parcels, totaling 6/100 of an acre, and will be sold to Mallory Valley Utility District for \$9,000.

12 Continuing Resolution

13 The Finance Committee recommended that effective January 1, 2020, essential expenses be  
14 paid at the 2019 budget level until the 2020 budget is approved by the Presbytery. There were no  
15 questions or discussion, and the recommendation was approved by voice vote.

16 Judicial Expenses – Handlson v. Presbytery of Middle Tennessee

17 The Rev. Sherard Edington, pastor, First Presbyterian Church, Lebanon, moved that the  
18 Finance Committee, at the February 2020 Presbytery meeting, provide a full report of all significant  
19 expenses incurred by the Presbytery in the judicial proceedings regarding the case(s) involving Pat  
20 Handlson. The motion was seconded, and Rev. Edington spoke to the motion, which was then  
21 approved by voice vote.

22 Recognition of Mike Ingram

23 Theresa Denton, chair of the Administrative Committee, asked for a point of personal  
24 privilege. She called attention to the election of a new treasurer to begin service January 1, 2020,  
25 and stated the outgoing treasurer, Mike Ingram, has served the Presbytery faithfully and well, both  
26 as a member of its Administrative and Finance Committee, Coordinating Council, Coordinating  
27 Committee, and Treasurer. Mike was elected Treasurer May 21, 1998; he has served continuously in  
28 that position with the exception of six years.

29 Mike has a heart for mission – new church development, disaster relief, or mission within the  
30 church or outside its bounds. Mike is also passionate about stewardship – members and churches  
31 have entrusted Presbytery with funds, and Mike has ensured the use of those funds for their intended  
32 purposes, and to further the mission of the Presbytery.

33 Ms. Denton spoke of Mike's calm professionalism and his work to support the integrity of the  
34 Presbytery's finances. A CPA, now retired as a partner in one of Nashville's most well-respected  
35 accounting firms, Mike is a ruling elder at Donelson Presbyterian Church, where he also serves as  
36 treasurer. Mike enjoys Tennessee Tech football, Titans football, Tennessee football, but he enjoys his  
37 grandchildren most of all.

38 Paul Casner, pastor of Donelson Presbyterian Church, spoke of Mike's humility. Dr. Casner  
39 reported that Mike serves others because he finds joy when others thrive. Mike's honesty,  
40 professionalism, and faith are an example to all. Dr. Casner said the Presbytery has been gifted by  
41 Mike's years of service, and he presented Mike with a plaque, a small token of Presbytery's thanks.

42 Mike thanked the Presbytery, and called attention to the late Charles Moore (First Nashville),  
43 the late David Cole (First Nashville), the late Wes Miller (First Franklin), and the late Joe Hutton (First  
44 Nashville), all who worked hard for the Presbytery and helped him through the years.

45 The Presbytery applauded Mike and gave him a standing ovation. The Moderator thanked  
46 Mike for his years of service, and his always "pessimistically optimistic" attitude.



1 The Moderator then offered a prayer for lunch.

2  
3 The meeting was called back to order by the Moderator, who offered a prayer.

4 **YOUTH TRIENNIUM REPORT**

5 Linzi Anderson, Director of Youth Ministries at First Presbyterian Church, Franklin, reported on  
6 the 2019 Youth Triennium held at Purdue University. Youth from the Presbytery of Middle Tennessee  
7 joined 4,000 other youth from across the country and around the world for Triennium. Ms. Anderson  
8 spoke briefly about the event, and thanked the Presbytery for its support.

9 **NACOME REPORT**

10 Ryan Moore, Director of NaCoMe Camp and Conference Center, spoke about the 2019  
11 summer camp season. Mr. Moore reported on the increase in campers, and thanked Presbytery for  
12 its support. He stated that the lowest score on the end-of-camp surveys was 97%; most scored the  
13 camp at 99% and above.

14 **COMMITTEE ON MINISTRY REPORT**

15 The Rev. Stephen Yates, chair of the Committee on Ministry, presented the COM's report.

16 2020 Committee on Ministry Leadership

17 The COM will recommend Elder Donna Simpson, First Cookeville, serve as chair of COM for  
18 2020. The COM approved The Rev. Nolan Huizenga, Second, as COM vice-chair for 2020.

19 Moderators and Liaisons

- 20 • The Rev. Stephen Yates was approved as session moderator and liaison for Normandy  
21 Presbyterian Church.
- 22 • The Rev. Robert Montgomery was approved as liaison for Bethberei Presbyterian Church,  
23 Lewisburg.
- 24 • The Rev. Steve Thomas was approved as session moderator and liaison for Central  
25 Presbyterian Church, Culleoka.
- 26 • Elder Debbie Fraley was approved as liaison for First Presbyterian Church, Shelbyville.
- 27 • The Rev. Robert Montgomery was approved as session moderator and liaison for Belfast  
28 Presbyterian Church.

29 Katherine Nichols / Commissioned Pastor Training

30 Katherine Nichols, First Presbyterian Church, Tullahoma, met with the Examinations Task  
31 Force and endorsed for commissioned pastor training.

32 Pat Handlson

33 The COM received a six-months report from Pat Handlson, and discussed the upcoming  
34 hearing with the General Assembly Permanent Judicial Commission.

35 Bellevue Administrative Commission

36 The COM received a report from the Bellevue Administrative Commission.

37 Leigh Bonner / Presbytery of Greater Atlanta

38 The COM dismissed The Rev. Leigh Bonner to the Presbytery of Greater Atlanta, effective  
39 September 10, 2019, to accept a call.

40 Mark McDaniel / Presbytery of Ohio Valley

41 The COM dismissed The Rev. Mark McDaniel to the Presbytery of Ohio Valley, effective  
42 September 10, 2019, to accept a call.

43 Craig Pope / Presbytery of Savannah

44 The COM dismissed The Rev. Craig Pope to the Presbytery of Savannah, pending reception by  
45 that Presbytery.

1 Change in Voting Requirements for Calling a Pastor

2 The COM revised its requirements for congregational meetings to call a pastor from “vote by  
3 ballot” to add “or voice vote or show of hands.”

4 Katrina Olson

5 Katrina Olson, who is on the ordination track with the Christian Reformed Church, was  
6 approved for the Pulpit Supply List. A copy of Ms. Olson’s statement of faith and biographical  
7 statement was included with the COM report.

8 Jeannie Hunter / Bethberei Presbyterian Church, Lewisburg

9 The COM approved the temporary pastoral relationship between The Rev. Jeannie Hunter and  
10 Bethberei Presbyterian Church, Lewisburg, and approved Rev. Hunter as moderator of the session.

11 Jane Herring / Normandy Presbyterian Church and Belfast Presbyterian Church

12 The pastoral relationship between Rev. Jane Herring and Normandy Presbyterian Church was  
13 dissolved, effective September 30, 2019. Rev. Herring’s contract with Belfast Presbyterian Church will  
14 also end September 30, 2019.

15 Jane Herring / Emmanuel Presbyterian Church, Nashville

16 The Committee on Ministry sustained the examination of Rev. Jane Herring, and approved her  
17 call as part time installed pastor for Emmanuel Presbyterian Church, Nashville, effective October 15,  
18 2019. The COM also approved the terms of call: Salary / Housing \$36,600; medical insurance -  
19 \$11,000; pension - \$4,026; death/disability insurance - \$366; four weeks of vacation; two weeks  
20 continuing education; consideration of a three month sabbatical after six years of continuous service.  
21 A copy of Rev. Herring’s statement of faith and biographical statement was included with the COM  
22 report.

23 Rev. Yates moved approval of the following commission to install, which was seconded and  
24 approved without objection: Sunday, October 27, 3pm, Emmanuel Presbyterian Church, Nashville;  
25 Teaching Elders – Warner Durnell (First Springfield); Evelyn Graham (Southminster); Janet Salyer  
26 (Callings Nashville); John Todd (Honorably Retired); Ruling Elders – Theresa Denton (Emmanuel); Greg  
27 Gardner (Woodland); Denny Harris (Downtown); Therese Howell (Stated Clerk); James Peeler  
28 (Harpeth); Robin Thomas (Co-Executive Presbyter).

29 Laura Cheifetz / Vanderbilt Divinity School

30 The Committee on Ministry sustained the examination of The Rev. Laura Cheifetz, a member  
31 of the Presbytery of Mid-Kentucky, who has accepted a call as Assistant Dean of Admissions, Vocation,  
32 and Stewardship at Vanderbilt Divinity School. A copy of Rev. Cheifetz’s statement of faith and  
33 biographical statement was included with the COM report. The COM received Rev. Cheifetz as a  
34 member of the Presbytery of Middle Tennessee, and validated her ministry.

35 Ryan Moore / First Presbyterian Church, Nashville

36 The Committee on Ministry sustained the examination of The Rev. Dr. Ryan Moore, a member  
37 of the Presbytery of Eastern Oklahoma, who as accepted the call to serve as Pastor and Head of Staff  
38 for First Presbyterian, Nashville, effective October 21, 2019. A copy of Dr. Moore’s statement of faith  
39 and biographical statement was included with the COM report. The COM received Dr. Moore as a  
40 member of the Presbytery of Middle Tennessee, and approved the following terms of call: salary -  
41 \$177,500; housing allowance - \$50,000; cell phone allowance - \$1,200; automobile expense – IRS  
42 approved mileage rate; SECA supplement – 50% of SECA taxes on effective salary and relocation costs;  
43 continuing education - \$6,000; professional expenses - \$3,300; full medical, pension, disability, and  
44 death benefit under Board of Pensions; five weeks of vacation; two weeks of continuing education;  
45 100% of relocation costs; assistance with down payment on house, up to 20%, in the form of a loan.  
46 The church will also grant three month sabbatical after six years of continuous full-time service.

1 Amy Busse Stoker / First Presbyterian Church, Pulaski

2 Rev. Yates stated that the Committee on Ministry had reported the approval of the call  
3 between The Rev. Amy Busse Stoker and First Presbyterian Church, Pulaski. Rev. Yates moved  
4 approval of the following commission to install, which was seconded and approved without objection:  
5 Sunday, November 3, 4PM, First Presbyterian Church, Pulaski; Teaching Elders – Sally Hughes (Trinity);  
6 Mary Louise McCullough (Second); Robert Montgomery (First Lewisburg); Stephen Yates (First  
7 Tullahoma); Ruling Elders – Jennifer Anderson (First Gallatin); Brock Birdsong (First Pulaski), chair;  
8 Guests of the Commission – Teresa Burns (First Pulaski); Rev. Jeff Obafemi Carr (Infinity Fellowship  
9 Interfaith Gathering, Nashville); Rev. Ellen Gurnon (Presbytery of Giddings-Lovejoy).

10 Rev. Yates asked that any new Presbytery members – Rev. Cheifetz, Rev. Cox, Dr. Gerber, Dr.  
11 Moore, and Rev. Stoker – stand and be recognized and welcomed into the Presbytery. Commissioners  
12 welcomed the new members present. Those present signed the Presbytery’s Book of Ministerial  
13 Obligations.

14 Kevin Whitehead / Westminster Presbyterian Church, Columbia

15 Rev Yates reported the COM sustained the examination of Ruling Elder Kevin Whitehead, a  
16 member of Westminster Presbyterian Church, Columbia, and recommended he be commissioned to  
17 pastoral service at Westminster Presbyterian Church, Columbia, for three years. The COM also  
18 recommends he be given the authority to moderate the session, celebrate the sacraments, and  
19 officiate at marriages, all these responsibilities at the request of the pastor and session, and have a  
20 voice and vote at presbytery (as a ruling elder for parity).

21 Mr. Whitehead spoke of his sense of call to Westminster Presbyterian Church, Columbia.  
22 There were no questions from the floor and the recommendation to commission Mr. Whitehead to  
23 pastoral service at Westminster Columbia was approved.

24 The Moderator propounded the constitutional questions to Mr. Whitehead; all were  
25 answered in the affirmative. Persons present in support of Mr. Whitehead were recognized and  
26 welcomed with applause.

27 Nueva Vida New Church Development

28 Rev. Teddy Chuquimia, organizing pastor of the Nueva Vida new church development,  
29 provided an update on the new church development. Commissioners responded with applause.

30 Trinity Oversight Committee Report

31 Ruling Elder Allen Kennedy (First Nashville), a member of the Trinity Oversight Committee,  
32 presented the committee’s report.

33 On October 17, 2015 Presbytery of Middle Tennessee (PMT) approved an Administrative Commission  
34 (AC) at Trinity Presbyterian Church (TPC) to assist it in dealing with a difficult and emotional, evenly-divided  
35 split between members who wished to remain at the church and those who wished to sell the church’s  
36 property, merge with another PCUSA church and use the proceeds of the sale to start new programs and  
37 ministries, the details of which were not yet fully formed. The AC decided that the plan of the “stay” members  
38 was more fully developed and that they should be allowed to execute their plan. On August 25, 2016 the AC  
39 made its final report to PMT. It recommended that TPC be monitored by an oversight committee (OC) for a  
40 three-year period to assess the church’s progress toward recovery to health and achievement of benchmarks  
41 which had been set jointly by the AC and TPC’s session. The benchmarks were intended to measure progress  
42 toward revitalization. On October 20, 2016 TPC approved the AC’s recommendation. The three-year period will  
43 end at the end of 2019.

44 Although many of the non-numerical benchmarks have been achieved, it is clear that the membership  
45 goal of 120 members by the end of the three-year period will not be achieved; although gradually increasing,  
46 current membership totals 66. Also, the third year (2019) goal of membership revenues of \$200,000 will not  
47 be achieved; 2019 budgeted membership revenues equals \$149,200 and is “on budget” through July. The non-

1 numerical goals have been substantially achieved: worship attendance exceeds 50%; revenues exceed  
2 expenses; pastoral leadership is stable and consistent; efforts are being made to recruit new members;  
3 Christian education programs are in place; mission/outreach programs are in place.

4 The OC has met with TPC's pastor and session multiple times. It was clear that 2017 was a year  
5 dominated by a process of grieving and recovery from the painful split. More members left than had been  
6 anticipated, which had the by-product of making achievement of membership benchmarks even more difficult.  
7 Gradually members have recovered from the trauma of the split and have begun taking positive concrete steps  
8 intended to revitalize TPC. The spirit of the membership is noticeably more upbeat, and membership is  
9 gradually increasing. A Vision Team was formed to discern a way forward; it is notable that most of the team's  
10 members were "new" to TPC, having become members since the split occurred. The Vision team identified  
11 three key areas of concentration going forward: spirituality; hospitality; partnership with Linden Waldorf  
12 School (LWS).

13 On August 3, 2018 TPC contracted with Center for Healthy Churches and has been actively meeting  
14 with Bill Wilson to explore ways that TPC can become a more vigorous church. Under Wilson's guidance, the  
15 team is engaged in a planning process known as "agile planning", which enables it to deal with changes in facts  
16 and circumstances as they evolve. TPC is hopeful that it will be included in a five-year program being overseen  
17 by Belmont University to assist fourteen inner-city churches in their revitalization efforts. The program will be  
18 funded by Lilly Foundation and the monetary value to each church over the five-year period is estimated to be  
19 \$40,000.

20 Trinity Oversight Committee – Dr. Guy Griffith (Westminster Nashville), Ruling Elder Phil Martin (First  
21 Nashville), Ruling Elder Allen Kennedy (First Nashville)

22 Mr. Kennedy stated the Oversight Committee had the following four recommendations, and  
23 he moved approval of all four:

- 24 1. Trinity Presbyterian Church has requested that it be given the latitude to "embark on a five-  
25 year strategy which will build up the body of Christ in its current location, and maximize the  
26 use of the church building and grounds to the glory of God and the benefit of the  
27 neighborhood."
- 28 2. They recommend that Presbytery of Middle Tennessee's involvement at Trinity Presbyterian  
29 Church be overseen by its current Co-Executive Presbyters, Robin and Ray Thomas. The  
30 members of the Oversight Committee believe that it is in the best interest of both Trinity  
31 Presbyterian Church and Presbytery of Middle Tennessee to approve Trinity's request.
- 32 3. The Oversight Committee recommends that it be dissolved.
- 33 4. It further recommends that Trinity Presbyterian Church furnish regular reports to appropriate  
34 Presbytery of Middle Tennessee committees that update its progress toward revitalization.

35 After discussion, the recommendations were approved as presented.

36 **CO-EXECUTIVE PRESBYTERS REPORT**

37 Robin and Ray Thomas presented a report. They thanked Second Nashville for hosting the  
38 October Presbytery meeting. The Co-Executive Presbyters have been busy! They reported on their  
39 work in the six months they have been board, and upcoming events in the Presbytery.

40 The Co-Executives then led the Presbytery in a time of sharing concerns, celebrations, and  
41 announcements.

42 **UNFINISHED BUSINESS**

43 The Moderator stated there was no unfinished business, and reported the 140<sup>th</sup> Stated  
44 Meeting would be Saturday, February 1, 2020, at First Presbyterian Church, Tullahoma. The meeting  
45 adjourned at 1:30pm upon motion made, seconded, and approved without objection after a prayer  
46 by the Moderator.

47 Therese P. Howell, Stated Clerk

**Teaching Elders**

\_P\_Adams, Chris  
 \_E\_Allen, Bill  
 \_E\_Anderson, David  
 \_P\_Anderson, Rosanna  
 \_E\_Angel, Erin Howton  
 \_E\_Angel, Jonathan  
 \_E\_Asbury, Beverly  
 \_E\_Barger, Bill  
 \_E\_Beisswenger, Philip  
 \_P\_Berger, Will  
 \_P\_Bird, Sarah  
 \_P\_Bradley, Mike  
 \_E\_Bray, Linda  
 \_P\_Bryan, Mark  
 \_E\_Bryant, William T.  
 \_E\_Burgener, John "Bo"  
 \_E\_Caldwell, Elizabeth  
 \_E\_Canon, Amelia  
 \_E\_Carrell, Len  
 \_P\_Casner, Paul  
 \_E\_Cejka, III, Joseph  
 \_E\_Cheetham, John T.  
 \_P\_Chuquimia, Teddy  
 \_E\_Clewer, Harry  
 \_E\_Coates, Coleman Lewis  
 \_E\_Cowan, John  
 \_E\_Crawford, John  
 \_E\_Crigler, III, A. S.  
 \_P\_Cross, III, Allen  
 \_E\_Crumby, Robert  
 \_E\_Crumpler, David  
 \_E\_Danner, Charles  
 \_P\_Davis, Michael  
 \_P\_DeVries, Adam  
 \_E\_DeVries, Mark  
 \_E\_Drake, Donovan  
 \_E\_Durnell, Warner R.  
 \_E\_Early, Kim Maphis  
 \_E\_Early, Robert  
 \_P\_Edington, Sherard  
 \_E\_Eisenmenger, David  
 \_P\_Estafanos, Samy  
 \_E\_Fraser, Carrie  
 \_E\_Gasser, Anna D.

\_P\_Gay, Andy  
 \_P\_Gerber, David  
 \_E\_Gilliam, Elizabeth  
 \_P\_Gilliss, Martha Schull  
 \_E\_Glover, Gregory  
 \_E\_Glover, Leslie  
 \_E\_Gordon, Stuart  
 \_P\_Graham, Evelyn  
 \_P\_Griffith, Guy D.  
 \_P\_Groves, Lindsey  
 \_E\_Gundersen, Carl A.  
 \_E\_Gung, Justin  
 \_E\_Gunter, Keith  
 \_E\_Hamman, Jaco  
 \_I\_Handlson, Pat  
 \_P\_Harding, Bobby  
 \_E\_Harkness, David  
 \_E\_Harrell, James E.  
 \_E\_Hassall, Harry S.  
 \_P\_Hawthorne, Blake  
 \_P\_Herring, Jane  
 \_P\_Hilley, John R.  
 \_P\_Hinkle, John  
 \_E\_Hodgson, Peter  
 \_E\_Hoehst, Jeanne'  
 \_E\_Horn, John  
 \_P\_Hudnut-Beumler, Heidi  
 \_P\_Hudnut-Beumler, Jim  
 \_P\_Hughes, Sally  
 \_P\_Huie, Scott  
 \_P\_Huizenga, C. Nolan  
 \_P\_Hunter, Jeannie  
 \_E\_Jarvis, Jennifer  
 \_E\_Johnson, Charles N.  
 \_P Joiner, Christopher A.  
 \_E\_Jones, Phyllis  
 \_E\_Jones, Todd B.  
 \_P\_Kane, Jeff  
 \_E\_Kang, Byung Hee  
 \_E\_Kang, Se Bong  
 \_E\_Kang, Shin  
 \_E\_Kaufman, John E.  
 \_P\_Kelly, Gary  
 \_P\_Kelly, Joel  
 \_E\_Kidd, David

**October 17, 2019 Stated Meeting Roll**

\_P\_Kim, Yoon Min  
 \_P\_Klein, Candace  
 \_E\_Knight, Carole  
 \_E\_Lancaster, Jimmie  
 \_P\_Larson, John  
 \_E\_Leftwich, Phil  
 \_E\_Lewis, John  
 \_E\_Lipsey, McCurdy  
 \_E\_Logan, Gail  
 \_E\_Magee, Michael J.  
 \_P\_McCaw, Beth  
 \_P\_McClure, Annie  
 \_E\_McCormack, Robert E.  
 \_E\_McCullough, John  
 \_P\_McCullough, Mary Louise  
 \_P\_McLaughlin, Michael D.  
 \_E\_McMillion, Claude  
 \_E\_McRight, Dan  
 \_P\_McVey, Bruce  
 \_E\_Moffatt, III, Charles L.  
 \_P\_Moiso, Aimee  
 \_P\_Montgomery, Robert  
 \_E\_Moore, Kristi  
 \_E\_Mueller, Mark  
 \_P\_Mueller, Toby  
 \_P\_Muse, Perry  
 \_E\_Musgrave, John  
 \_P\_Musick, Steve  
 \_E\_Nally, Sara  
 \_E\_Nash, Jim  
 \_E\_Neil, Richard  
 \_E\_Newsom, Ernest B.  
 \_E\_Nguot, Peter Lul  
 \_E\_Nichols, H. Gudger, Jr.  
 \_E\_Nichols, James A.  
 \_E\_Nickell, Kay Pickens  
 \_E\_Nyhuis, Jule  
 \_E\_Paddon, Richard  
 \_E\_Padget, Donald  
 \_E\_Page, Fred  
 \_E\_Patton, Tom  
 \_P\_Penmore, Rachel  
 \_E\_Pentecost, Mike  
 \_E\_Picard, John Paul  
 \_E\_Ramirez-Jimenez, Lila  
 \_P\_Randleman, Sandra  
 \_P\_Rector, Stacy  
 \_E\_Richardson, W. W.  
 \_E\_Ritchie, Jeff  
 \_E\_Ritchie, Megan  
 \_P\_Rodriguez, Josh  
 \_E\_Rogers-Vaughn, Annette  
 \_P\_Rouquie, Richard  
 \_E\_Salyer, Carson  
 \_E\_Salyer, Janet  
 \_P\_Sawyer, David  
 \_E\_Schultz, Harris  
 \_E\_Schwartz, Cindy  
 \_P\_Shaw, Mary Sellers  
 \_E\_Skelly, John J., III  
 \_E\_Smathers, Mike  
 \_E\_Smith, Jimmy D.  
 \_P\_Smith, John A.  
 \_E\_Smith, Katherine  
 \_P\_Smith, Shane  
 \_E\_Smith, Shawn Thomas  
 \_P\_Soderquist, Ann  
 \_E\_Sous, Wael  
 \_P\_Stoker, Amy B.  
 \_E\_Tate, Carol  
 \_E\_Thomas, C. S. (Steve) III  
 \_P\_Thomas, Ray  
 \_E\_Thompson, C.J.  
 \_E\_Thompson, Marjorie  
 \_E\_Todd, John  
 \_P\_Traylor, Leslie  
 \_E\_Tuck, Janet  
 \_P\_Tyndall, Thomas B.  
 \_E\_Venable, III, Sid  
 \_E\_Walker, Thomas D.  
 \_E\_Wallace, Morgan  
 \_E>Weingartner, Robert J.  
 \_E\_White, Jack  
 \_E\_White, Linda  
 \_E\_Wilson, Amos L.  
 \_P\_Wilson, Mike  
 \_E\_Yang, Sunggu  
 \_P\_Yates, Stephen  
 \_P\_Zeigler, Richard

P - Present  
 E - Excused

A - Absent  
 I - Inactive

**Ruling Elder Commissioners**

<u>Church</u>	<u>Represented By</u>
Alexandria, Liberty Hill	
Allardt, First	
Alpine, Christ	
Ardmore, Bethany	Elizabeth May
Belfast	
Bethpage, Oak Grove	
Brentwood, Brentwood First East	1. Paul Rein 2. Brian Telford
Harpeth	1. Paul Bradley 2. Andrew Ring
Buffalo Valley	
Clarksville, First	1. 2. 3.
Macedonia	
Columbia, First	1. 2. 3.
Westminster	Jim Hutchens
Cookeville, Double Springs First	1. Donna Simpson 2. Bill Swim
Post Oak	
Cowan, Fellowship	
Crossville, Calvary	1. Daniel L. Husk 2.
Culleoka, Central	Karyn Williams
Decherd	
Dickson, First Pond	Vicky McMillen
Fairfield Glade, Westminster	
Fayetteville, First	1. Jeanne Cannon 2.
St. John	
Franklin, First	1. Jim Petersen 2. 3.
Historic	1. Deborah Dobbins 2.
New Hope	
Gallatin, First	1. Carrie Mabrey 2.
Sudanese	David Kuei Dhoal
Hendersonville, First	1. 2.
New Creation	
Hermitage	1. 2.
Lawrenceburg, First	
Lebanon, First	1. Barbara Howell 2. David Howell
Spring Creek	

**Church**

Lewisburg, Bethberei First
Lynnville, First
Manchester, First
McMinnville, First
Milton, Hopewell
Mt. Pleasant, First
Murfreesboro, First
Northminster
Nashville, Bellevue
Donelson
Downtown
Eastminster
Emmanuel First
Glen Leven
Glenclyff Hillsboro
Hillwood
Korean
Priest Lake Second
Southminster
St. Andrews
Trinity
Westminster
Woodland
Normandy

**Represented By**

1.
2.
1. Julie Corcoran 2. Kathy Jones 3. John Pearson
Bobbie Staley
1. Judy Tygart 2.
1. Beth Chiles 2.
1. Vickie Coffin 2.
1. 2.
1. Ben Carswell 2. Laura Coyle 3. Mary Pillow Kirk 4. Bill Oldacre 5. Jack Stringham 6. Rebecca Walker 7.
1. Cheryl Cunningham 2. Maxine Rowe
Betty Currey
1. 2.
1. Tom Diehl 2.
1. 2.
1. David Carlton 2. Clee Lee 3. Pamela Reese
Nancy Roberts
1. Charles Jordan 2.
1. Hank Schomber 2. Judy Schomber
1. Ed Branding 2. Jodie Falk 3. Kenneth Hande 4. Ann Schulze 5. Ralph Wheeler 6.
Claudia Hazelwood

<u>Church</u>	<u>Represented By</u>
Old Hickory Petersburg, First Pulaski, Brick Church First	1. Flora Smith 2.
<u>Church</u> Readyville, Cripple Creek Shelbyville, First	1. Christy Jensen 2. Margaret Smith
Silver Point, Mattie Smith Smyrna, First	1. 2.
Sparta, Blue Spring First United Hickory Valley Robinson Chapel	
Spring Hill, First Springfield, First	Shelby Smith 1. Larry Dean 2. Ross Thomas
Milldale Thompson Station, Bethesda Tullahoma, First	Rick Robinson 1. Cynthia Kinney 2. Katherine Nichols
Watertown, First Waverly, Ellis Grove	

### **Commissioned Ruling Elders**

Teresa Burns, First Pulaski; Harold Dawkins, First Fayetteville; Leonard Jordan, St. Andrews; Anne Keener, First Franklin; Andrew Smith, Blue Spring Sparta

### **Ruling Elders, Voice and Vote:**

Theresa Denton, Vice Moderator; Therese Howell, Stated Clerk; Mike Ingram, Treasurer; Allen Kennedy, Finance Committee; Virginia Lovellette, 2016 Moderator; Suzanne McLemore, Finance Committee; Melinda Sanders, 2014 Moderator; Robin Thomas, Co-Executive Presbyter; Diane Thurston, Presbyterian Women Moderator

### **Corresponding Members, Voice, without Vote:**

Linzi Anderson, First Franklin; Marshall Gupton (SBC), Northminster; Ryan Moore, NaCoMe; David Paduil, Sudanese; Kevin Whitehead, Westminster Columbia

### **Visitors**

Jannette Chambers, Southminster; Pamela Kelly, Calvary of Big Lick; Larry McElroy, Northminster Murfreesboro; Nancye McElroy, Northminster Murfreesboro; Ann Roberts, Second; Leanne Whitehead, Westminster Columbia

**Therese Howell**

**thehowell@aol.com**

**615-305-6795**

**PROPOSED CONCURRENCE TO AN OVERTURE TO THE 224<sup>TH</sup> GENERAL ASSEMBLY  
(2020)**

**The Presbytery of Middle Tennessee concurs with the Presbytery of Chicago to overture the 224th General Assembly (2020) to:**

Encourage our churches to counter polarization in our society by:

- Praying for God's guidance and healing touch as we seek to reduce pain and conflict from broken relationships.
- Studying the call of Scripture and our confessions to join Christ's mission of reconciliation to the world.
- Seeking to become wiser and more generous in spirit as we go out into the world as ambassadors of Christ.
- Becoming more sensitive to our own choice of words and actions and aware of how they might be interpreted (or misinterpreted) by others.
- Repenting for words and actions that demonstrate little respect for others with whom we disagree, both inside and outside of the church.
- Learning, practicing, and teaching skills that build trust and respect between people.
- Respectfully and honestly exploring our disagreements while maintaining our love for God and our neighbors as our dearest priority.

**Rationale:**

This overture is a challenge to live out a better way together. We are at our least happy and most empty when we fail to seek relationship with God and with each other. Polarization is a symptom of a larger need: we are losing our yearning for leading more Christ-centered lives.

The American culture is becoming increasingly polarized, according to studies by the Pew Research Center and the Public Religion Research Institute. We often entrench ourselves in our own side of polarizing issues, widening partisan divides in our communities, congregations, and in our homes. Rather than seeking relationship, we're not talking—or listening—to each other. Even worse, we hear in our neighbor's words a different narrative imposed by the lens of our own opinions. Rather than seeking constructive dialogue, we recoil with contempt for those with whom we disagree.

Through our scriptures and confessions, God calls us to a different way of life. Passages such as Matthew 5:23-24, John 17:20-26, Romans 12:9-18, 2 Corinthians 5:11-21, Ephesians 2:14-16, and



Colossians 3:13-14 remind us that we are at our most faithful when we are working toward reconciliation with God and with others. The Confessions of Belhar (especially 10.3) and of 1967 (especially 9.10 and 9.31) urge us to remember that the love of God is inextricably tied with the love of neighbor. (See addendum for the texts of these scriptures and confessions.)

As a denomination, we in the PC(USA) have not always treated each other with respect in our many disagreements. We have battled over difficult concepts and too often have split apart rather than become reconciled. We need to learn again to listen with genuine interest in and respect for those with whom we disagree, to counter any attempt to bully, shut down, or belittle our conversation partners, and to model Christian love to the world in the name of Christ who gives us the ministry of reconciliation.

This overture calls us to be part of the solution in halting the deliberate, selfish rending of relationships which ultimately drives us away from relationship with God. We propose that leadership in our churches conduct training to strengthen our abilities: to seek to understand the other sides of each story, to find in our hearts empathy where we once felt contempt, to pivot and befriend our neighbors with different viewpoints, to cooperate in civil discussion, and to learn how to best intercede in unconstructive conflict.

Among many other such resources, the following list of websites, organizations, and books can be helpful for building skills in these areas:

- Golden Rule 2020: A Call for Dignity and Respect in Politics ([www.goldenrule2020.org](http://www.goldenrule2020.org))
- Better Angels ([www.better-angels.org](http://www.better-angels.org)),
- Weave: The Social Fabric Project (<https://www.aspeninstitute.org/programs/weave-the-social-fabric-initiative/>)
- House United: Coming Together for the Common Good ([www.houseunitedmovement.org](http://www.houseunitedmovement.org))
- *Holy Disunity* by Layton Williams
- *A House United* by Allen Hilton
- *Love Your Enemies* by Arthur Brooks

This is not an effort to persuade those who differ in allegiance or opinion. Rather, it is an attempt to fully realize and to celebrate the rich gifts that diversity can provide in an environment of love and human relationships where dialog can lead us where the Spirit guides us.

As we gain experience with tools, we can live more fully and more faithfully into our calling to be ambassadors of reconciliation, both demonstrating lives of peace and teaching the skills we have learned into our social networks, neighborhoods, communities, and world.

#### *Addendum*

References to Scripture and the PC(USA) Book of Confessions

Cited Above

#### **Matthew 5:23-24**

*So when you are offering your gift at the altar, if you remember that your brother or sister has something against you, leave your gift there before the altar and go; first be reconciled to your brother or sister, and then come and offer your gift.*

#### **John 17:20-26** (Jesus speaking)

*"I ask not only on behalf of these, but also on behalf of those who will believe in me through their word, that they may all be one. As you, Father, are in me and I am in you, may they also be in us, so that the world may believe that you have sent me. The glory that you have given me I have*

*given them, so that they may be one, as we are one, I in them and you in me, that they may become completely one, so that the world may know that you have sent me and have loved them even as you have loved me. Father, I desire that those also, whom you have given me, may be with me where I am, to see my glory, which you have given me because you loved me before the foundation of the world.*

*“Righteous Father, the world does not know you, but I know you; and these know that you have sent me. I made your name known to them, and I will make it known, so that the love with which you have loved me may be in them, and I in them.”*

### **Romans 12:9-18**

*Let love be genuine; hate what is evil, hold fast to what is good; love one another with mutual affection; outdo one another in showing honor. Do not lag in zeal, be ardent in spirit, serve the Lord. Rejoice in hope, be patient in suffering, persevere in prayer. Contribute to the needs of the saints; extend hospitality to strangers.*

*Bless those who persecute you; bless and do not curse them. Rejoice with those who rejoice, weep with those who weep. Live in harmony with one another; do not be haughty, but associate with the lowly; do not claim to be wiser than you are. Do not repay anyone evil for evil, but take thought for what is noble in the sight of all. If it is possible, so far as it depends on you, live peaceably with all.*

### **2 Corinthians 5:11-21**

*Therefore, knowing the fear of the Lord, we try to persuade others; but we ourselves are well known to God, and I hope that we are also well known to your consciences. We are not commending ourselves to you again, but giving you an opportunity to boast about us, so that you may be able to answer those who boast in outward appearance and not in the heart. For if we are beside ourselves, it is for God; if we are in our right mind, it is for you. For the love of Christ urges us on, because we are convinced that one has died for all; therefore all have died. And he died for all, so that those who live might live no longer for themselves, but for him who died and was raised for them.*

*From now on, therefore, we regard no one from a human point of view; even though we once knew Christ from a human point of view, we know him no longer in that way. So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new! All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation; that is, in Christ God was reconciling the world to himself, not counting their trespasses against them, and entrusting the message of reconciliation to us. So we are ambassadors for Christ, since God is making his appeal through us; we entreat you on behalf of Christ, be reconciled to God. For our sake he made him to be sin who knew no sin, so that in him we might become the righteousness of God.*

### **Ephesians 2:14-16**

*For Christ is our peace; in his flesh he has made both groups into one and has broken down the dividing wall, that is, the hostility between us. He has abolished the law with its commandments and ordinances, that he might create in himself one new humanity in place of the two, thus making peace, and might reconcile both groups to God in one body through the cross, thus putting to death that hostility through it.*

### **Colossians 3:13-14**

*Bear with one another and, if anyone has a complaint against another, forgive each other; just as the Lord has forgiven you, so you also must forgive. Above all, clothe yourselves with love, which binds everything together in perfect harmony.*

## **The Confession of Belhar**

*(10.3) We believe*

- *That Christ's work of reconciliation is made manifest in the church as the community of believers who have been reconciled with God and with one another;*
- *That unity is, therefore, both a gift and an obligation for the church of Jesus Christ; that through the working of God's Spirit it is a binding force, yet simultaneously a reality which must be earnestly pursued and sought: one which the people of God must continually be built up to attain;*
- *That this unity must become visible so that the world may believe that separation, enmity and hatred between people and groups is sin which Christ has already conquered, and accordingly that anything which threatens this unity may have no place in the church and must be resisted;*
- *That this unity of the people of God must be manifested and be active in a variety of ways;*
  - *In that we love one another;*
  - *That we experience, practice, and pursue community with one another;*
  - *That we are obligated to give ourselves willingly and joyfully to be of benefit and blessing to one another;*
  - *That we share one faith, have one calling, are of one soul and mind;*
  - *Have one God and Father, are filled with one Spirit, are baptized with one baptism, eat of one bread and drink of one cup, confess one name, are obedient to one Lord, work for one cause, and share one hope;*
  - *Together come to know the height and the breadth and the depth of the love of Christ;*
  - *Together are built up to the stature of Christ, to the new humanity;*
  - *Together know and bear one another's burdens, thereby fulfilling the law of Christ;*
  - *That we need one another and upbuild one another, admonishing and comforting one another;*
  - *That we suffer with one another for the sake of righteousness; pray together; together serve God in this world; and together fight against all which may threaten or hinder this unity;*
- *That this unity can be established only in freedom and not under constraint; that the variety of spiritual gifts, opportunities, backgrounds, convictions, as well as the various languages and cultures, are by virtue of the reconciliation in Christ, opportunities for mutual service and enrichment within the one visible people of God;*
- *That true faith in Jesus Christ is the only condition for membership in the church.*

## **The Confession of 1967**

*(9.10) The risen Christ is the Savior for all [humanity]. Those joined to him by faith are set right with God and commissioned to serve as his reconciling community. Christ is the head of this community, the church, which began with the apostles and continues through all generations.*

*(9.31) To be reconciled to God is to be sent into the world as [God's] reconciling community. This community, the church universal, is entrusted with God's message of reconciliation and shares [God's] labor of healing the enmities which separate [us] from God and from each other. Christ has called the church to this mission and given it the gift of the Holy Spirit. The church maintains continuity with the apostles and with Israel by faithful obedience to his call.*

Co-Executive Presbyters Report  
January 16, 2020

Visits

As we have had the opportunity to visit many of the churches and ministries around our presbytery, we have been consistently amazed by the generous and spontaneous welcome we've received, but also feel humbled and awed at the caliber of leadership and the passion for mission that is so apparent. God is tangibly at work among us in so many ways, from the sound preaching of God's word to the integrating of God's challenge in the life of the congregation and its surrounding community.

We've listened with PNC's as they struggle to discern the "right" candidate for their congregation; we've sat with some of the tireless, devoted leaders of our immigrant ministries and New Worshipping Communities to share with us their joy and excitement of the number of children and youth showing up to worship to hear the good news of Jesus Christ. And in that same breath, we listen as they dream of financial sustainability while struggling with diminishing funds. We hear of the significant repairs needed on a roof or windows of some of our older church buildings, but lack the funding to make these necessary repairs possible. Our smiles widen as a church member joyfully announces that "eight new members joined the church on Sunday!" Or when a young adult pops their head into our office to share the thrilling news that they are now "certified ready" to receive a call! From longstanding commitments to feed the hungry, shelter the homeless, educate the children, and care for the vulnerable, to rallying the cries for justice and freedom, confronting racism and sexism, embracing immigrants, and inviting all voices and perspectives to our decision-making and fellowship tables, what a wonderfully diverse, committed and gifted, intelligent and imaginative, energetic and compassionate, faithful and transforming presbytery we have in Middle Tennessee.

We look forward to visiting all the churches we've not yet visited in the coming months. In our planning for those visits, we'd be very grateful to have someone from your church pass along your worship times ([robin.midtennpres@gmail.com](mailto:robin.midtennpres@gmail.com), [ray.midtennpres@gmail.com](mailto:ray.midtennpres@gmail.com)). Also, let us know if there are any upcoming special events or celebrations in your congregation that we can join.

Bringing Change

In our roles as your Co-Executive Presbyters, we take to heart our call to build up the church as the body of Christ. The 2020 Vision statement (approved in 2014) reads: *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 excellence, and church transformation.* We, Robin and Ray, strive to enable the presbytery to achieve these goals through:

- 1) **Equipping and Empowering Our Leaders.** We pursued, with the Nominating Committee, to invite a wide representation and an engaged core

- of leaders to serve on our committees. We begin this new year with all of our committees fully staffed! We held a Committee Orientation on January 4, with excellent participation, to bring our committee leadership together, focus and empower their work, and coordinate the steps ahead so we can move forward and stay connected, with intention and grace.
- 2) **Ensuring Timely Communication.** We have begun the practice of sending out electronic newsletters and periodic e-blasts to keep our churches and leaders informed about important news and celebrations. With the assistance of our new Administrative Assistant, Felicia Mesner, we hope to continue this practice. Please send any pertinent news and/or celebrations in your church and community to us! We look forward to sharing the news and events that our fully functioning committees will be developing as we live into the promise of Vision 2020.
  - 3) **Living Transparently.** We will thrive, as a healthy community, by loving and trusting one another. As we nourish this intentional environment of love and trust, we secure and exercise freedom to speak and take risks. Truth telling is expected and vital to building up the body of Christ. We encourage hard questions to be asked and we safeguard the sacred space for crucial conversations to happen. Over the last few months, with our new Treasurer, Steve Douse, and our Bookkeeper, Pat Webb, along with the members of the Finance and Administrative Committees, we've asked the hard questions about our annual budget, our stewardship outreach, our investing and use of the presbytery's funds. As a result of these conversations, the Finance Committee is presenting a balanced 2020 budget for approval. The Finance Committee is also committed to begin the budget process earlier for the 2021 and to invite all the committees to participate in that process.

We join you all in prayer for your congregations, your ministries, your faithful discerning and following the call of our Lord. We are conscious of, and thankful for, your prayers for us and for the Presbytery of Middle Tennessee.

Grace and Peace to you,

Ray and Robin Thomas  
Co-Executive Presbyters

## **Visits by Robin and Ray Thomas, Presbytery of Middle Tennessee**

(Each first time visit to a particular church, camp, Ukirk, NCD, or New Worshiping Community is **bolded**. Each first time visit to a church is numbered.)

1) Sunday Worship - March 3, 2019: **Woodland, Nashville** (R&R)

2) Sunday Worship - April 14, 2019: **Westminster, Nashville** (R&R)

3) Sunday Worship - April 21, 2019: **Trinity, Nashville** (R&R)

4) Sunday Worship - April 28, 2019: **First, Columbia** (R&R)

Meeting with Chris Joiner, meet staff - April 30, 2019: First, Franklin (R&R)

5) Sunday Worship - May 12, 2019: **First, Nashville** (R&R)

6) Sunday Worship and Congregational Meeting - May 19, 2019: **Historic Franklin** (R&R)

7) Meet & Greet - May 20, 2019: **First, Murfreesboro** (R&R)

8) Meet & Greet - May 20, 2019: **First, Tullahoma** (R&R)

9) Meet & Greet - May 22, 2019: **First, Clarksville** (R&R)

10) Sunday Worship - June 2, 2019: **Second, Nashville** (R&R)

11) Sunday Worship - June 9, 2019: **Emmanuel, Nashville** (R&R)

Vanderbilt/Belmont **UKirk** Tour with Lindsey Groves - June 12, 2019 (R&R)

12) Sunday Worship - June 16, 2019: **Downtown, Nashville** (R&R)

13) Shane Smith Installation - June 16, 2019: **Hillsboro, Nashville** (R&R)

14) Pre-Presbytery Visit - June 19, 2019: **Westminster, Columbia** (Ray)

15) Sunday Worship, 100th Anniversary - June 23, 2019: **Ellis Grove, Waverly** (R&R)

16) Sunday Worship - June 30, 2019 - **Glenclyff & Nueva Vida** (w/ E. Brentwood) (R&R)

Toby Mueller Installation - June 30, 2019: Historic Franklin (R&R)

- 17) Sunday Worship - July 7, 2019: 9 a.m.: **Telos Southminster**, 11 a.m.: **Southminster, Nashville** (R&R)
- 18) Sunday Worship - July 14, 2019: **First, Franklin** (R&R)
- 19) Meet & Greet - July 17, 2019: **Allardt Presbyterian, Allardt** (R&R)
- Presbytery Meeting - July 20, 2019: Westminster, Columbia (R&R)
- 20) Sunday Worship - July 21, 2019: **New Creation, Hendersonville** (R&R)
- 22) Visit with Milldale - July 24, 2019: **Hendersonville, First** and **Springfield, Milldale** (Ray)
- 23) Visit with Janet Salyer - July 25, 2019: **Brentwood, Harpeth** (R&R)
- 24) Sunday Worship - July 28, 2019: **Nashville, St. Andrew's** (R&R)
- 25) Meet & Greet - July 30, 2019: **Nashville, Hillwood** (R&R)
- 26) Sunday Worship - August 11, 2019: **Smyrna, First** (R&R)
- Meredith Cox Ordination - August 11, 2019: Nashville, Woodland (R&R)
- Sunday Worship and Congregational Meeting - August 18, 2019: Nashville, Emmanuel (Ray)
- Sunday Worship - August 18, 2019: Nashville, Trinity (Robin)
- 27) Pastor-to-Pastor Team - August 27, 2019: **Lebanon, First** (R&R)
- 28) Sunday Worship - September 1, 2019: **Manchester, First** (R&R)
- 29) Sunday Worship - September 8, 2019: **Hermitage** (R&R)
- 30) Sunday Worship, 175th Anniversary - September 15, 2019: **Spring Hill, First** (Robin)
- Sunday Worship - September 15, 2019: Brentwood, Harpeth (Ray preaching)
- 32) Sunday Worship - September 22, 2019: **Normandy & Belfast** (Ray preaching)
- Lunch with folks from **Lewisburg, First** (Ray)
- Sunday Worship - September 22, 2019: Glenclyff & Nueva Vida (Robin)

Sunday Worship, 150th Anniversary - October 13, 2019: Hendersonville, First (R&R)

33) Meeting with PNC - October 16, 2019: **Springfield, First** (R&R)

Presbytery Meeting - October 17, 2019: Nashville, Second (R&R)

34) Presbyterian Womens' Retreat - October 26, 2019: **Nashville, Priest Lake** (Robin)

35) Sunday Worship - October 27, 2019: **Donelson** (R&R)

Jane Herring Installation - October 27, 2019: Nashville, Emmanuel (R&R)

Session Meeting - October 28, 2019: Nashville, Southminster (R&R)

Session Meeting - October 28, 2019: Nashville, Trinity (R&R)

36) Session & AC Meeting - October 30, 2019: **Nashville, Bellevue** (Ray)

37) Sunday Worship - November 3, 2019: **East Brentwood** (Ray)

38) Sunday Worship, 40th Anniversary - November 3, 2019: **Brentwood, First** (Robin)

39) Sunday Worship - November 10, 2019: **Nashville, Glen Leven** (R&R)

Session Meeting - November 10, 2019: Nashville, Southminster (R&R)

Sunday Worship - November 17, 2019: Nashville, Woodland (Robin preaching)

40) Sunday Worship - November 24, 2019: **Thompson Station, Bethesda** (Robin)

Sunday Worship - December 1, 2019: Springfield, First (R&R preaching)

Sunday Worship - December 8, 2019: Murfreesboro, First (R&R)  
Tullahoma, First (R&R)

Sunday Worship & Congregational Meeting - December 15, 2019: Nashville, Trinity (R&R)

41) Session Meeting - December 15, 2019: **Gallatin, Sudanese** (R&R)

Festival of Lessons & Carols - December 15, 2019: Nashville, Hillwood (R&R)

December 16, 2019: **NaCoMe** (R&R)



Sunday Worship - December 22, 2019: Nashville, First (R&R)

Christmas Eve Worship - December 24, 2019: Nashville, Second (R&R)

Sunday Worship - January 5, 2020: Nashville, Hillwood (Robin)

Sunday Worship - January 5, 2020: Nashville, Bellevue (Ray)

Ryan Moore Installation Service - January 12, 2020: Nashville, First (R&R)

42) Sunday Worship - January 19, 2020: **Cookeville, First** (R&R)

43) Sunday Worship - January 26, 2020: **Pulaski, First** (R&R)