

The Presbytery of Middle Tennessee

November 10, 2022

150nd Stated Meeting

First Presbyterian Church

Nashville, Tennessee

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PRESBYTERY OF MIDDLE TENNESSEE
MINUTES OF ONE HUNDRED FIFTIETH STATED MEETING
NOVEMBER 10, 2022

The 150th Stated Meeting of the Presbytery of Middle Tennessee met on Thursday, November 10, 2022, at First Presbyterian Church, Nashville. Stated Clerk Therese Howell provided an orientation for first time commissioners. Moderator Crist Scott Ligon called the meeting to order at 10:00 am.

WORSHIP

Worship was led by Ruling Elder Cristi Scott Ligon (Saint Andrews Presbyterian Church, Nashville), who preached the sermon, and Therese Howell (First Presbyterian Church, Franklin) served as liturgist. Peter Rogahn, Organist and Assistant Director of Music for First Presbyterian Church, Nashville, provided music for the service. Robin and Ray Thomas, Co-Executive Presbyters, led in the sharing of cares and concerns. The offering was collected for the Presbytery's UKIRKs.

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

After a break, Moderator Scott Ligon reconvened the meeting and declared a quorum was present.

The Moderator reviewed procedures for the meeting and welcomed first time commissioners. Dr. Ryan Moore, pastor of the host church, welcomed commissioners and spoke briefly about the church.

The Moderator stated that there were reports requiring action which had not been received within the seven day time limit, which necessitated setting aside the standing rules. The motion was made and seconded to set aside the standing rules to receive the reports, and this was approved by three-fourths vote of commissioners present.

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 following agenda was approved without objection:

- | | | |
|----------|----|--|
| 9:30 am | 1. | Registration (Order of the Day in CAPS) |
| 9:45 am | | Orientation for First Time Commissioners – Therese Howell (10 min) |
| 10:00 am | 2. | CALL TO ORDER / WORSHIP |

- Offering: Middle Tennessee UKirks

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2
3 11:00 am Break (10 minutes)
4 11:10 am 3. Establishment of Quorum / Statement of Procedures/ Welcome by Host /
5 Recognition of First Time Presbyters / Seating of Corresponding Members /
6 Adoption of Agenda
7 11:20 am 4. Stated Clerk’s Report – Therese Howell (5 min)
8 • Approval of Minutes of 149th Stated Meeting (August 13, 2022)
9 11:25 am 5. Administrative Committee – Stephen Yates (10 min)
10 11:35 am 6. Finance Committee – Steve Douse (15 min)
11 11:50 am 7. Stated Clerk Search Committee Report – Shelby Smith (10 min)
12 Noon 8. Personnel Task Force Report – Greg Glover (30 min)
13 12:30 pm Lunch
14 1:30 pm 9. Committee on Mutual Support – Bobby Harding (15 min)
15 1:45 pm 10. Commission on Ministry – Erin Howton Angel (15 min)
16 2:00 pm 11. Proposed Amendments | Rules of Discipline – Therese Howell (20 min)
17 2:30 pm 12. Co-Executive Presbyters Report – Robin and Ray Thomas (10 min)
18 2:40 pm 13. Unfinished Business
19 **151st Stated Meeting – Saturday, February 11, 2023 (via Zoom)**
20 2:45 pm 14. Closing Prayer / Adjourn

STATED CLERK’S REPORT

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

2021 Presbytery Meeting Minutes

The 2021 minutes of the Presbytery of Middle Tennessee were provided for review to the Synod of Living Waters, and have been approved without exception. The official action will occur at the Synod meeting in January 2023.

Approval of Minutes of August 13, 2022 Stated Meeting

The minutes of the August 13, 2022 stated meeting of the Presbytery were provided with the Presbytery packet. The Stated Clerk stated the roll from the meeting was not available, and would be presented for approval at the February 2023 meeting. The motion was made and seconded to approve the minutes. There were no corrections or additions and the minutes were approved as presented.

UKIRK Nashville / Celebration of Communion

The Stated Clerk received a request to allow UKIRK Nashville to celebrate the sacrament of communion during 2023; Rev. Claire Berry will preside. The motion was made, seconded, and approved to allow UKIRK Nashville to celebrate the sacrament of communion in 2023.

ADMINISTRATIVE COMMITTEE REPORT

Rev. Stephen Yates, chair, Administrative Committee, presented the Administrative Committee’s report.

November 10 Presbytery Meeting

The Administrative Committee approved plans for the November 10 Presbytery meeting: First Nashville will host; the offering will go to the Middle Tennessee UKIRKS; Moderator Cristi Scott Ligon will preach. Lunch will be provided at a cost of \$10, and proposed amendments to the Rules of Discipline will be on the agenda for action.

Review of August 13 Presbytery Meeting

The Administrative Committee reviewed the August 13 Zoom Presbytery meeting.

Luncheon for Retired Clergy and Spouses

The Co-Executive Presbyters reported that a luncheon for Retired Clergy and spouses is scheduled for Wednesday, December 7, 2022, at Trinity Presbyterian Church, Nashville.

Presbytery Work | Meeting Space

The Co-Executive Presbyters provided an update on the search for work space / meeting space.

First Presbyterian Church, Springfield / Joint Congregational Witness

1 The Administrative Committee received a report on the proposed joint congregational witness between
2 First Presbyterian Church, Springfield, and Central Christian Church, Springfield. The Committee on Church
3 Transformation, leadership of the Disciples of Christ, and leaders of both congregations are working on this.

4 Proposed Revision to the Mission and Operations Manual Related to Investigating Committee Membership

5 The Administrative Committee discussed the proposed revision to the Mission and Operations Manual
6 related to the reporting of names of members of an investigating committee. The following task force was
7 appointed to review this and bring a recommendation back to the Administrative Committee, hopefully by the
8 November Administrative Committee meeting: Cristi Scott Ligon, Doug Berry, Theresa Denton, John Hinkle (if
9 available).

10 2023 and 2024 Presbytery Meetings

11 The Administrative Committee approved that going forward, February and August Presbytery meetings
12 would be via Zoom, and May and November meetings would be in-person meetings. Following is the 2023 and
13 2024 schedule:

14 2023: Saturday, February 11, 2023 – Zoom

15 Saturday, May 6, 2023 – in-person, Westminster Presbyterian Church, Nashville; guest speaker:
16 225th General Assembly Co-Moderator, Ruth Santana-Grace

17 Thursday, August 10, 2023 – Zoom

18 Thursday, November 9, 2023 – in-person, First Presbyterian Church, Clarksville

19 2024: Saturday, February 10, 2024 – Zoom

20 Saturday, May 11, 2024 – in-person, location to be determined

21 Thursday, August 8, 2024 – Zoom

22 Thursday, November 14, 2024 – in-person, location to be determined

23 Personnel Task Force Updates

24 The Administrative Committee receives regular reports from the Personnel Task Force.

25 Salary Increase for Executive Presbyter

26 The Task Force recommended a 3% salary increase for the Executive Presbyter, along with a 3% increase
27 to the EP's 403b contribution, which was approved by the Administrative Committee. The Administrative
28 Committee will make sure this is included in the 2023 budget.

29 Operations Coordinator

30 The Personnel Task Force reported on the search for an Administrative Assistant, now Operations
31 Coordinator, handling communications and administrative duties. The position is 20 hours / week with limited
32 medical benefits. The Administrative Committee concurred with the job description provided by the Personnel
33 Task Force, to be presented for approval by the Presbytery at the November 10 Meeting.

34 Resignation of Robin Thomas, Co-Executive Presbyter

35 The Administrative Committee, in concurrence with the Personnel Task Force, accepted with regret the
36 resignation of Robin Thomas from the role of Co-Executive Presbyter for the Presbytery of Middle Tennessee,
37 effective December 31, 2022.

38 Revised Job Description / Executive Presbyter

39 The Administrative Committee concurred with the job description provided by the Personnel Task Force
40 for the Executive Presbyter.

41 Ray Thomas / Executive Presbyter

42 The Administrative Committee concurred with the Personnel Task Force on the terms of call for Ray
43 Thomas as Executive Presbyter for the Presbytery of Middle Tennessee, effective January 1, 2023.

44 Stated Clerk Search Committee Update

45 The Administrative Committee received a report from Shelby Smith, chair of the Stated Clerk Search
46 Committee. The Search Committee will present Ruling Elder Mary Catherine Sevier, a member at First
47 Presbyterian Church, Murfreesboro, for election at the November 10 Presbytery meeting as Middle Tennessee's
48 stated clerk, effective January 1, 2023.

49 Committee on Social Justice Co-Chairs

1 Rev. Yates stated the Nominating Task Force recommended that Ruling Elder Henry Deaderick (St.
2 Andrews Presbyterian Church, Nashville) and TE Larissa Romero (Downtown Presbyterian Church, Nashville)
3 be approved as co-chairs of the Committee on Social Justice for the balance of 2022. There were no objections,
4 and this was so ordered by the Moderator.

5 Nominating Task Force Report

6 Rev. Yates reported the Nominating Task Force presented a slate of nominees to fill vacancies and
7 positions as indicated (a complete membership list is attached to the Administrative Committee report). The
8 Moderator opened the floor for additional nominations, and there were none. The following slate was approved
9 as presented:

- 10 Administrative Committee Class of 2024 Betsy Bond, RE, Trinity Nashville
- 11 Class of 2025 Leonard Jordan, CP, St. Andrews Nashville
- 12 Jane Herring, TE, Emmanuel Nashville, Moderator-in-Nomination
- 13 Treasurer Class of 2025 – Evelyn Graham, TE, Member-at-Large
- 14 Finance Committee Class of 2025 - Toby Mueller, TE, Historic Franklin
- 15 *Melinda Sanders, RE, Woodland
- 16 Comm. on Church Transformation Class of 2023 – Robin White, RE, Historic Franklin
- 17 Class of 2025 - *Lilia Ramirez-Jimenez, LatinX Hub
- 18 Barbara Halverstadt, Emmanuel Nashville
- 19 Comm. on Leadership Excellence Class of 2025 – *Sarah Bird Kneff, TE, First Columbia
- 20 *Mary Martin, RE, First Murfreesboro
- 21 Commission on Ministry Class of 2023 –Greg Gardner, RE, Woodland Nashville
- 22 Class of 2025 –*Tom Bagley, TE, Normandy
- 23 Anne Keener, CP, First Franklin
- 24 *Gary Kelly, TE, Honorably Retired
- 25 *Mark Mueller, TE, The Outreach Foundation
- 26 Mickey Stueck, RE, First Lebanon
- 27 *Leslie Traylor, TE, Hermitage
- 28 Comm. on Mutual Support Class of 2025 - Shawn Thomas Smith, TE, First Smyrna
- 29 Spencer Truett, RE, First Dickson
- 30 *Ross Thomas, RE, First Springfield
- 31 Comm. on Prep. for Ministry Class of 2024 – Jonathan Angel, TE, Allardt
- 32 Class of 2025 - *Michael McLaughlin, TE, First Cookeville
- 33 Judy Schomber, RE, Trinity Nashville
- 34 Judy Tygard, RE, Bellevue
- 35 Committee on Social Justice Class of 2025 - *Dora Estes, RE, Double Springs Cookeville
- 36 Stacy Rector, TE, TADP
- 37 Permanent Judicial Commission Class of 2028 – Theresa Denton, RE, Emmanuel Nashville
- 38 Bill Russell, RE, First Spring Hill
- 39 Walt Tennyson, TE, Alive Hospice

40 Committee Chairs

- 41 Administrative RE Elinor Foster (by virtue of office)
- 42 Finance TE Evelyn Graham (by virtue of office)
- 43 Church Transformation TE John Hilley
- 44 Leadership Excellence TE Aaron Stauffer
- 45 Commission on Ministry TE Erin Howton-Angel
- 46 Mutual Support TE Bobby Harding
- 47 Preparation for Ministry
- 48 Social Justice RE Henry Deaderick

49
50 Synod Commissioners Class of 2024

Joyce Harris, RE, St. Andrews, Nashville
Will Berger, TE, Member-at-Large
Alternates:
Donna Simpson, RE, First Cookeville
Gary Kelly, TE, Honorably Retired

Ordination Exam Readers, Class of 2023

Guy Griffith, TE, Westminster, Nashville

UKIRK Nashville Board

Tania Carter
Rev. Shane Smith
Rev. Ean Taylor, Cumberland Presbyterian representative

Presbytery of Middle Tennessee | Committee Membership 2023 - 2025

TE – Minister of the Word and Sacrament RE – Ruling Elder *Second Term to be elected 11/10/2022

Administrative Committee

Class of 2023

*Doug Berry, RE
Westminster Nashville
Heidi Hudnut-Beumler, TE
Westminster Nashville

Class of 2024

*Greg Glover, TE
First Clarksville
Betsy Bond, RE
Trinity, Nashville

Class of 2025

Leonard Jordan, CP
St. Andrews Nashville
Jane Herring, TE
Emmanuel Nashville

Moderator-in-Nomination

Trustees (by virtue of office; serve as members of both Administrative and Finance Committees)

Stephen Yates, TE
First Tullahoma
2023 Moderator

Elinor Foster, RE
First Lewisburg
Vice-Moderator

Evelyn Graham, TE
Member-at-Large
Treasurer

Finance Committee

Anders Hall, RE
Westminster Nashville
Bruce McVey, TE
First Fayetteville

Hal Sauer, RE
First Nashville
Steve Thomas, TE
Honorably Retired

Toby Mueller, TE
Historic Franklin
***Melinda Sanders, RE**
Woodland Nashville

Committee on Church Transformation

John Hilley, TE
East Brentwood
Robin White, RE
Historic Franklin

*Bob LaGrone, RE
First Nashville
Keith Gunter, TE
New Creation

***Lilia Ramirez-Jimenez, TE**
LatinX Hub
Barbara Halverstadt, RE
Emmanuel Nashville

Committee on Leadership Excellence

Mary Moody, RE
Second
Shane Smith, TE
Hillsboro, Nashville

*Laura Cheifetz, TE
Vanderbilt
*Aaron Stauffer, TE
Vanderbilt

***Sarah Bird Kneff, TE**
First Columbia
***Mary Martin, RE**
First Murfreesboro

Commission on Ministry

Erin Howton-Angel, TE
Allardt
Greg Gardner, RE
Woodland Nashville
Sally Hughes, TE
Trinity Nashville

Tom Drake, RE
Bellevue
Carol Foster, RE
First Fayetteville
Bill Patterson, RE
First Murfreesboro

***Tom Bagley, TE**
Normandy
Anne Keener, CP
First Franklin
***Gary Kelley, TE**
Honorably Retired

1 *Beth McCaw, TE
2 Southminster Nashville
3 John A. Smith, TE
4 First Dickson/Ellis Grove
5 Shelby Smith, RE
6 First Spring Hill

8 Bobby Harding, TE
9 First Murfreesboro
10 Sally Ann McKinsey, TE
11 Validated Ministry

15 Meredith Cox, TE
16 St. Thomas, Nashville
17 James Peeler, RE
18 Harpeth Brentwood
19 *Sandra Randleman, TE
20 First Nashville

22 Andrea Elkins, RE
23 First Murfreesboro
24 Claire Berry, TE
25 UKIRK Nashville

27 Class of 2024

28 Bill Carver, RE
29 First Franklin
30 Christi Enschede, RE
31 Historic Franklin
32 Sharon Warfield, RE
33 Westminster Nashville

34 Committee Chairs

35 Administrative
36 Finance
37 Church Transformation
38 Leadership Excellence
39 Commission on Ministry
40 Mutual Support
41 Preparation for Ministry
42 Social Justice

*Amy Stoker, TE
First Pulaski
Frank Wade, RE
Westminster Nashville

*David Wood, RE
First Nashville

Committee on Mutual Support

Teresa Burns, RE
First Pulaski
*David Carlton, RE
Second

Committee on Preparation for Ministry

* Kate Adcock, RE
Second Nashville
* Guy Griffith, TE
Westminster Nashville

**Jonathan Angel, TE
Allardt**

Committee on Social Justice

Henry Deadrick, RE
St. Andrews Nashville
Larissa Romero, TE
Downtown Nashville

Permanent Judicial Commission

Class of 2026
Michael Bradley, TE
HR/Decherd
James Hudnut-Beumler, TE
Vanderbilt Div. School
J. B. Smith, RE
First Pulaski

*Mark Mueller, TE
The Outreach Fdn.
Mickey Stueck, RE
First Lebanon
*Leslie Traylor, TE
Hermitage

Shawn Thomas Smith, TE
First Smyrna
Spencer Truett, RE
First Dickson
*Ross Thomas, RE
First Springfield

*Michael McLaughlin, TE
First Cookeville
Judy Schomber, RE
Trinity, Nashville
Judy Tygard, RE
Bellevue Nashville

*Dora Estes, RE
Double Springs
Stacy Rector, TE
TADP

Class of 2028

Bill Russell, RE
First Spring Hill
Walt Tennyson, TE
Alive Hospice
Terry Denton, RE
Emmanuel Nashville

44 Synod Commissioners Class of 2024

45 Joyce Harris, RE, St. Andrews, Nashville Will Berger, TE, Member-at-Large
46 Alternates: Donna Simpson, RE, First Cookeville Gary Kelly, TE, Honorably Retired

47 Ordination Exam Readers, Class of 2023

48 Gloria Dale, RE, First Columbia
49 Therese Howell, RE, First Franklin

1 Sally Hughes, TE, Trinity Nashville

2 **Guy Griffith, TE, Westminster, Nashville**

3 Alternates: Joyce Harris, RE, St. Andrews Nashville; Annesse Ashton, RE, St. Andrews Nashville

4 **UKIRK Nashville Board**

5 Claire Berry, executive director

Tania Carter

6 Rev. Mary Sellers Shaw, chair

Kelly Christie

7 Kate Armstrong, vice-chair

Rev. Meredith Cox

8 Rev. Rachel Thompson-Orfield, secretar

Ryan Fox

9 Bill Christie, treasurer

Nathaniel Freymeyer, dinner coordinator

Rev. Shane Smith

Rev. Ean Taylor, Cumberland Presbyterian representative

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13 **FINANCE COMMITTEE REPORT**

14 Treasurer Steve Douse, Chair of the Finance Committee, presented the committee's report.

15 Financial Reports

16 Financial reports and investment results as of September 30, 2022, were provided with the Presbytery
17 packet. Mr. Douse spoke briefly about the reports.

18 2021 Review

19 The Finance Committee received the Independent Accountants' Review Report for Presbytery for 2021
20 from Clemmons, Mullins & Mayes. There were no unresolved issues relating to Presbytery's finances; a copy of
21 the report was provided with the Presbytery packet.

22 Investment Account and Update

23 The transfer of Presbytery's investment portfolio from Baird & Co. to Vanguard has been completed. Mr.
24 Douse reported that this year has been a difficult one for our investments. Since January the value of Presbytery's
25 portfolio has dropped from \$1.933 M to \$1.631 M (including a \$50,000 transfer from reserves to the operating
26 fund). This is not surprising, given that 2022 has been one of the most challenging capital market environments
27 on record. In the last 100 years, there have been three years in which stocks and bonds both dropped in value
28 together: 1931 (in the depths of the Great Depression), 1969 (during the Vietnam War), and 2022. Through the
29 first nine months of this year, a typical 60/40 mix of stocks and bonds lost approximately 22% of its value.
30 Because Presbytery's investment portfolio has been conservatively managed, with almost 40% in cash at the end
31 of September, it has produced an above average return of -13%, almost 10 percentage points better than expected.
32 Over time, the Finance Committee and the Investment Task Force plan to dollar-cost average to the long-term
33 target allocation of 60/40 stocks and bonds in Presbytery's investment policy; however, as long as the Federal
34 Reserve continues to tighten monetary conditions in the U.S., we will be cautious and methodical in doing so.

35 Hillsboro Presbyterian Church, Nashville / Loan

36 Mr. Douse reported that at the August meeting, Presbytery authorized Hillsboro PC to apply for a
37 \$350,000 construction loan from the Presbyterian Investment and Loan Program to cover a portion of currently
38 ongoing renovations to the church building. Presbytery also agreed to guarantee the loan. Approval of the loan
39 was contingent on the Finance Committee's review of the church's application and a vote of the congregation
40 approving the essential terms of the loan. Both contingencies were satisfied, and the application was submitted
41 to PILP, which has approved the loan. Loan documents are being prepared, and we expect the transaction to close
42 shortly.

43 St. John Presbyterian Church, Fayetteville / Sale of Property

44 Mr. Douse reported the sale of excess property by St. John PC in Fayetteville, which was approved several
45 years ago, has been completed.

46 2023 Budget

47 Mr. Douse called attention to the proposed operating budget for 2023 provided with the Presbytery packet.
48 The proposed budget was compiled by the Finance Committee's budget working group, which projected operating
49 income for the coming year and consulted with Presbytery's committees and staff to determine how that money
50 can be best be used to support the Presbytery's mission. Mr. Douse highlighted the following changes:

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- a. Projected revenues are \$34,000 less than the 2022 budget. Most of this (\$24,000) reflects a drop in contributions from churches, which is our main source of funding. Although the Finance Committee is hopeful that some of the recent declines in giving can be reversed, we must base our planning on actual current trends.
 - b. One difficulty we face in projecting income for next year is the precipitous drop in the number of churches pledging. In 2019, 58 of our churches submitted pledges. In the years since, that number has steadily declined. In 2022 only eight churches (out of 80) submitted a pledge to Presbytery. These are the color-coded green entries in the pledge column on the Pledge Actual chart that is distributed at each meeting along with the other financials. We do project expected giving based on a church's contributions in prior years (the yellow entries in the pledge column), but that is of course far less reliable. Every year the Finance Committee sends each pastor and clerk of session information about Presbytery's finances, along with a stewardship appeal and a pledge card, and we rely on them to ensure that the request is presented to the session and that pledge cards are returned. Please help us better project our operating income for the coming year by returning your pledge card. For your convenience, in case your copies have been misplaced, we have attached copies of this year's stewardship letter and pledge card.
 - c. We have also reduced the expected amount of investment income by \$10,000 in light of the current market downturn. Although the "Investment Income" shown in the proposed budget includes capital gains that are realized during the year, the decline in the value of our portfolio affects both the cap on withdrawals that may be used to fund the operating budget (5% of a three-year rolling average of undesignated reserves) and the actual amount, subject to that cap, that the committee deems prudent to withdraw from reserves.
 - d. On the expense side, the biggest increase is for per capita. The General Assembly per capita payment will increase by \$10,000 in 2023. The nearly \$210,000 that will go to pay GA and Synod per capita assessments represents approximately 38% of our expenses for the year.
 - e. Presbytery significantly reduced its office expenses when it moved to a virtual office. However, it has become evident that some office space is needed on occasion for meetings and other tasks and events. We have therefore included a new \$7,000 line item for office space. The details are still being worked out, and the actual amount may end up being less, but this would cover any of the foreseeable options.
 - f. The Committee on Mutual Support sought increases in our contribution to NaCoMe and the 3 UKirks. The Finance Committee agreed and was able to include increases of 5% for NaCoMe and 3% for each of the campus ministries in the proposed budget.
 - g. The line item for MissionInsite, an online demographic research tool, was deleted from the Committee on Church Transformation's budget because it is not being used by the churches. The committee will be able to use designated funds to pay for MissionInsite or other demographic research services for use in connection with new church development or church revitalization efforts.
 - h. By agreement with the Sudanese church, 2022 was the last year in which Presbytery would provide financial support, so that line item is no longer in the budget.

- 1 i. The resignation of Robin Thomas as Co-Executive Presbyter, the move of Ray Thomas from 3/4
2 to full time as the sole Executive Presbyter, the retirement of Therese Howell and the
3 restructuring of the Stated Clerk position, and the folding of the communications coordinator
4 position into the new operations coordinator position will result in a \$34,000 net reduction in
5 personnel costs.

6 Mr. Douse stated the Finance Committee recommended adoption of the proposed budget for 2023.
7 There were no questions or discussion, and this was approved (Attachment B).

8 **REPORT OF THE STATED CLERK SEARCH COMMITTEE**

9 Shelby Smith, ruling elder at First Presbyterian Church, Spring Hill, and chair of the Stated Clerk Search
10 Committee, presented the committee's report. She thanked the members of the search committee – Michael Davis
11 (First Hendersonville), Todd Jones (Honorably Retired), Ora Bransford Lux (St. Andrews, Nashville), Lavona
12 Russell (East Brentwood) – for their hard work. Ms. Smith spoke briefly about the committee's process, and
13 stated that they present nominee Mary Catherine Sevier, ruling elder, First Presbyterian Church, Murfreesboro,
14 as candidate for Stated Clerk of the Presbytery of Middle Tennessee, effective January 1, 2023. She spoke of Ms.
15 Sevier's educational background and service in the community. The Search Committee recommended that Mary
16 Catherine Sevier be elected for a three-year term, effective January 1, 2023, for the terms and position description
17 previously approved.

18 Ms. Sevier spoke briefly of her gifts and skills, her call to this work, and her gratitude for this opportunity.
19 Ms. Sevier left the sanctuary, and there was no discussion. The motion to elect Mary Catherine Sevier as Stated
20 Clerk, for the terms indicated, was approved unanimously.

21 Ms. Sevier was welcomed back into the sanctuary, and the Moderator reported the vote. Persons present
22 in support of Ms. Sevier were recognized.

23 Ms. Smith moved that the Stated Clerk Search Committee be dismissed, and this was seconded and
24 approved.

25 **PERSONNEL TASK FORCE REPORT**

26 Dr. Greg Glover, chair of the Personnel Task Force, presented the following report.

27 Resignation of Executive Presbyter, Robin Thomas

28 Dr. Glover stated the Personnel Task Force, with concurrence by the Administrative Committee, accepts,
29 with sadness and a great deal of appreciation for her commitment and service to the Presbytery of Middle
30 Tennessee, the resignation of Robin Thomas from the role of Co-Executive Presbyter for the Presbytery of Middle
31 Tennessee, effective December 31, 2022. The Task Force recommends Presbytery accept Robin's resignation
32 with thanksgiving for her ministry. There were no questions or objections, and this was so ordered.

33 Approval of EP Job Description

34 Dr. Glover reported the Personnel Task Force had re-worked the Executive Presbyter Job Description to
35 reflect the reality of one Executive Presbyter, not Co-Executive Presbyters. He stated that the Personnel Task
36 Force, with the concurrence of the Administrative Committee, recommended approval of the job description for
37 the Executive Presbyter, which was provided with the Presbytery packet (Attachment B). There were no questions
38 or objections, and this was so ordered.

39 Terms of Call for Executive Presbyter, Ray Thomas

40 Dr. Glover stated the Personnel Task Force, with concurrence by the Administrative Committee,
41 recommended the following Terms of Call for Ray Thomas as the Executive Presbyter for the Presbytery of
42 Middle Tennessee, effective January 1, 2022: Salary / housing = \$95,302; 403(b) RSP Match = \$3,000; FICA =
43 \$7,939; BOP Benefits = \$35,262; Professional Expenses = \$10,000. There were no questions, and this was
44 approved as presented.

45 Motion to approve the Operations Coordinator Job Description

46 Dr. Glover, on behalf of the Personnel Task Force, with the concurrence of the Administrative Committee,
47 recommended approval of the job description for the Operations Coordinator (Attachment C). Dr. Glover spoke

1 briefly of the changes in staffing which required this position. There were no questions or objections, and this
2 was so ordered.

3 Recognition of Stated Clerk Therese Howell

4 Co-Executive Presbyters Robin and Ray Thomas presented Stated Clerk Therese Howell with an engraved
5 glass sculpture in recognition of her years of service to the Presbytery.

6 Ruling Elder Geeta McMillan (Blue Spring Presbyterian Church, Sparta), Rev. Warner Durnell
7 (Honorably Retired), and Dr. Chris Joiner (First Presbyterian Church, Franklin) each spoke of Therese's work
8 and ministry in service to the Presbytery and the Presbyterian Church (U.S.A.). Therese thanked the Presbytery
9 for the opportunity to serve as Stated Clerk. She thanked her husband and family for their support, as well as the
10 many Presbytery members and commissioners she was privileged to work with.

11 Dr. Glover asked that Elder Howell, Elder McMillan, Rev. Durnell, Dr. Joiner, Elder Robin Thomas, and
12 Rev. Ray Thomas gather at the font. Dr. Glover then offered a prayer.

13
14 The Presbytery recessed for lunch and cake in Courtenay Hall.

15
16 After lunch, the Moderator called the meeting back to order and offered a prayer.

17 **COMMITTEE ON MUTUAL SUPPORT**

18 Rev. Bobby Harding, chair of the Committee on Mutual Support, presented the committee's report. He
19 asked that commissioners remember to support and promote giving towards the Centsability program, which
20 provided grant money for hunger grant applications. Rev. Harding asked for help to better connect and support
21 the three UKIRK partners in Middle Tennessee, including maintaining a list of persons with expertise available
22 to the UKIRKs, particularly fund raising, ministry, property, etc.

23 Rev. Harding introduced the campus ministry pastors in the Presbytery, Rev. Claire Berry (UKIRK
24 Nashville [Vanderbilt and Belmont]); Rev. Micah Watson (UKIRK Middle Tennessee State University,
25 Murfreesboro); and Ms. Katie Orie (UKIRK Tennessee Tech University, Cookeville).

26 Each spoke of their work with their respective colleges and universities, and called attention to special
27 events and ways to support these ministries. They asked the Presbytery to continue in prayer for this important
28 ministry, and thanked the Presbytery for their continuing support.

29 Rev. Harding asked that Presbytery welcome Katie Orie, the newest campus minister, and the Presbytery
30 applauded Ms. Orie and welcomed her.

31 **COMMISSION ON MINISTRY REPORT**

32 Rev. Erin Howton-Angel, chair of the Commission on Ministry, presented the commission's report.

33 Judith Arnold / Westminster Presbyterian Church, Fairfield Glade

34 The COM approved the call and terms of call with Rev. Judith Arnold for Westminster Presbyterian
35 Church, Fairfield Glade, effective September 8, 2022, and approved the reception of Rev. Arnold from Southern
36 Kansas Presbytery. Rev. Arnold and persons present in support of her call were recognized and welcomed.

37 Michael Magee / First Presbyterian Church, Gallatin

38 The COM approved terms of call and the temporary pastoral contract between First Presbyterian Church,
39 Gallatin, and Rev. Michael J. Magee. Rev. Magee will be part-time beginning Nov. 1 and full time Jan. 1, 2023.
40 Scott Huie will serve as Rev. Magee's mentor. Persons present in support of Rev. Magee were recognized and
41 welcomed.

42 John R. Hilley / East Brentwood Presbyterian Church

43 The COM approved the call and terms of call to install Rev. John R. Hilley as pastor to East Brentwood
44 Presbyterian Church, effective January 1, 2023. Persons present in support of Rev. Hilley were recognized and
45 welcomed.

46 Warner Durnell / First Presbyterian Church, McMinnville

47 Rev. Warner Durnell's examination to serve as transitional minister at First Presbyterian Church,
48 McMinnville, was sustained, and the contract approved, by the Commission on Ministry.

49 John A. Smith / Examinations Task Force

50 Rev. John A. Smith has agreed to serve as Vice-Chair of the Examinations Task Force.

1 Downtown Presbyterian Church, Nashville / Pastor Nominating Committee

2 The COM received the names of the Pastor Nominating Committee for The Downtown Presbyterian
3 Church, Nashville: Matthew Abfalter; Stephanie Coleman; Debra Gentry; Jack Henderson; Jim Hoobler; Dixie
4 Williamson.

5 Adam DeVries / First Presbyterian Church, Nashville

6 The COM approved the dissolution of the associate pastoral relationship between Rev. Adam DeVries
7 and First Presbyterian Church, Nashville, effective November 13, 2022. The COM approved changing Rev.
8 DeVries' status to member-at-large.

9 Sarah Bird Kneff / First Presbyterian Church, Nashville

10 The COM approved the dissolution of the associate pastoral relationship between Rev. Sarah Bird Kneff
11 and First Presbyterian Church, Nashville, effective November 3, 2022.

12 Sarah Bird Kneff / First Presbyterian Church, Columbia

13 The COM approved the call to Sarah Bird Kneff as pastor of First Presbyterian Church, Columbia,
14 effective December 1, 2022. The COM approved the following terms of call: Annual Salary \$40,000; Housing
15 allowance \$34,000; Board of Pensions (37%) \$27,380; Social Security \$5,661; Professional / Continuing
16 Education Expenses \$3,000; Total compensation \$110,041; two weeks continuing education; four weeks
17 vacation; benefits as described in First Columbia Personnel Manual; relocation to Columbia area within six
18 months of beginning employment; payment of all reasonable moving expenses; family leave to be reviewed, and
19 with session's approval, the Presbytery policy will be followed; sabbatical leave as recommended by the
20 Presbytery; Mark Mueller to serve as mentor for at least six months. Persons present in support of Rev. Kneff
21 were recognized and welcomed.

22 Mark Calvert-Rosenberger / First Presbyterian Church, Springfield

23 The COM granted permission to Rev. Mark Calvert-Rosenberger, temporary supply at First Presbyterian
24 Church, Springfield, to administer the sacrament of baptism for a member's grandchild.

25 Annual Report Forms

26 Annual report forms have been emailed to Validated Ministers and Members-at-Large of the Presbytery
27 of Middle Tennessee.

28 First Presbyterian Church, Springfield / Central Christian Church, Springfield | Joint Congregational Witness

29 The COM learned that First, Springfield and Central Christian Church, Springfield, want to create a joint
30 congregational witness (a congregation of the PC(USA) and a congregation of another Christian church that
31 recognizes Jesus Christ as Lord and Savior, accepts the authority of Scripture, and observes the sacraments of
32 baptism and the Lord's Supper). This will not be accomplished by the November presbytery meeting but are
33 moving forward together in organic ways. The Committee on Church Transformation will need to approve these
34 legalities, then COM and then the Presbytery.

35 Mary Louise McCullough / Second Presbyterian Church, Nashville

36 The COM approved the dissolution of the pastoral relationship between the Rev. Dr. Mary Louise
37 McCullough and Second, Nashville as of October 1, 2022 by congregational vote on September 25, 2022. The
38 COM granted Dr. McCullough the status of Honorably Retired effective September 30, 2022. Rev. McCullough
39 was granted the status of Honorably Retired.

40 Michael Wilson / Second Presbyterian Church, Nashville

41 The temporary associate pastoral relationship between Rev. Mike Wilson and Second, Nashville ended
42 September 30, 2022. The COM approved the dismissal of Rev. Wilson to the Presbytery of Lake Erie, to accept
43 a call, effective October 1, 2022.

44 Evelyn Graham / Second Presbyterian Church, Nashville

45 The COM approved Rev. Evelyn Graham as Moderator of the Session of Second Presbyterian Church,
46 Nashville, and approved her work with administrative duties at Second.

47 Ministerial Compensation

48 The COM reviewed the Ministerial Compensation Policy, and proposed changes. The COM will
49 recommend to Presbytery that full time in the policy means 35 hours or more per week.

1 Joel Kelly

2 The COM moved Rev. Joel Kelly to Honorably Retired status, and dismissed him to the Presbytery of
3 Central Florida, effective June 1, 2021.

4 Amendments to Ministerial Compensation

5 Rev. Howton-Angel reported the COM recommended the following amendments to the Ministerial
6 Compensation document (additions are shown with underline; deletions are shown with ~~strikethrough~~):

7 **MINISTERIAL COMPENSATION POLICY**

8 The compensation paid and/or furnished to a full-time teaching elder should appear reasonable, just, and
9 fair to the leaders of a congregation, to a majority of the members of a congregation, and to the teaching
10 elder. Remuneration for services rendered by the teaching elder should be in line with the income levels of
11 the area in which that service takes place. The teaching elder is a trained professional with responsibilities
12 for which the Church has required preparation and training.

13
14 Each congregation in the Presbytery, through its Session and its teaching elder(s), should annually discuss
15 compensation.

16 **SECTION I MINIMUM EFFECTIVE SALARY**

17 The Presbytery sets the Minimum Effective Salary requirements for full-time (minimum of 35 hours / week)
18 teaching elders in installed positions at 80% of the Churchwide Median Salary as established annually by
19 the Board of Pensions. Minimum Effective Salary for part time teaching elders should be pro-rated based
20 on 80% of the Churchwide Median. These figures will be reported annually to be effective for the following
21 calendar year. *"Effective Salary" is defined as the combination of cash salary and housing.*

22 For 2023, the Churchwide Median Salary is \$64,800; **therefore the Minimum Effective Salary is \$51,840.**
23 Exceptions may be allowed with approval of the Commission on Ministry.

24 Other requirements include:

25 a. For installed teaching elders, full dues to the Benefits Plan of the Board of Pensions (39% of
26 Effective Salary as defined by the Board of Pensions), in Pastor's Participation. ~~The cost of family coverage~~
27 ~~shall be covered for full time installed teaching elders.~~ Temporary pastors, working at least 20 hours per
28 week, may be enrolled in Minister's Choice, with the cost set at 10% of effective salary, payable by the
29 church, or in Pastor's Participation.

30
31 Rev. Howton-Angel stated the Commission on Ministry wanted to make clear that this is a policy, so
32 "Policy" was added to the title. She stated that changes in Section 1, Minimum Effective Salary, make clear that
33 full time is a minimum of 35 hours per week, and this policy applies to full time teaching elders in installed
34 positions. Compensation for persons in part time installed positions should be pro-rated based on the full time
35 formula. She reported the other change in Section 1 relates to benefits in the Benefits Plan of the Board of
36 Pensions. All installed teaching elders, full or part time, must be enrolled in Pastor's Participation. Teaching
37 elders in temporary pastoral relationships, who work at least 20 hours / week, can be enrolled either in Minister's
38 Choice, or in Pastor's Participation. Dues for either plan are to be paid by the church.

39 There was a concern about clarifying benefits for part time installed teaching elders, and the motion to
40 amend by adding "full and part time" in section a. so the sentence would read, "For full and part time installed
41 teaching elders, full dues to the Benefits Plan of the Board of Pensions (39% of Effective Salary as defined
42 by the Board of Pensions), in Pastor's Participation. . ." was made and seconded. After discussion, the
43 amendment was approved.

44 The following recommendation, as amended, was approved.

45 **MINISTERIAL COMPENSATION POLICY**

46 The compensation paid and/or furnished to a full-time teaching elder should appear reasonable, just, and
47 fair to the leaders of a congregation, to a majority of the members of a congregation, and to the teaching
48 elder. Remuneration for services rendered by the teaching elder should be in line with the income levels of
49 the area in which that service takes place. The teaching elder is a trained professional with responsibilities

1 for which the Church has required preparation and training.

2
3 Each congregation in the Presbytery, through its Session and its teaching elder(s), should annually discuss
4 compensation.

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7 teaching elders in installed positions at 80% of the Churchwide Median Salary as established annually by
8 the Board of Pensions. Minimum Effective Salary for part time teaching elders should be pro-rated based
9 on 80% of the Churchwide Median. These figures will be reported annually to be effective for the following
10 calendar year. ***"Effective Salary" is defined as the combination of cash salary and housing.***

11 For 2023, the Churchwide Median Salary is \$64,800; **therefore the Minimum Effective Salary is \$51,840.**
12 Exceptions may be allowed with approval of the Commission on Ministry.

13 Other requirements include:

- 14 a. For full and part time installed teaching elders, full dues to the Benefits Plan of the Board of Pensions
15 (39% of Effective Salary as defined by the Board of Pensions), in Pastor's Participation. Temporary
16 pastors, working at least 20 hours per week, may be enrolled in Minister's Choice, with the cost set at
17 10% of effective salary, payable by the church, or in Pastor's Participation.

18 Rev. Mary Louise McCullough

19
20 Rev. Howton-Angel asked that the Presbytery recognize Dr. Mary Louise McCullough's ministry. Ruling
21 Elder LeAnne McComb spoke to Dr. McCullough's ministry at Second Presbyterian Church, Nashville, and
22 called attention to her gifted preaching, support of social justice issues, and her pastoral care. Dr. McCullough
23 thanked the Presbytery "for being the Presbytery that you are" and stated she was fortunate to be at Second when
24 she was, and she was grateful for Second Presbyterian Church and the Presbytery of Middle Tennessee. Rev.
25 Howton-Angel then offered a prayer for Dr. McCullough and her ministry.

26 **COMMITTEE ON CHURCH TRANSFORMATION**

27 Rev. Chris Adams, chair of the Committee on Church Transformation, reported the committee has grant
28 funds available for churches who wish to consider transformation, or assessment of ministries, etc. If interested,
29 please contact him for more information.

30 Rev. Adams also called attention to Officer Training for churches with part time pastors, to be held in
31 January, that he will lead. Anyone interested could contact him for more information.

32 **PROPOSED AMENDMENTS TO THE RULES OF DISCIPLINE**

33 Therese Howell, Stated Clerk, reported the Administrative Committee asked that the Presbytery consider
34 the *Book of Order* amendments proposed by the 225th General Assembly (2022), related to the Rules of Discipline
35 at this meeting. The remainder of the amendments will be voted on at the February 2023 stated meeting.

36 The Stated Clerk presented the four amendments, 22-CC, 22-DD, 22-EE, and 22-FF, which are proposed
37 changes to the current Rules of Discipline, along with amendment 22-GG, a complete revision of the Rules of
38 Discipline. There were no questions or discussion, and all five were approved.

39 **REPORT OF THE CO-EXECUTIVE PRESBYTERS**

40 Co-Executive Presbyters Robin and Ray Thomas each reported on their work. Rev. Thomas spoke of the
41 staff changes, and noted these were the result of leadership and discernment over a period of 10 months with the
42 Personnel Task Force on what was best for the Presbytery, and what was financially feasible. He reported that
43 the Presbytery will have meeting space at Second Presbyterian Church, Nashville, beginning in December, and
44 interviews were scheduled for next week for persons interested in the Operations Coordinator position. He
45 thanked the Presbytery for their prayers, support, and encouragement, and he looked forward to the new year with
46 new leadership and new opportunities to grow.

47 Robin Thomas stated that it had been and continues to be a privilege to serve the Presbytery of Middle
48 Tennessee alongside her best friend and trusted colleague. She spoke of their work in the Presbytery, and their

1 desire to strengthen relationships. She will continue to pray for Presbytery’s leaders in the coming year, and she
2 asked the Presbytery to pray for the new stated clerk and Ray as they transition into their new roles and
3 responsibilities. Robin thanked the Presbytery for their patience and trust, and their prayers and support.

4 The Moderator thanked Ray and Robin for their reports, and stated she was grateful for Robin’s gracious
5 ministry. The Presbytery offered applause for Robin.

6 **UNFINISHED BUSINESS**

7 The Moderator called for unfinished business, and there was none. The Moderator announced the 151st
8 Stated Meeting of the Presbytery of Middle Tennessee would be held on Saturday, February 11, 2023, via Zoom.

9
10 The motion was made, seconded, and approved without objection, to adjourn after a closing prayer by the
11 Moderator.

12
13
14
15 Therese P. Howell
16 Stated Clerk

Teaching Elders

_P_Adams, Chris
 _E_Anderson, David
 _P_Anderson, Rosanna
 _P_Angel, Erin Howton
 _P_Angel, Jonathan
 _P_Arnold, Judith
 _E_Asbury, Beverly
 _E_Bagley, Tom
 _E_Barger, Bill
 _E_Berger, Will
 _P_Berry, Claire
 _E_Bird Kneff, Sarah
 _E_Bradley, Michael
 _E_Bray, Linda
 _P_Bryan, Mark S.
 _E_Bryant, William T.
 _E_Burgener, John "Bo"
 _E_Caldwell, Elizabeth
 _E_Canon, Amelia
 _E_Carrell, Len
 _P_Casner, Paul
 _E_Catoo, Lee
 _E_Cejka, III, Joseph
 _E_Cheetham, John T.
 _E_Cheifetz, Laura M.
 _P_Chuquimia, Teddy
 _E_Clewer, Harry
 _E_Coates, Coleman Lewis
 _P_Cox, Meredith
 _E_Crawford, John
 _E_Crumpler, David
 _E_Danner, Charles
 _P_Davis, Michael
 _P_DeVries, Adam
 _E_DeVries, Mark
 _P_Drake, Donovan
 _P_Durnell, Warner R.
 _E_Early, Kim Maphis
 _E_Early, Robert
 _P_Edington, Sherard
 _E_Eisenmenger, David
 _E_Estafanos, Samy
 _E_Fraser, Carrie
 _E_Gasser, Anna D.
 _E_Gay, Andy
 _E_Gerber, David
 _E_Gilliam, Elizabeth
 _E_Gilliss, Martha Schull
 _P_Glover, Gregory
 _E_Glover, Leslie
 _E_Gordon, Stuart
 _E_Graham, M. Evelyn
 _P_Griffith, Guy D.
 _E_Groves, Lindsey
 _E_Gundersen, Carl A.
 _E_Gung, Justin
 _P_Gunter, Keith
 _E_Hamman, Jaco
 _E_Handson, Pat
 _P_Harding, Bobby
 _E_Harkness, David
 _E_Harrell, James E.
 _E_Hassall, Harry S.
 _P_Hawthorne, Blake
 _E_Hermann, Lisa C.
 _P_Herring, Jane
 _P_Hilley, John R.
 _P_Hinkle, Jr., John
 _E_Hodgson, Peter
 _E_Hoechst, Jeanne'
 _E_Horn, John
 _E_Hudnut-Beumler, Heidi
 _E_Hudnut-Beumler, James
 _P_Hughes, Sally
 _P_Huie, Scott
 _E_Hunter, Jeannie
 _E_Jarvis, Jennifer
 _E_Johnson, Charles N.
 _P_Joiner, Christopher A.
 _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
 _E_Kidd, David
 _E_Kim, Yoon Min
 _E_Klein, Candice

P - Present
 E - Excused

November 11, 2022 Stated Meeting Roll

_E_Knight, Carole
 _P_Lancaster, Jimmie
 _P_Larson, John
 _E_Leftwich, Phil
 _E_Lewis, John
 _E_Lipsey, McCurdy
 _E_Logan, Gail
 _P_Magee, Michael J.
 _P_McCaw, Beth
 _E_McClure, Annie
 _E_McCormack, Robert E.
 _E_McCullough, John
 _P_McCullough, Mary Louise
 _E_McKinsey, Sally Ann
 _P_McLaughlin, Michael D.
 _E_McMillion, Claude
 _E_McVey, Bruce
 _E_Moffatt, III, Charles L.
 _E_Montgomery, Robert
 _P_Moore, Ryan
 _E_Moran, James A.
 _E_Mueller, Mark
 _P_Mueller, Toby
 _E_Muse, Perry
 _E_Musgrave, John
 _E_Musick, Steve
 _E_Nally, Sara
 _E_Nash, Jim
 _E_Neil, Richard
 _E_Newsom, Ernest B.
 _E_Nichols, James A.
 _E_Nickell, Kay Pickens
 _P_Nyhuis, Jule
 _E_Paddon, Richard
 _E_Padget, Donald
 _P_Page, Fred
 _E_Paterik, Roy
 _E_Patton, Tom
 _E_Pentecost, Mike
 _E_Picard, John Paul
 _E_Ramirez, Lilia M.
 _P_Randleman, Sandra
 _E_Rector, Stacy
 _E_Richardson, W. W.
 _E_Ritchie, Jeff
 A - Absent
 I - Inactive
 _E_Ritchie, Megan
 _E_Rogers-Vaughn, Annette
 _E_Romero, Larissa
 _E_Rouquie, Richard
 _E_Salyer, Carson
 _E_Salyer, Janet
 _E_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.
 _P_Smith, Shane
 _P_Smith, Shawn Thomas
 _P_Soderquist, Ann
 _E_Sous, Wael
 _E_Stauffer, Aaron
 _P_Stoker, Amy B.
 _E_Tate, Carol
 _E_Tennyson, Walt
 _P_Thomas, C. S. (Steve) III
 _P_Thomas, Ray
 _E_Thompson, C.J.
 _E_Thompson, Marjorie
 _E_Thompon Orfield, Rachel
 _E_Todd, John
 _P_Traylor, Leslie
 _E_Tuck, Janet
 _E_Tyndall, Thomas B.
 _E_Vasquez-Paredes, Gustavo
 _E_Venable, III, Sid
 _E_Walker, Thomas D.
 _E_Wallace, Morgan
 _E>Weingartner, Robert J.
 _E_White, Jack
 _E_White, Linda
 _P_Wilson, Amos L.
 _E_Wilson, Mike
 _E_Yang, Sunggu
 _P_Yates, Stephen
 _E_Zeigler, Richard

Ruling Elder Commissioners update

<u>Church</u>	<u>Represented By</u>	<u>Church</u>	<u>Represented By</u>
Alexandria, Liberty Hill		Lewisburg, Bethberei	1.
Allardt, First		First	2.
Alpine, Christ		Lynnville, First	Bruce Clark
Ardmore, Bethany		Manchester, First	
Belfast		McMinnville, First	
Bethpage, Oak Grove		Milton, Hopewell	
Brentwood, Brentwood First		Mt. Pleasant, First	
East	1. Paul Rein	Murfreesboro, First	1. Robert T. Hoffman
	2. Lavona Russel		2. John C. Murphy
Harpeth	1.		3. Bob Potts
	2.	Northminster	
Buffalo Valley	Shirley C. Puckett	Nashville, Bellevue	1.
Clarksville, First	1. Ken Giles		2.
	2. Phil Kemmerly	Donelson	1.
	3.		2.
Macedonia		Downtown	1.
Columbia, First	1. Ed Lancaster		2.
	2. Argie Satterwhite	Eastminster	1. Connie Hamblen
	3.		2.
Westminster		Emmanuel	
Cookeville, Double Springs		First	1. Becky Campbell
First	1. Jon Dugle		2. Kevin Garvey
	2. Donna Simpson		3. John Hollins, Jr.
Post Oak			4. Lyn Lassiter Kendrick
Cowan, Fellowship			5. Sharon Schweinhart
Crossville, Calvary	1.		6.
	2.	Glen Leven	7.
Culleoka, Central			1.
Decherd			2.
Dickson, First	Vicky McMillen	Glenclyff	Betty Currey
Pond		Hillsboro	1.
Fairfield Glade, Westminster	Cori Gohson		2.
Fayetteville, First	1.	Hillwood	1. Bob Cooper
	2.		2.
St. John		Korean	1.
Franklin, First	1.		2.
	2.	Priest Lake	
	3.	Second	1.
Historic	1. Susan Henry		2.
	2. Debra Van Derveer		3.
New Hope		Southminster	
Gallatin, First	1.	St. Andrews	1. Ronald E. King
	2.		2. Gene A. Shade
Sudanese		Trinity	1. Roger Cunningham
Hendersonville, First	1. Missie Colson		2.
	2.	Westminster	1. Rhea Bucy
New Creation			2. Janet Kuhn
Hermitage	1. Renee Dugger		3. Fran Linley
	2.		4. Virginia Reynolds
Lawrenceburg, First			5.
Lebanon, First	1. Mickey Stueck		6.
	2.	Woodland	Cliff Mundy
Spring Creek		Normandy	

<u>Church</u>	<u>Represented By</u>
Old Hickory Petersburg, First Pulaski, Brick Church First	1. Brenda Dees 2.
Readyville, Cripple Creek Shelbyville, First	1. Christy Jensen 2.
Silver Point, Mattie Smith Smyrna, First	1. Johnnie Leonard 2.
Sparta, Blue Spring Hickory Valley Robinson Chapel Spring Hill, First Springfield, First	Shelby Smith 1. Ross Thomas 2.
Milldale Thompson Station, Bethesda Tullahoma, First	1. Bethany Sterling 2.
Watertown, First Waverly, Ellis Grove	

Commissioned Ruling Elders

Leonard Jordan, St. Andrews

Ruling Elders, Voice and Vote:

Steve Douse, Treasurer; Therese Howell, Stated Clerk; Geeta McMillan, Administrative Committee; Cristi Scott Ligon, Moderator; Hal Sauer, Finance Committee; Robin Thomas, Co-Executive Presbyter

Corresponding Members, Voice, without Vote:

Bill Caruso, CCE (Retired); Jason Lascuito, Glenciff Nashville; Ryan Moore, NaCoMe; Rick Robinson, Mildale, Springfield

Visitors:

Diana J. Brown, St. Andrews; Donnie Harris, Westminster Fairfield Glade; Carol Hill, Westminster Fairfield Glade; Greg Howell, First Franklin; Jill Lancaster, Retired Minister's Wife; Shane Noelle Molette, St. Andrews; Alan Smith, Westminster Fairfield Glade; Ruby D. Smith, St. Andrews; Jim Stueck, First Lebanon; Danny Yerby, Westminster Fairfield Glade; Sabrina Yerby, Westminster Fairfield Glade;

Illegible:

J Benchhagan Westminster Fairfield Glade

Attachment B

Presbytery of Middle Tennessee Job Description: Executive Presbyter

Purpose

The Executive Presbyter serves as the chief executive officer and head of staff for the Presbytery of Middle Tennessee, with responsibility to administer all operational functions of the Presbytery and act as its leader, demonstrating a pastoral and compassionate presence, encouraging, supporting, and celebrating the full spectrum of ministry and mission within our bounds. This position is defined and driven by the guiding principles and practices documented in the Mission and Operations Manual.

The Executive Presbyter will work with the Presbytery in fulfilling its mission by:

- Developing relationships of love and trust, cultivating its overall health, addressing changing needs, naming challenges, engaging crucial conversations, and celebrating successes
- Generating increased trust, inclusion, and vital connections with and between congregations and ministers, with an eye, and voice, toward growth in innovation and diversity
- Working in collegial relationships with Presbytery leadership; consulting and coaching, collaborating and creating, equipping and empowering
- Managing the business and operational processes of the Presbytery
- Facilitating the Presbytery's exploration of new and adaptive approaches to mission and ministry
- Identifying dysfunctions, barriers, and exclusionary practices within the Presbytery and contributing to the possible resolutions

Relationships

The Executive Presbyter will be accountable to the Presbytery through its Administrative Committee, working in close relationship with the Personnel Task Force. He/She will:

- Serve as Presbytery staff for all commissions, committees, task forces, teams, and work groups
- Serve as Presbytery resource staff for special task forces and Administrative Commissions as appointed by the Moderator or elected by the Presbytery
- Represent the Presbytery with denominational entities: PDA, PILP, Board of Pensions, Presbyterian Mission Agency, Presbyterian Foundation, General Assembly, Synod of Living Waters
- Supervise professional staff members: Stated Clerk and Operations Coordinator
- Oversee the performance of the Presbytery's contracted workers: Accountant

Resources

The Presbytery will provide access to a laptop computer, reimburse cell phone service @ \$75 per month, and Bria remote phone app subscription. Training and access will be provided for the database (POMA) and cloud document storage (One Drive). Participation in conferences deemed relevant to the position will be supported by the Presbytery. These will include annual dues in the Association of Mid-Council Leaders Group and attendance at its annual conference, and involvement in the Synod EP Forum.

Essential Skills, Gifts, and Experiences

- Strong understanding and articulation of Reformed Theology. Creates space for a range of theological understanding. Exhibits curiosity and respect for other faith traditions while maintaining clarity and support of our Presbyterian traditions.
- Ability to develop valued cross-cultural relationships, with humility and genuine engagement in the interests of others
- Must be a member in good standing, as Ruling Elder or Minister of Word and Sacrament, in the Presbyterian Church (U.S.A.)
- Basic knowledge of denominational structures and resources
- Proven ability to listen, empathize, assess, and use adaptive approaches to opportunities and problem-solving. Can articulate a practical theology of change and transformation, recognizing challenges, and identifying the key and distinctive roles of session and ministers
- Demonstrated ability to mediate complex and conflicted situations, apply family systems theory, and mentor others in conflict resolution approaches. Able to navigate, interpret, and resource churches and pastors during significant transitions
- Exhibit tenacity, grace, flexibility, and receptivity when faced with unanticipated or sizable challenges. Bring non-anxious presence and mature self-awareness in times of grief, stress, and conflict. Able to exegete unspoken sub-texts which may lead to breakthroughs
- Self-differentiated person who can enter ambiguous or unclear territory with emotional balance, confidence, and agility
- Observes healthy boundaries, self-care, and spiritual discipline
- Punctual, reliable, well-organized, effective communicator, flexible and able to triage priorities
- Courage and grace to speak hard truths and set the thermostat for open, honest, inclusive, and vulnerable conversations

Accountability: The Executive Presbyter will be accountable to the Administrative Committee through the Personnel Task Force. Evaluations will be conducted by the Personnel Task Force after the first full year, followed by evaluations every two years.

July 25, 2022 – Proposed to the Personnel Task Force

Attachment C

Operations Coordinator job posting

Purpose:

The Operations Coordinator shall provide communication and administrative support to the Presbytery and its committees and assist with all operational functions of the Presbytery.

Primary Responsibility:

To connect the leaders and congregations of the Presbytery with the resources needed for effective mission and ministry of the Presbytery of Middle Tennessee.

General Responsibilities:

- In collaboration with the Executive Presbyter, facilitate communication within the Presbytery by means of generating a semi-monthly eNews, maintaining a calendar of meetings and events and keeping the website up to date, attractive, and the go-to place for resources and information.
- In collaboration with the Stated Clerk post Presbytery meeting packets and assist in Presbytery meeting preparations and day-of logistics
- Maintain the Presbytery database and support other operational needs.

Essential Skills, Gifts, and Experiences:

- Collaborative team-player, invests in best outcomes for staff colleagues, Presbytery leaders, ministers, and churches
- Able to establish trusting and healthy professional relationships with a wide variety of people, while consistently representing the values, practices, and mission of the Presbytery
- Finds joy in wading into details, initiating communications, and managing time and priorities effectively
- Trustworthy, approachable, prompt in responses, and respectful in all interactions
- Maintains confidences and practices healthy boundaries
- Working knowledge of Mailchimp and WordPress would be preferred

Compensation, Classification, and Schedule:

The Operations Coordinator is a part-time, exempt position scheduled for 20 hours per week and paid on an hourly basis. The schedule and location of work (home, meeting space, elsewhere) may vary weekly based on meeting locations and work priorities at that time. This position will be governed by the PMT Personnel Policies at time of employment. Compensation will be \$20 per hour and an optional medical benefit is also available.