

Memorandum

To: Commissioners, Members, and Attendees

From: Mary Catherine Sevier, Stated Clerk, Presbytery of Middle Tennessee (contact: sc.midtennpres@gmail.com)

Re: Call to 162nd Stated Meeting of the Presbytery of Middle Tennessee to be held November 8, 2025

Date: October 30, 2025

Please find attached the packet including the agenda, reports, and other relevant documents pertaining to the 162nd Stated Meeting of the Middle Tennessee Presbytery, which will be held Saturday, November 8, 2025 at NaCoMe Campground, 3232 Sulphur Creek Road, Pleasantville, TN, 37033 in the Rosebud Building. In keeping with the standing rules of the presbytery, this packet is distributed at least seven days before the meeting.

The Registration link for the meeting is below; you can find the links on the presbytery website as well.

<https://pbymidtn.org/meeting-registration/>

The word will be proclaimed by Candidate for Ordination Patrick Woolsey, and the offering will go to the Centsability fund and will be matched by the Presbytery.

In the packet, titled “162nd Stated Meeting Main Agenda and Materials” you will find the following:

--Map and Parking instructions for NaCoMe

--Agenda

--Reports from various committees, commissions, taskforces, the Stated Clerk, and the Bridge Executive Presbyter.

--The Visioning Leadership Team’s report

Additionally, you will find the Consent Agenda and materials at the end of the packet, including the minutes and roll of the 161st Stated Meeting.

Registration will begin at 9:30 am, the meeting will convene at 10:00 am with worship, and the NaCoMe staff is graciously hosting attendees for lunch. Those who do not register by October 31st will not be able to have the provided lunch; the link to register was previously sent on October 22nd.

The meeting is scheduled to conclude by 3:30 pm. There will not be break out sessions at this gathering.

Here are the ways to give to the offering: ▲ send a check to the Presbytery office (1113 Murfreesboro Rd, Suite 106, #216, Franklin, TN 37064)

▲ go to the presbytery website, www.pbymidtn.org, and click the “Give Now” button

▲ scan the QR Code on the agenda which will direct you to the presbytery website.



Na Co Me CAMP MAP

Presbytery of Middle Tennessee

162nd Stated Meeting Main Agenda and Materials

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.

**THE ONE HUNDRED SIXTY-SECOND STATED MEETING
THE PRESBYTERY OF MIDDLE TENNESSEE
AGENDA OF NOVEMBER 08, 2025
CAMP NaCoMe, Rosebud Building**

9:30 am		Registration (Order of the Day in CAPS)
9:45 am		Orientation for First Time Commissioners – Mary Catherine Sevier(10 min)
10:00 am	1.	CONVENE <ul style="list-style-type: none">• Establishment of Quorum• Adoption of Agenda and Consent Agenda• Seating of Corresponding Members• Recognition of First Time Presbyters
10:10 am	2.	Worship <ul style="list-style-type: none">• Sermon: Patrick Woolsey, Candidate for Ordination• Service of Necrology/All Saints Remembrance• Offering: Centsability Food Insecurity program
11:15 am	3.	REPORTS (numbers indicate order in packet)
11:20 am		(1) Commission on Ministry – Rev. Dr. Amy Busse Stoker (30 mins) <ul style="list-style-type: none">○ Examination for ordination: Patrick Woolsey○ Examination for Receipt to PC-USA: Rev. Joy Warren
11:50 am		• (2) Nominating Task Force – Leonard Jordan (10 minutes)
12:00 pm		• (3) Personnel Task Force – Lavona Russell (15 minutes) <ul style="list-style-type: none">○ Introduction of Temporary Executive Presbyter○ Introduction of Temporary Stated Clerk
12:15 pm		• (4) Administrative Committee, Part I – Chris Williams (15 mins)
12:30 pm		LUNCH/BREAK
1:30 pm		RECONVENE <ul style="list-style-type: none">• (4) Administrative Committee, Part 2-Chris Williams (60 mins)

- Presentation of Visioning Team Report (Team Chairs, Barbara Halverstadt and Hannah Cruse)
- 2:30 pm • (5) Finance Committee—Evelyn Graham (15 minutes)
 - 2026 Budget
- 2:45 pm • (6) Committee on the Preparation for Ministry – Lisa Hermann (15 minutes)
 - Examination of Kimberly Coward and disposition of request to move to candidacy
- 3:00 pm • (7) Committee on Church Transformation - John Hilley (15 minutes)
- 3:15 pm • (8) Stated Clerk Report – Mary Catherine Sevier (5 minutes)
- 3:20 pm • (9) Bridge Executive Presbyter’s Report – Terry Newland (5 minutes)

OLD BUSINESS

3:25 pm

3:30 pm

ANNOUNCEMENTS and ADJOURNMENT
 163rd Stated Meeting, Saturday, February 7, 2026,
 Nashville Korean, Brentwood TN
 Closing Prayer
 Adjournment

****Here are the ways to give to today’s offering: ▲ send a check to the Presbytery office (1113 Murfreesboro Rd, Suite 106, #216, Franklin, TN 37064)
 ▲ go to the presbytery website, www.phymidtn.org, and click***

the “Give Now” button

▲ scan the QR Code below which will take you to the donation page



COMMISSION ON MINISTRY
Report to the Presbytery of Middle Tennessee
November 8, 2025

INFORMATION

1. The Commission meets on the second Tuesday of the month in hybrid format at 4:00 pm. It receives reports from the Bridge Executive Presbyter and the Stated Clerk.
2. The Commission hears reports from active Administrative Commissions on a quarterly basis and reports those to the Presbytery.

ADMIT TO RECORD

- Approved installation commission for Rev. Taylor Young, FPC Gallatin, scheduled for Sunday, September 21, 2025, at 3 pm. [minutes to be included in the permanent record]
- Approved retirement of Rev. Heidi Hudnut Beumler from Westminster Presbyterian Church, Nashville effective May 23, 2025.
- Approved Ruling Elder Rob McNutt to be added to the Pulpit Supply List following examination by the Exam Team.
- Approved adding currently serving CREs to be added to Pastoral Care funds.
- Approved Terms of Call for temporary Co-Pastor Rev. Joy Warren, Trinity Presbyterian, pending successful completion of the examination/approval by the Presbytery.
- Approved Rev. Courtney Veazey into PMT effective September 1, 2025.
- Approved Priest Lake Presbyterian Church's request to form a PNC. Members elected are: Jon Loudermilk, Jeff Binns, Chelsea Glasme, Lisa Blowstone, and Tom Tozer.
- Approved Normandy PC request to form PNC. Members elected are: Suzie Lowe, Mark Riley, Kevin Auwater, Madeline Redford, and Brenda Hitt.
- Approved Calvary, Big Lick to form PNC. Members elected are: Judy Venable, Vickie Rhea, Bill Beckett, Lindsey Thompson, Martha Weaver.
- Approved First Nashville request to form APNC. Members elected are: Charlie Bryan Jr., moderator, Mary Daniel Danieley, Betsy Funk, Carrie Hininger, John Ridenour and Lauren Ross.
- Approved Milldale request to form PNC. Members elected are: Joy George (chair), Cindy Aucker, James Trotter
- Approved the dismissal of the Rev. Shawn Thomas Smith, formerly Smyrna First, to the Greater Atlantic Presbytery effective August 1, 2025.
- Approved the dismissal of the Rev. Stephen Yates, formerly Tullahoma First, to the Presbytery of East Tennessee, effective August 10, 2025.
- Approved the interim contract for Rev. Jim Moran at Tullahoma First for one year effective September 1, 2025.
- Approved Rev. Evelyn Graham to move to Member-at-Large.
- Approved the reception of Diarmuid O'Hara from East Tennessee Presbytery to PMT.
- Approved the endorsement for licensure to pastoral counseling in North Carolina for Rev. Jeannie Hoescht.

- Approved the installation commission for Rev. Stephanie Boaz, Westminster, Nashville, scheduled for September 21, 2025, at 11:00 am. [minutes to be included in the permanent record]
- Approved the installation commission for Rev. Courtney Veazey, Second PC, September 21, 2025, at 3:00 pm. [minutes to be included in the permanent record]
- Approved ordination/installation commission for Rev. Mallory Hammond, First Presbyterian, Nashville, scheduled for September 14, at 3:00 pm. [minutes to be included in the permanent record]
- Approved revisions to the Sabbatical Policy.
- Approved Rev. Aaron Stauffer's dismissal to Heartland Presbytery.
- Pending approval of Presbytery, approved the installation commission of Rev. Joy Warren, scheduled for November 23, 2025, at 3 pm.
- Pending approval of Presbytery, approved the ordination/installation of Patrick Wolsey at FPC, McMinnville, date to be determined.
- Approved mediation training for leaders in churches and the Presbytery March 2-6, 2026, cost per individual is set at \$500. The initiative was referred to the Finance Committee for approval.

RECOMMENDATIONS

- Approve and recommend for receipt to Presbytery the Rev. Joy Warren, a Cumberland Presbyterian Pastor, to co-pastor at Trinity Presbyterian Church, Nashville.
- Approve and recommend for ordination and installation Patrick Woolsey, FPC, McMinnville.

The shortest affirmation of faith I can make is this: God is love. But I probably need to unpack that a bit.

I grew up going to church in a tiny PCUSA church in SC. I never felt I was missing anything by being part of a small church. I went through Confirmation class by myself. I learned about the awe and majesty of God. I learned of the grace of Jesus Christ and the communion of the Spirit. I still believe those things today.

God created out of a sense of love and joy. We are caretakers of the beauty—both of the created environment around us and that of God’s people. We exercise our responsibility through our stewardship, our justice-seeking, and our belief that we are all connected. The Spirit continually calls to us, showing us ways to act and be in right relationship with God and with the created world.

God taught us how to live in the beloved community through the person of Jesus Christ, both fully human and fully divine. Christ reinterpreted the law with a restorative lens, showing us how to live together justly, lovingly, and with grace. At odds with the powers and principalities of this world, Jesus died by capital punishment of the day, but God’s no to the power of sin and death resurrected him from death.

Jesus had a radical and continual confrontation of powers and principalities. The church is called to pick up this challenge if we want to be like Jesus.

The sources of authority are often taught as Scripture, Tradition, Reason, and Experience. I like to draw a big S over it for the Spirit! I trust the direction of the Spirit, knowing I only glimpse glittering fragments that let me know I’m on the right track. I believe, through prayer and discernment, we can have more of the leadership and guidance of the Spirit.

In the church, our central aspect is worship. We must strive to make it all open and accessible to all who would join us. The more we bring to God, the more awe we will have for God’s work. The more vulnerable we can be, the more we will understand there is absolutely nothing that can separate us from the love of God.

In worship it is right and fitting to celebrate the sacraments. These are marks of God’s love that become present to our senses in the bread, juice, water and flow of the community as it participates. They bring something mysterious to the surface so we may experience these graces together as a community joined as we yearn to be more fully with God.

I believe a covenant community is vitally important. Navigating conflict is an important tool for church leadership. People will make mistakes, but love is worth the risk and covers the failures with grace.

I love a connectional church—connectional across geography, but also through time, weaving in and out of confessions made by God’s people throughout history. These confessions continue to speak to us today, reminding us we are reformed and always reforming!

Some favorite scriptures: Esther 4:14 Isaiah 58 Micah 6:8 Luke 4:16-21 Acts 17:22-31

Spiritual Autobiography

Rev. Joy Warren

When I was beginning fourth grade, my family moved in with my grandmother who was a widow. During Advent we had the Christmas tree and nativity scene in the formal living room. I remember lying under the Christmas tree in the dark room, staring at the nativity scene, an old cardboard barn scene with small, ceramic people and animals that seemed about two hundred years old. There was a small light in a hole at the top for the star. The star called to me. I didn't understand it, and that was ok. I just knew, under the tree, this scene of hospitality amongst the animals and cardboard...there was something mysterious and much larger than I could imagine. And I felt that I was present at that scene somehow. Or that the scene was present in me.

As a young teenager and member of a very small PCUSA church in Wellford, SC, I joined a group with Rural Missions on a trip to the coast. One night our group went to the battery in Charleston. While the group was walking around or hanging out on the deck swings, I walked down to the railing by the water at the port. I remember wrapping my arms over the big rail and looking straight down into the water. It was completely dark and very deep. I remember thinking I could slip down into the water and nobody would notice; I would be so small in something so enormous and disappear. In that moment, I felt God know me in that smallness. I felt the importance of myself and every created thing. We matter.

Many years later, when I was married and had two small children, my husband had just finished graduate school and was settled in his job. I was searching the web for graduate programs in economics and landed on the class "Spirituality and Social Justice" at Memphis Theological Seminary somehow. I knew with 100% certainty I would be in that class. It was midnight and I woke up Chris to say..."I think I'm called to ministry, but I'll be 38 when I finish school!" "Or you'll be 39 or 40 or...however old you are until you finally accept it," he said. And I knew he was right. That fall I was in that class in Memphis wondering how in the world I was going to commute nearly four hours one way every week for three and a half years. During the second week I went to visit the chaplain who told me to remember my call when things seemed impossible and just take the next step in front of me. And that's what I did.

My time in seminary was glorious! I met a very diverse group of students who all could do nothing but follow the call. Nearly none of us knew what was ahead of us, but we were each taking that next step in faith. The rich Civil Rights history of the city and the school, the passionate midweek worship services, the intentional fellowship of my friends...all of this

helped make something that was nearly impossible to explain to anyone else actually possible and beautiful for me.

During that time, I began a practice of centering prayer. I interviewed someone who worked at Thistle Farms about how she sustained herself in the midst of such heart-wrenching work, and she had suggested the practice was what allowed her to keep doing the work. She told me it was hard to get started but then it was like breathing. She was right.

A few years later, I attended the Wild Goose Festival and took advantage of a session with a spiritual director who helped me develop an image of work I'd been doing trying to unify our denomination with another. The work was coming to an end for me, but it was not finished. We both had the image of a relay race – me with the baton with nobody to pass it to, and I had to set it down. As hard as it is to do that, when I had put so much of my effort and prayer and gifts into something, it reminds me that it is not my work in total. I am just called to be faithful to do the part I'm called to do. More recently, I realized I was a person who picked up that baton off the ground, one that had been left by someone...when? Discernment is vital because I can't pick up all the batons on the ground – believe me, I've tried!

In early 2022, I had to quit my job as an installed pastor. It was devastating, but I didn't let myself feel it. I went straight to work in a secular job, with a great salary and tremendous benefits. I began to feel God calling me to start something new, and I wondered what it might look like to start a new worshipping community with a strong emphasis on table fellowship and community-building, with emphasis on orthopraxy, not orthodoxy. I was praying about this as I was filling in for pastors on vacation, and a call began to come into focus. And then I got both sad and angry.

I was angry at my colleagues in ministry. None of them checked on me when I left installed church work. I was angry at my denomination who paraded cardboard cutouts of Louisa Woosley around like it was supposed to be a great deal they ordained the first woman, but *where were they actualizing God's call to women?* And in the midst of that grief and anger, I felt the peace of setting down the baton. It is time to leave. It is time to return to the church of my childhood, the one that was there for me with all my curious questions. And, although the sadness and hurt will remain, I also feel the joy and excitement of coming alive in the call of God. I feel the unknown around the corner and it is like a brisk, exuberant wind of change that promises I matter, my ministry matters, if only I will trust the call and take the next step.

Statement of Faith
Patrick J. Woolsey

When I speak of faith, I speak of my response to the one triune God who has covenanted Godself to us through the life, death, and resurrection of Christ. It is to that gracious experience that I confess and to that faith which my everyday walk, I hope, gives witness. It is the call to the witness of God's Word, written in scripture, voiced in proclamation, enacted and sealed in the sacraments, and seen in Christ that lives in the world today.

My faith speaks to the loving, sovereign triune God that has called me and continues to transform the world and me within it. I believe in God the Creator, Sustainer, and Ruler whose love for all human beings and indeed for all creation is most centrally seen in Jesus Christ, God's Son. Jesus, "God with Us," who, in his very human life, teaching, death, and resurrection, has liberated and reconciled us to Godself and modeled for us God's intention for us to be human. As we see in scripture, Jesus Christ modeled for us how to respond to God, to each other, to creation, finally to ourselves; and his death and resurrection made it possible for us to experience this new being expressed in love. This possibility for new existence is what I proclaim when I worship Jesus reigning in heaven, in divine community with the other persons of the triune Godhead. I know this because I have experienced the risen Christ through the work of the Holy Spirit who has continued to call me out of my deathliness, stubbornness, and obstinacy and into a wider experience of life - the kingdom of God. The Spirit has done this through the work of many faithful witnesses who kept Jesus in front of me, in the life of the Church, and in the sacraments whereby we are lifted to Christ's presence and sealed to Christ, in the proclamation of the Word of God, and the pages of the text.

The community to which I belong, the church, finds its origin and life in the gracious calling of God in Christ Jesus who liberates and reconciles a broken humanity to Godself. Its life is not its own but grounded in the loving and gracious work of God. Its purpose is to faithfully respond to that call, live in newness, and authentically give ongoing witness to the hope that is experienced in Jesus through its devotion and discipleship. So, while deeply personal, my faith is not solitary. Honored ancestors through the centuries have nurtured and guided me and still give authentic witness to this God. They speak to the Spirit's ongoing life and work and point to the horizon in front of us - the full reconciliation of all things in Christ.

God's presence is experienced in the proclamation of the Word and the sacraments of baptism and communion. In our proclamation, we hear God in the scriptures and see that God expressed as we faithfully respond. In the church's sacraments, we see the outward sign of God's inner work in our lives. God seals us, in baptism, to Godself in covenant, while in communion, we experience the future of that covenant made present, the banquet with Christ made possible by Jesus' death and resurrection. The former is where God singularly marks us as God's own while the latter is God's nourishment of our communal life together in eschatological hope and conviction of the God of life has not given up on us. All three are vital for the work that God call us to in newness and hope.

So, my faith is expressive of this newness and the hope that God in Jesus Christ through the empowerment and cleansing of the Spirit, gives me a future that speaks to something more

than brokenness and division. It gives me a new life, a new family, and a future toward which we all journey seen in Christ's work - the open horizon of God's love.

Spiritual Biography Patrick Woolsey

“The long and winding road...” may be an apt way to frame my spiritual biography. As for many of us, my journey to the PCUSA and to ordination in the denomination is, by no means a straight line. While I have always been inside church and have expressed those commitments throughout, my association has shifted over the years.

For me, the call to life in Christ gets embodied more specifically in a calling to the ministry of Word and Sacrament. I was reared in both my home denomination the Nazarene Church and a private school in the Reformed tradition from K-9. Because of this shaping, I felt called from an early age. I did not fully understand what being reared in two different traditions would do in regard to my later call but I am deeply appreciative of both. This call brought me to Trevecca Nazarene for college in Religious Studies where I learned first the elements of my faith and began the work of constructing an adult faith. Then, the call brought me to Columbia Theological Seminary for my M.Div. where I deepened my commitments to faith while I furthered my scholarship.

To answer the call, I made the decision to move into the mainline United Methodist Church after seminary. I no longer fit the Evangelical world after CTS. However, I would find that I would chafe under the appointment structure of UMC polity. My wife had also entered the process after working through Vanderbilt and we found that being a clergy couple in the appointment system was exceedingly difficult. After an appointment that put my wife and I geographically distant, I struggled with my place in the church. I was declined by the Board of Ordained Ministry for ordination due to my experience of the appointment system on my marriage. I found out that I made a poor Methodist if I wanted to keep my marriage.

What came out of that painful time was CPE. I had started a residency at the VA in Nashville and found I enjoyed the form of ministry to vets like we had in my family. It allowed me to rehabilitate my sense of call. I then moved to a supervisory fellowship at UT Knoxville Medical Center where I thought about CPE supervisory for another two years. While I eventually found that was not my path, it allowed me to reaffirm my sense of call but be open to new forms.

My wife and I set out for Chattanooga where I oddly got a job teaching introduction to the Hebrew Bible and New Testament in a public school. I was able to use my teaching gifts and academic skills to put together two Religious Studies classes on our text. While my wife found her way in her own calling, eventually leaving parish ministry and starting her own non-profit, Beloved Woman, I shifted my membership to the PCUSA and, after a few years, moved back into an ordination process.

Of course, I freely admit that my route to the PCUSA has been circuitous. However, as Calvin opined about using nature in the Lord's Supper to bring about reconciliation, “God..uses all the elements to serve His glory” (Inst. IV, xiv, 1294). *Mutatis mutandis*, my journey isn't forsaken for a sovereign God. My past is not an issue to be overcome but proof that Jesus holds me fast and a deep experiential base from which to do ministry. It is an expression of God's providential care that “all things, in fact, come to us not by chance but by his fatherly hand” (Heidelberg Catechism, 4.027, Q. 27). My journey has exposed the richness in God's leading and to a deeper confession of Christ's hold upon my life. I hold fast to this Reformed belief of Christ's hold upon my life.

The stories that I have been fortunate to share over the years have led me to a deeper notion of the mystery of God and of Christ's graciousness. People want to know if their lives are forsaken. If the brokenness they see is all there is or if their own winding journeys are absent of

God. The God that I see in Jesus Christ speaks to a different reality at work that points to a future that is wholly God's and is given to us as a gracious gift. To lead a people as a teaching elder in confessing this good news is how I see God still calling me in the PCUSA. Journeys can be winding but God is present.

MINUTES

Installation Commission for Stephanie Boaz
Westminster Presbyterian Church
Nashville, Tennessee

Sunday, September 21, 2025 11 ^A P.M.

The Installation Commission appointed by the Presbytery of Middle Tennessee to ordain and install the Teaching Elder Stephanie Boaz as Pastor met at the Westminster Presbyterian Church of Nashville, Tennessee, on Sept. 21, 2025 at Westminster Presbyterian Church at 11 P.M. Members present were:

Teaching Elders

The Rev. Donovan Drake, Pastor of Westminster Presbyterian Church of Nashville
The Rev. Guy Griffith, Pastor of " Presbyterian Church of "
The Rev. Bridgett Green, Pastor of " Presbyterian Church of "
Member @ Large, Charlotte Presbytery

Ruling Elders

Anne Keener, 1st Presbyterian Church of Franklin
Virginia Reynolds Westminster Presbyterian Church of Nashville

Invitation to sit with the Commission:

Rev Ashley Hyslop, Westminster Presbyterian Church of Nashville
RS Bob Miller, Westminster Presbyterian Church of Nashville

The Commission was called to order by the Chair of the Commission J. Christopher Williams and Virginia Reynolds was appointed Clerk of the Commission by the Chair. The Chair offered the opening prayer. The Order of worship for this Installation Service was reviewed with the constitutionally required elements for such a service found to be in place. By common consent the Order of Worship was adopted and a copy of the printed program will be attached to these minutes.

The Commission recessed to the Sanctuary for the Service of Worship with the Chair presiding. The Sermon was preached by Donovan Drake. The constitutional Questions were propounded to Stephanie Boaz by the Chair and they were answered in the affirmative. The Constitutional Questions were propounded to the Congregation by Ruling Elder Virginia Reynolds and answered in the affirmative by the Congregation. A prayer was offered by Bridgett Green.

Stephanie Boaz was duly installed as Associate Pastor of Westminster Presbyterian Church, Nashville.

A Charge was delivered to the _____ by Guy Griffith and Anne Keener charged the congregation. The Service was closed with the Benediction pronounced by _____. The Commission was adjourned at the benediction of the worship service.

Respectfully submitted:

Virginia E. Reynolds, Clerk of the Commission

299 You Servants of God, Your Master Proclaim



1 You ser - vants of God, your Mas - ter pro - claim,
 2 As - cend - ed on high, al - might - y to save,
 3 "Sal - va - tion to God, who sits on the throne!"
 4 Then let us a - dore and give him his right:

and pub - lish a - broad Christ's won - der - ful name.
 he still re - mains nigh; his pres - ence we have.
 Let all cry a - loud and hon - or the Son.
 all glo - ry and power, all wis - dom and might,

The name all vic - to - rious of Je - sus ex - tol,
 The great con - gre - ga - tion his tri - umph shall sing,
 The prais - es of Je - sus the an - gels pro - claim,
 all hon - or and bless - ing, with an - gels a - bove,

whose king - dom is glo - rious, who rules o - ver all.
 as - crib - ing sal - va - tion to Je - sus our King.
 fall down on their fac - es, and wor - ship the Lamb.
 and thanks nev - er ceas - ing, and in - fi - nite love!

This hymn resembles many 18th-century drawings that show parallels between worship on earth and worship in heaven, especially as described in Revelation 7:9–11. This 18th-century tune has had many names; the one used here honors the dynasty of British monarchs, 1714–1901.

GATHERING

(Silence during the Prelude is requested in preparation for worship.)

About the Prelude

The Prelude is a musical offering to help move the hearts and minds of the gathering community from the daily struggles of life to the worship of God.

Worship on the Lord's Day

Worship begins as the people gather - greeting one another, praying in silence, or offering music to the glory of God. The act of assembling in Jesus' name bears witness to the Church's identity and mission as Christ's body in the world.

About Hymn 299

This hymn resembles many 18th-century drawings that show parallels between worship on earth and worship in heaven, especially as described in Revelation 7:9-11. This 18th-century tune has had many names; the one used here honors the dynasty of British monarchs, 1714-1901.

PRELUDE

Felix Mendelssohn

Sonate VI: Sostenuato e legato, Andante

*CALL TO WORSHIP

Bob Hines

Let us worship God!

(Those who are able may stand.)

O people of God, praise the Lord!

Blessed is God's name forever.

From break of day to setting sun,

let us praise the name of the Lord.

*PRAYER OF THE DAY

Bob Hines

The Lord be with you. **And also with you.**

God of grace,

you have given us minds to know you,

hearts to love you, and voices to sing your praise.

Fill us with your Spirit,

that we may celebrate your glory

and worship you in spirit and in truth

Through Jesus Christ, our Lord. Amen.

(The Cross and Bible lead the procession, symbolic of the centrality in worship of Jesus Christ - the Living Word, and the Bible - the written Word.)

*PROCESSIONAL HYMN 299

HANOVER

You Servants of God, Your Master Proclaim

CALL TO CONFESSION

Bob Hines

In a dark world we live;

from a dark world we come to worship, God of light.

We have come to confess

that we believe Jesus Christ to be our Lord and Savior.

Let your light by the Spirit shine out of us

wherever we go.

Let us confess our sins against God and neighbor.

PRAYER OF CONFESSION

Bob Hines

Call to and Prayer of Confession

Merciful God,
you made us in your image,
with a mind to know you,
a heart to love you,
and a will to serve you.
But our knowledge is imperfect,
our love inconstant,
our obedience incomplete.
Day by day, we fail to grow in to your likeness.
In your tender love, forgive us
through Jesus Christ, our Lord. Amen.

(Silent confession)

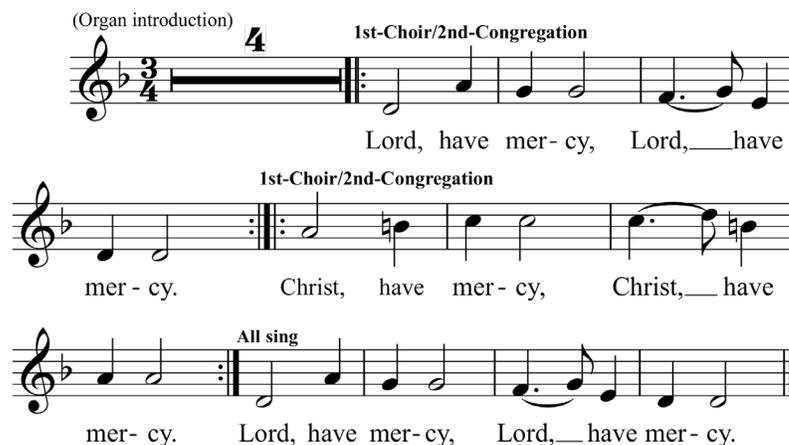
Kyrie

James MacMillan

About the Kyrie

The Kyrie (Greek "kyrios" [Lord]) is a corporate musical prayer for grace.

(Organ introduction) **4** 1st-Choir/2nd-Congregation



Lord, have mer-cy, Lord, have
mer-cy. Christ, have mer-cy, Christ, have
mer-cy. Lord, have mer-cy, Lord, have mer-cy.

ASSURANCE OF PARDON

Guy D. Griffith

Believe the Good News: **In Jesus Christ we are forgiven!**

*The Peace

Since God in Christ has forgiven us,
let us also forgive one another.
The peace of Christ be with you. **And also with you.**

*(Please exchange the peace with the words,
"The peace of Christ be with you.")*

Assurance of Pardon

A declaration of forgiveness proclaims the good news of God's mercy and offers the assurance of pardon in Jesus' name. The liturgist pours water into the font, which reminds us of the grace and cleansing of our Baptism, and the baptismal call to new life in Christ.

***ACT OF PRAISE**

GLORIA PATRI

(Singing together Hymn 581)

**Glory be to the Father, and to the Son,
and to the Holy Ghost;
as it was in the beginning,
is now and ever shall be,
world without end. Amen, amen.**

CONCERNS OF THE CHURCH

Guy D. Griffith

*(Everyone is asked to sign the Friendship pad,
which is located on the center aisle end of each pew.)*

Scripture

The scriptures bear witness to the word of God, revealed most fully in Jesus Christ, the Word who "became flesh and lived among us." (John 1:14) Where the word is read and proclaimed, Jesus Christ the living Word is present by the power of the Holy Spirit. Therefore, reading, hearing, preaching, and affirming the word are central to Christian worship and essential to the Service for the Lord's Day.

THE WORD

PRAYER FOR ILLUMINATION

Ashley Higgins

SCRIPTURE

Hear the Word of God! **Our ears are open.**

Luke 16:1-13

Ashley Higgins

(New Testament, pages 79 in your pew Bible)

The Word of the Lord. **Thanks be to God!**

Psalm 113

AUSTRIA

Bless the Lord, O Saints and Servants

Bless the Lord, O saints and servants,
praise the might of God's great name:
ageless, matchless, filled with wonder,
yesterday, today, the same.

When the dawn receives the sunrise
till the night returns its rays,
shall the glory of God's goodness
be the theme of all our praise.

Who in heaven can be God's equal,
who on earth with God compare?
Who can raise the poor from ashes,
lift the needy from despair?

God alone invites the helpless
with the strong to share reward;
fields once barren yield a harvest,
tongues once silent praise their Lord.

1 Timothy 2:1-7

(New Testament, page 208 in your pew Bible)

The Word of the Lord. **Thanks be to God!**

SERMON

"First of all, then..."

Donovan Drake

(A moment for meditation)

INSTALLATION

A LITANY OF GIFTS

J. Christopher Williams

As in one body we have many parts,
and each part has its own function,
**so we, who are many, are one body in Christ,
and individually we are members one of another.**

We have different gifts according to the grace God has
given us.

**Let us not lack for enthusiasm, but be ardent in spirit,
serving the Lord, rejoicing in hope, trusting in God,
constant in prayer, supporting one another, and
welcoming all.**

STATEMENT ON THE MINISTRY OF THE CHURCH

J. Christopher Williams

We are called out by God to be the Church of Jesus Christ,
a sign in the world today of the new life that God intends for all...
Today we reclaim our historic calling
and reclaim the great ends of the church:

**The proclamation of the gospel for the salvation of
humankind; the shelter, nurture, and spiritual fellowship
of the children of God;
the maintenance of divine worship;
the preservation of the truth;
the promotion of social righteousness;
and the exhibition of the Kingdom of Heaven to the world.**

Book of Order, F-1.0304

PRESENTATION OF THE PASTOR-ELECT

J. Christopher Williams

**We remember with joy
our common calling to serve Christ,
and we celebrate God's call to our sister, Stephanie,
to serve among us as pastor.**

CONSTITUTIONAL QUESTIONS

J. Christopher Williams

CONGREGATIONAL QUESTIONS

Virginia Reynolds

PRAYER OF INSTALLATION

Bridgett Green

The Lord be with you. **And also with you.**
Let us give thanks to the Lord our God.
It is right to give our thanks and praise.

Make us the community you have called us to be,
a chosen race,
a royal priesthood,
a holy nation,
your very own people,
gifted to proclaim your marvelous love.

**Gracious God, we praise you
that you have chosen servants in every age
to speak your Word and lead your loyal people.
We give you thanks for your servant Stephanie,
and for the ministry to which you have called her.
Give Stephanie a full measure of the gifts of your Holy
Spirit both in the walk of faith
and for the work of ministry.
Anoint Stephanie with power to proclaim the gospel
in Word and Sacrament,
in witness and service,
in truth and in love,
for the building up of the people of God
and for the glory of the Lord Jesus Christ.**

Generous God, pour out your Holy Spirit
upon this congregation...
...and strengthen us with the power
of your Holy Spirit now and forever. **Amen.**

DECLARATION OF INSTALLATION

J. Christopher Williams

WELCOME

CHARGE TO THE NEWLY INSTALLED PASTOR

Guy D. Griffith

CHARGE TO THE CONGREGATION

Anne Keener

THANKSGIVING

OFFERING

Anthem

arr. Tom Trenney

How Firm a Foundation

How firm a foundation, ye saints of the Lord,
is laid for your faith in God's excellent Word!
What more can be said than to you God hath said,
to you who for refuge to Jesus have fled?

"Fear not, I am with thee, O be not dismayed,
for I am thy God, and will still give thee aid;
I'll strengthen thee, help thee, and cause thee to stand,
upheld by my righteous, omnipotent hand.

When through the deep waters I call thee to go,
the rivers of sorrow shall not overflow;
for I will be near thee, thy troubles to bless,
and sanctify to thee thy deepest distress.

When through fiery trials thy pathway shall lie,
my grace, all sufficient, shall be thy supply;
the flame shall not hurt thee; I only design
thy dross to consume, and thy gold to refine.

The soul that on Jesus hath leaned for repose,
I will not, I will not desert to its foes;
that soul, though all hell should endeavor to shake,
I'll never, no, never, no, never forsake."

*DOXOLOGY

LASST UNS ERFREUEN

**Praise God, from whom all blessings flow;
Praise God, all creatures here below: Alleluia! Alleluia!
Praise God, the source of all our gifts!
Praise Jesus Christ, whose power uplifts!
Praise the Spirit, Holy Spirit! Alleluia! Alleluia! Alleluia!**

Offerings received at ordination and installation services go to The Presbytery Assistance Fund to support Presbyterian pastors in times of financial need.

***PRAYER OF THANKSGIVING**

Bob Hines

The Lord be with you. **And also with you.**
Let us give thanks to the Lord our God.
It is right to give our thanks and praise.

**Creator of light, we rejoice in the sunrise of each day,
whether veiled with clouds
or brilliant with the colors of morning.
We celebrate your glory revealed in the face
of Jesus Christ.
We live in the light your Spirit spreads in our minds
and our hearts,
thankful for new understanding of your purposes for us,
for fresh courage to face adversity,
for new moral life as our sins are put to death.
We praise you, Light above us, Light beside us,
Light within us. Amen.**

***THE LORD’S PRAYER** (Singing together)

*(Please refer to the inside back cover of your hymnal
for the words and music for this hymn.)*

SENDING

***HYMN 366**

HYFRYDOL

Love Divine, All Loves Excelling

***CHARGE AND BENEDICTION**

Stephanie Boaz

POSTLUDE

Johann Pachelbel

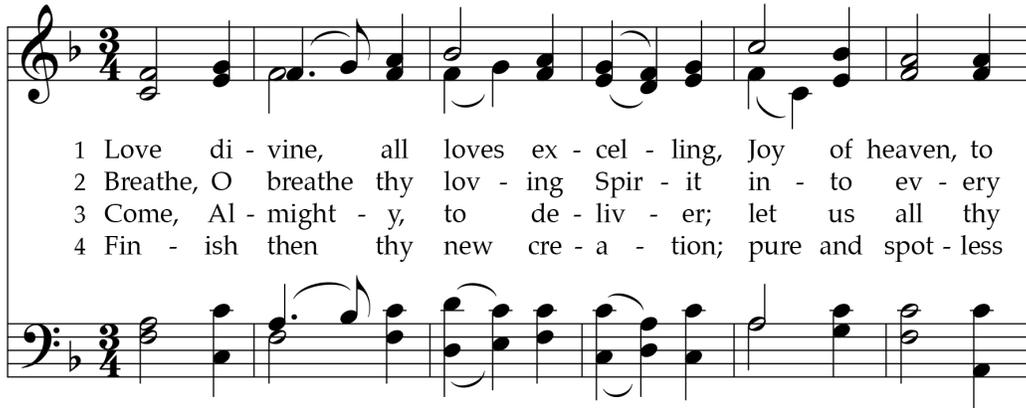
Toccatà & Fugue in C Major

**(Those who are able may stand.)*

About the Postlude

The Postlude is considered the final Alleluia of worship.

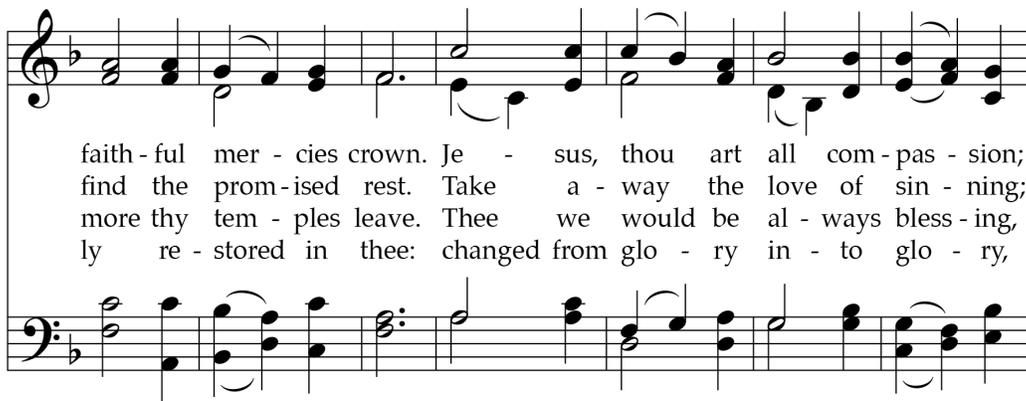
366 Love Divine, All Loves Excelling



1 Love di - vine, all loves ex - cel - ling, Joy of heaven, to
 2 Breathe, O breathe thy lov - ing Spir - it in - to ev - ery
 3 Come, Al - might - y, to de - liv - er; let us all thy
 4 Fin - ish then thy new cre - a - tion; pure and spot - less



earth come down, fix in us thy hum - ble dwell - ing; all thy
 trou - bled breast; let us all in thee in - her - it; let us
 life re - ceive; sud - den - ly re - turn, and nev - er, nev - er -
 let us be; let us see thy great sal - va - tion per - fect -



faith - ful mer - cies crown. Je - sus, thou art all com - pas - sion;
 find the prom - ised rest. Take a - way the love of sin - ning;
 more thy tem - ples leave. Thee we would be al - ways bless - ing,
 ly re - stored in thee: changed from glo - ry in - to glo - ry,

This text and this tune occur in almost all English-language hymnals (though not always together). The transforming power of love motivates the unending praise of the life to come, and this fine Welsh tune (whose name means “delightful”) gives us a foretaste of endless song.

CHRIST'S RETURN AND JUDGMENT

pure, un - bound - ed love thou art; vis - it us with
 Al - pha and O - me - ga be; end of faith, as
 serve thee as thy hosts a - bove, pray, and praise thee
 till in heaven we take our place, till we cast our

thy sal - va - tion; en - ter ev - ery trem - bling heart.
 its be - gin - ning, set our hearts at lib - er - ty.
 with - out ceas - ing, glo - ry in thy per - fect love.
 crowns be - fore thee, lost in won - der, love, and praise.

Today @ Westminster

Worship Leaders

Preaching

Rev. Dr. Donovan Drake
Pastor

Liturgist

Rev. Dr. Guy D. Griffith
Associate Pastor for Faith Formation

Rev. Ashley Higgins
Associate Pastor for Young Families

Lay Liturgists

8:30 AM Ann Neely
11:00 AM Bob Hines

Music

8:30 AM Laudate Choir
11:00 AM Westminster Choir

Susan Kelly
Guest Conductor

Dale Nickell
Organist and Associate Director of Music

Flower Dedication

The flowers in the Sanctuary are given to the glory of God and in loving memory of W. Miles Warfield, Sr. by his family.

The flowers in the Parlor are given to the glory of God and to celebrate Ferrell Wilson's 19th birthday from her parents, Julie and Tom Wilson.

Celebration

Please join us in the Parlor after the service to celebrate the installation of Rev. Stephanie Boaz.

Mask Policy

Westminster Presbyterian Church, Nashville is mask optional.

Hearing Assistance

We offer personal FM Receivers with an earpiece, located in the Narthex and in the Parlor on the Welsh dresser. Instructions can be found at each location.

Large Print Hymns

Looking for large-print hymns? They can be found in the Narthex at the Sanctuary entrance or in the Parlor on the Welsh dresser.

Recorded Worship Services

To watch a service at a later time, go to www.nashvillewpc.church and scroll down to the Worship Service Archive. Click on the service you would like to view.

Dial-a-Sermon

Dial 629.206.1073 after 10:15 AM each Sunday morning to listen to the sermon. The sermon will be available all week.

Childcare

Childcare is available on Sundays from 8:15 AM to 12:00 PM.

Nursery - Room 146

Toddlers - Room 152

2s and 3s - Room 151

Copyright Information

The music used in the service this morning is copyrighted under Christian Copyright Licensing International, Inc., No. 1121525.

Our Mission

Ordinary people testifying to the extraordinary light found in our Lord Jesus Christ.

"For it is the God who said, 'Let light shine out of darkness,' who has shone in our hearts to give the light of the knowledge of the glory of God in the face of Jesus Christ. But we have this treasure in clay jars, so that it may be made clear that this extraordinary power belongs to God and does not come from us."

(2 Corinthians 4:6-7)



TODAY @ WESTMINSTER



**LIVING
OUT THE
WORD**

LOVE
RECONCILE
SHINE
TRANSFORM

When do you pray?

If God's desire is for everyone "to be saved and come to the knowledge of the truth," what is the evidence that is our desire, too?

How do you think prayer works? Put another way, what is your theology of prayer?

The Ordination and Installation Commission:

J.Christopher Williams

Ruling Elder, First Pulaski, Vice Moderator of the PMT Chair of the Commission:Preside

Rev. Bridgett Green

Teaching Elder, Member at Large Charlotte Presbytery

Anne Keener

Ruling Elder, First Presbyterian, Franklin, Commissioned Pastor

Rev. Dr. Donovan Drake

Teaching Elder, Westminster Presbyterian Church, Nashville, Head of Staff

Rev. Dr. Guy Griffith

Teaching Elder, Westminster Presbyterian Church, Nashville

Associate Pastor for Faith Formation

Rev. Ashley Higgins

Teaching Elder, Westminster Presbyterian Church, Nashville

Associate Pastor for Young Families

Virginia Reynolds, Ruling Elder, Westminster Presbyterian Church, Clerk of Session

Bob Hines, Ruling Elder, Teaching Elder, Westminster Presbyterian Church, Nashville

MINUTES

Installation Commission for COURTNEY VEAZEY
SECOND Presbyterian Church
NASHVILLE, Tennessee

Sunday, 9/21/25 3:00 P.M.

The Installation Commission appointed by the Presbytery of Middle Tennessee to ordain and install the Teaching Elder C. Veazey as Pastor met at the SECOND Presbyterian Church of Nashville, Tennessee, on Sept. 21, 2025 at SECOND Presbyterian Church at 13 P.M. Members present were:

Teaching Elders

The Rev. Jane Herring, Pastor of Emmanuel Presbyterian Church of Nashville

The Rev. Stacy Rector, Pastor of _____ Presbyterian Church of Nashville

The Rev. Shane Smith, Pastor of Hillsboro Presbyterian Church of Nashville

Ruling Elders

Priscilla Coe, 2nd Presbyterian Church of Nashville

Kimberlee C. Anderson-Diaz ~~AS~~ Presbyterian Church of Beacon Kalamazoo

Trice Gibbons of 2nd Pres Nashville / Deacon, Lehigh Presbytery

Invitation to sit with the Commission:

Amy Holt-Aviles Presbyterian Church of _____
_____, _____ Presbyterian Church of _____

The Commission was called to order by the Chair of the Commission _____ and PRISCILLA COE was appointed Clerk of the Commission by the Chair. The Chair offered the opening prayer. The Order of worship for this Installation Service was reviewed with the constitutionally required elements for such a service found to be in place. By common consent the Order of Worship was adopted and a copy of the printed program will be attached to these minutes.

The Commission recessed to the Sanctuary for the Service of Worship with the Chair presiding. The Sermon was preached by Rev. Stacy Rector. The constitutional Questions were propounded to Rev. C. Veazey by the Chair and they were answered in the affirmative. The Constitutional Questions were propounded to the Congregation by Ruling Elder Trice Gibbons and answered in the affirmative by the Congregation. A prayer was offered by Amy Holt-Aviles.

Rev. Courtney Veazey was duly installed as Head Pastor of SECOND Presbyterian Church, Nashville.

A Charge was delivered to the teaching elder by Chad Braddock and AS. Northrup and Trice Gibbons charged the congregation. The Service was closed with the Benediction pronounced by Rev. Courtney Veazey. The Commission was adjourned at the benediction of the worship service.

Respectfully submitted:

Priscilla Coe, Clerk of the Commission

Priscilla Coe



SECOND
PRESBYTERIAN
CHURCH

We are a **joyful** community of faith called to:
Proclaim the Christian gospel in worship and education
Love one another, and
Witness to Jesus Christ through prayer, compassion,
and justice in our broken and fearful world.
As children of God, we live not on our own, but by
God's saving grace.

Installation of the Reverend Courtney Veazey September 21, 2025

Gathering

❖ INDICATES CONGREGATION IS INVITED TO STAND.

WORDS IN BOLD INDICATE CONGREGATIONAL PARTICIPATION.

WELCOME

Rev. Jane Herring

PRELUDE

Chorale Prelude on Abbot's Leigh

LIGHTING OF THE CHRIST CANDLE

Trice Gibbons

OPENING WORDS

Rev. Herring

The grace of our Lord Jesus Christ,
the love of God,
and the communion of the Holy Spirit
be with you all. **And also with you.**

As many of you as were baptized into Christ
have clothed yourselves with Christ.
**There is one body and one Spirit,
just as we were called to the one hope of our calling.**

GATHERING PRAYER

Rev. Herring

Almighty and eternal God, by your grace
you have called us to this time and place
to be your servant people
as we follow our servant Lord.
Make your Holy Spirit move within and among us,
that together we may live a new life
in the crucified and risen Christ.
Bind us together in faith,
so that as we receive all spiritual gifts
needed to fulfill our calling,
we may support one another in common ministry;
through Jesus Christ our Lord.
Amen.

❖ HYMN #298

“Lord, You Give the Great Commission”
Verses 1, 2, and 5

ABBOT'S LEIGH

INVITATION TO CONFESSION

Rev. Shane Smith

ACKNOWLEDGING OUR NEED FOR GOD'S GRACE

**Merciful and loving God,
you have called us to be your people
and claimed us for the service of Jesus Christ.
We confess that we have not lived up to our calling
to proclaim the good news in word and deed.
We are quick to speak when we ought to listen
and remain silent when it is time to speak.
We put too much faith in our own actions
and fail to trust the strength of your Spirit.**

**O God, forgive our foolish and sinful ways.
Strengthen us anew to follow Christ's way in the world.
By your Holy Spirit, give us the grace we need
to be faithful disciples and fulfill our common calling;
through Jesus Christ our Lord and Savior.**

(silent confession)

Kyrie Greg Gunther

♩ = 76

Lord, have mer - cy u - pon__ us; Christ have mer - cy u -
 pon us; Lord have mer - cy u - pon__ us.

A LITANY OF GIFTS

As in one body we have many parts
 and each part has its own function,
 so all of us together with Christ are one body,
 and we all belong to each other.
**We have different gifts
 according to the grace God has given us.**

If your gift is to hear God's Word,
speak it out in faith.

If your gift is service,
live to serve others.

If your gift is the heart of a teacher,
teach what is true.

Let preachers preach with conviction,
 and givers give freely;
**let leaders work diligently for the people,
 and let those who serve the poor, serve gladly.**

Let us not lack for enthusiasm,
 but be ardent in spirit,
**serving the Lord,
 rejoicing in hope,
 patient in suffering,
 constant in prayer,
 supporting one another,
 and welcoming all.**

ASSURANCE OF GOD'S GRACE

By grace you have been saved through faith,
 and this is not your own doing; it is the gift of God.

I declare to you, in the name of Jesus Christ,
 we are forgiven.

Thanks be to God.

❖ PASSING THE PEACE OF CHRIST

May the peace of Christ be with you.
And also with you.

Word

PRAYER FOR ILLUMINATION

Rev. Stacy Rector

SCRIPTURE

LUKE 14:1, 7-14

Holy wisdom, holy word.
Thanks be to God.

SERMON

❖ HYMN #303

“God the Spirit, Guide, and Guardian”
Verses 1, 2, and 4

CHURCH UNITED

In her baptism, Courtney was clothed with Christ.
She was ordained to the ministry of Word and Sacrament
by the Presbytery of the Mid-South,
and is now called as pastor of this congregation.

**We remember with joy
our common calling to serve Christ,
and we celebrate God's call to Courtney
to serve among us as pastor.**

CONSTITUTIONAL QUESTIONS

Rev. Herring and Priscilla Coe

PRAYER OF INSTALLATION

Kimberlee C. Anderson-Diaz

DECLARATION OF INSTALLATION

Rev. Herring

WELCOME

CHARGE TO THE NEWLY INSTALLED PASTOR

Chad Braddock and AJ Northrop

PRESENTATION OF SYMBOLS OF MINISTRY

Sally Goodrich

CHARGE TO THE CONGREGATION

Trice Gibbons

Response

INVITATION TO GENEROSITY

Amy Holt Aviles

OFFERTORY

"Welcome Table"

arr. Mark Hayes

❖ DOXOLOGY

OLD 100TH

**Praise God, from whom all blessings flow;
Praise Christ, all people here below;
Praise Holy Spirit evermore;
Praise Triune God whom we adore.
Amen.**

INVITATION TO THE TABLE

GREAT THANKSGIVING

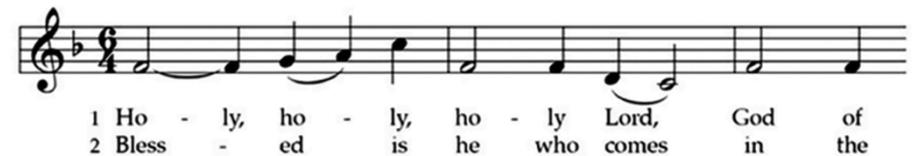
The Lord be with you. **And also with you.**

Lift up your hearts. **We lift them up to the Lord.**

Let us give thanks to the Lord our God.
It is right to give our thanks and praise.

(pastor continues prayer)

... giving drink to the thirsty,
raising the dead to life.



(pastor continues prayer)

... Take this bread and cup, O God – a feast of grace;
take our hearts and lives – an offering of praise.



Christ has died; Christ is ris-en; Christ will come a - gain.



Christ has died; Christ is ris-en; Christ will come a - gain.

(pastor continues prayer)

As our Savior Christ has taught us,
we are bold to pray:

**Our Father, who art in heaven, hallowed be thy name.
Thy kingdom come, thy will be done on earth as it is in heaven.
Give us this day our daily bread;
and forgive us our debts, as we forgive our debtors.
And lead us not into temptation, but deliver us from evil,
for thine is the kingdom, and the power, and the glory, forever.**



A - men, a - men, a - men.

BREAKING OF THE BREAD

The gifts of God for the people of God.
Thanks be to God.

COMMUNION

PRAYER AFTER COMMUNION

**Gracious God,
you have gathered us at this table
with all the company of your people
in heaven and on earth.
In your mercy we have been nourished
by the living bread, Jesus Christ,
and we have been refreshed
by the power of your Holy Spirit.
May we, who have shared this holy meal,
go out as glad disciples of our Lord,
following in Christ's way,
proclaiming Christ's truth,
and living Christ's love for the world.
Amen.**

Sending

❖ HYMN #761 "Called as Partners in Christ's Service" BEECHER

❖ BENEDICTION Rev. Veazey

POSTLUDE Toccata on Beecher

Members of the Installation Commission: Rev. Jane Herring (Chair), Kimberlee C. Anderson-Diaz, Amy Holt Aviles, Chad Braddock, Priscilla Coe, Trice Gibbons, AJ Northrop, Rev. Stacy Rector, Rev. Shane Smith

MINUTES
Ordination Commission for Mallory Hammond
First Presbyterian Church
____ Nashville ____, Tennessee

Sunday, September 14, 2025 3:00 P.M.

The Ordination Commission appointed by the Presbytery of Middle Tennessee to ordain the Teaching Elder Mallory Hammond met at the First Presbyterian Church of Nashville, Tennessee, on September 14 at First Presbyterian Church of Nashville at 3 P.M. Members present were:

Teaching Elders

The Rev. Ryan Moore, Pastor of First Presbyterian Church of Nashville
The Rev. Jane Herring, Pastor of Emmanuel Presbyterian Church
The Rev. Evelyn Graham, Member at Large

Ruling Elders

Mary Catherine Sevier, First Presbyterian Church of Murfreesboro
Austin McMullen, First Presbyterian Church of Nashville

Invitation to sit with the Commission:

Mickey Fitts, First Presbyterian Church of Nashville
Laura Coyle, First Presbyterian Church of Nashville

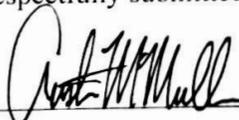
The Commission was called to order by the Chair of the Commission Rev. J.M. Herring and Austin McMullen was appointed Clerk of the Commission by the Chair. The Chair offered the opening prayer. The Order of worship for this Installation Service was reviewed with the constitutionally required elements for such a service found to be in place. By common consent the Order of Worship was adopted and a copy of the printed program will be attached to these minutes.

The Commission recessed to the Sanctuary for the Service of Worship with the Chair presiding. The Sermon was preached by Dr. Ryan Moore. The constitutional Questions were propounded to Mallory Hammond by the Chair and they were answered in the affirmative.

Mallory Hammond was duly ordained as a Teaching Elder at First Presbyterian Church, Nashville.

A Charge was delivered to the Pastor by Rev. Sara Hill. The Service was closed with the Benediction pronounced by Mallory Hammond. The Commission was adjourned at the benediction of the worship service.

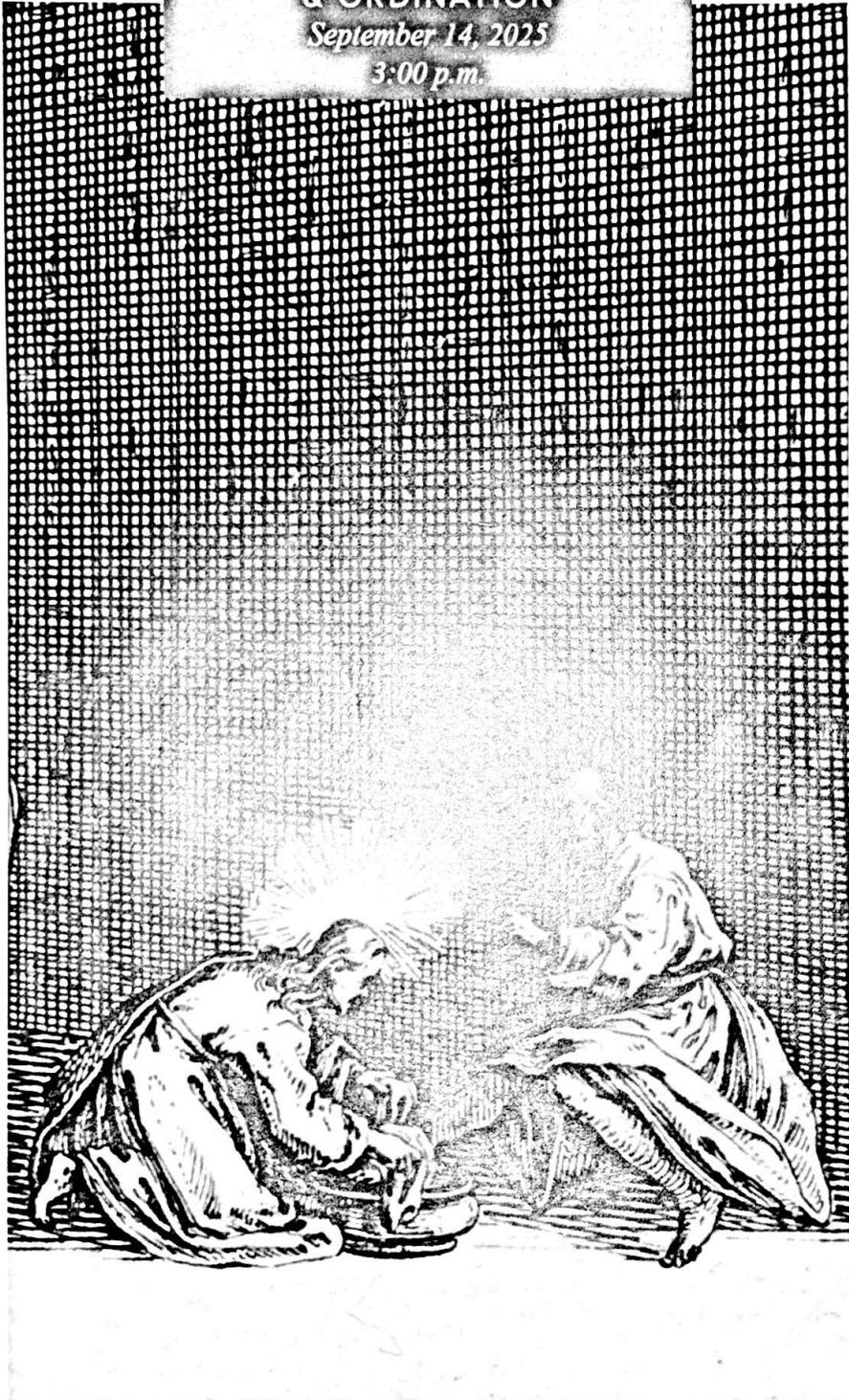
Respectfully submitted:

, Clerk of the Commission



FIRST PRESBYTERIAN
Church of Nashville

**SERVICE OF WORSHIP
& ORDINATION**
September 14, 2025
3:00 p.m.



To know Christ, to make Him known and to exhibit His love through worship, education and service.

ORDER OF WORSHIP

ASSURANC

*RESPONSE

Glory be t
and to the
is now an

AFFIRMATI

I believe i
our Lord:
Pilate, wa
the dead;
thence he
church; t
everlasti

HYMN OF



VOLUNTARY

Choral Partita on "Praise to the Lord"
Joseph Ahrens

WELCOME

INTROIT

Come, Ye that Love the Lord
arr. Alice Parker

Come, ye that love the Lord, and let your love be known; join in a song of sweet accord and thus surround the throne, and thus surround the throne. Let those refuse to sing who never knew our God; but favorites of the heavenly King may speak their joys abroad, may speak their joys abroad.

*CALL TO WORSHIP

Adrian Taylor

Leader: Make a joyful noise to the Lord, all the earth.

All: **Worship the Lord with gladness; come into his presence with singing.**

Leader: Enter his gates with thanksgiving, and his courts with praise.

All: **Give thanks to him, bless his name.**

*OPENING HYMN 1

Holy, Holy, Holy! Lord God Almighty
NICAEA

*PRAYER OF ADORATION

Austin McMullen

FIRST LESSON | Ezekiel 34:11-16 (page 722)

Ashland Arnold

¹¹ "For thus says the Lord God: Behold, I, I myself will search for my sheep and will seek them out.

¹² As a shepherd seeks out his flock when he is among his sheep that have been scattered, so will I seek out my sheep, and I will rescue them from all places where they have been scattered on a day of clouds and thick darkness. ¹³ And I will bring them out from the peoples and gather them from the countries, and will bring them into their own land. And I will feed them on the mountains of Israel, by the ravines, and in all the inhabited places of the country. ¹⁴ I will feed them with good pasture, and on the mountain heights of Israel shall be their grazing land. There they shall lie down in good grazing land, and on rich pasture they shall feed on the mountains of Israel. ¹⁵ I myself will be the shepherd of my sheep, and I myself will make them lie down, declares the Lord God. ¹⁶ I will seek the lost, and I will bring back the strayed, and I will bind up the injured, and I will strengthen the weak, and the fat and the strong I will destroy. I will feed them in justice.

Leader: The Word of the Lord

All: **Thanks be to God.**

CALL TO CONFESSION

Gage Arnold

PRAYER OF CONFESSION

Lord, though you should guide us, we inform ourselves; though you should rule us, we control ourselves; though you should fulfill us, we console ourselves. We think your truth too high, your will too hard, your power too remote, your love too free. But they are not! And without them, we are of all people most miserable. Now heal our confused minds with your word, heal our divided wills with your law, heal our troubled consciences with your love, heal our anxious hearts with your presence, all for the sake of your Son, who loved us and gave himself for us. Amen.

ASSURANCE OF PARDON

*RESPONSE OF GRATITUDE

Glory Be to the Father
GLORIA PATRI

**Glory be to the Father, and to the Son
and to the Holy Ghost; as it was in the beginning,
is now and ever shall be, world without end. Amen, amen.**

AFFIRMATION OF FAITH | Apostles' Creed

I believe in God the Father Almighty, Maker of heaven and earth; and in Jesus Christ his only Son our Lord; who was conceived by the Holy Ghost, born of the Virgin Mary, suffered under Pontius Pilate, was crucified, dead, and buried; he descended into hell; the third day he rose again from the dead; he ascended into heaven, and sitteth on the right hand of God the Father Almighty; from thence he shall come to judge the quick and the dead. I believe in the Holy Ghost; the holy catholic church; the communion of saints; the forgiveness of sins; the resurrection of the body; and the life everlasting. Amen.

Whether you are a longtime member or a guest, please mark your presence by signing the friendship pad and greet those seated near you as you pass it along.

HYMN OF PREPARATION

Holy Spirit Living Breath of God
Keith and Kristyn Getty Stuart Townend



1. Ho - ly Spir - it, liv - ing Breath of God, breathe new life in - to my will - ing soul.
2. Ho - ly Spir - it, come a - bide with - in, may Your joy be seen in all I do.
3. Ho - ly Spir - it, from cre - a - tion's birth, giv - ing life to all that God has made,



Let the pres - ence of the ris - en Lord come re - new my heart and make me whole.
Love e - nough to cov - er ev - 'ry sin, in each thought and deed and at - ti - tude.
show Your pow - er once a - gain on earth, cause Your church to hun - ger for Your ways.



Cause Your word to come a - live in me; Give me faith for what I can - not see,
Kind - ness to the greatest and the least, gen - tle - ness that sows the path of peace.
Let the fragrance of our pray'rs a - rise; Lead us on the road of sac - ri - fice,



give me passion for Your pu - ri - ty; Ho - ly Spir - it breathe new life in me.
Turn my strivings in - to works of grace; Breath of God show Christ in all I do.
that in u - ni - ty the face of Christ may be clear for all the world to see.

PRAYER FOR ILLUMINATION

SCRIPTURE READING | John 21:15–19 (page 907)

¹⁵ When they had finished breakfast, Jesus said to Simon Peter, “Simon, son of John, do you love me more than these?” He said to him, “Yes, Lord; you know that I love you.” He said to him, “Feed my lambs.” ¹⁶ He said to him a second time, “Simon, son of John, do you love me?” He said to him, “Yes, Lord; you know that I love you.” He said to him, “Tend my sheep.” ¹⁷ He said to him the third time, “Simon, son of John, do you love me?” Peter was grieved because he said to him the third time, “Do you love me?” and he said to him, “Lord, you know everything; you know that I love you.” Jesus said to him, “Feed my sheep. ¹⁸ Truly, truly, I say to you, when you were young, you used to dress yourself and walk wherever you wanted, but when you are old, you will stretch out your hands, and another will dress you and carry you where you do not want to go.” ¹⁹ (This he said to show by what kind of death he was to glorify God.) And after saying this he said to him, “Follow me.”

Pastor: The Word of the Lord

All: **Thanks be to God.**

SERMON

Following The Shepherd

Dr. Ryan Moore

“Feed my lambs” —John 21:15

ANTHEM

O Love

Elaine Hagenberg

O love, that will not let me go, O love, I rest my weary soul in thee; I give thee back the life I owe, that in thy ocean depths its flow may richer, fuller be. O joy, that seeks me through the pain, O joy, I cannot close my heart to thee; I trace the rainbow through the rain, and feel the promise is not vain that morn shall tearless be.

PRAYERS OF THE PEOPLE AND THE LORD’S PRAYER

Our Father who art in heaven, hallowed be thy name. Thy kingdom come, thy will be done, on earth as it is in heaven. Give us this day our daily bread; and forgive us our debts, as we forgive our debtors; and lead us not into temptation, but deliver us from evil. For thine is the kingdom and the power and the glory, forever. Amen.

SERVICE OF ORDINATION

STATEMENT ON ORDINATION

CONSTITUTIONAL QUESTIONS TO THE CANDIDATE

Rev. Jane Herring

Do you trust in Jesus Christ your Savior, acknowledge him Lord of all and Head of the Church, and through him believe in one God, Father, Son, and Holy Spirit?

Do you accept the Scriptures of the Old and New Testaments to be, by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the Church universal, and God’s Word to you?

Do you sincerely receive and adopt the essential tenets of the Reformed faith as expressed in the confessions of our church as authentic and reliable expositions of what Scripture leads us to believe and do, and will you be instructed and led by those confessions as you lead the people of God?

Will you fulfill your ministry in obedience to Jesus Christ, under the authority of Scripture, and be continually guided by our confessions?

Will you be governed by our church's polity, and will you abide by its discipline? Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit?

Will you in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world?

Do you promise to further the peace, unity, and purity of the church?

Will you pray for and seek to serve the people with energy, intelligence, imagination, and love?

Will you be a faithful minister of the Word and Sacrament, proclaiming the good news in Word and Sacrament, teaching faith and caring for people? Will you be active in government and discipline, serving in the councils of the church; and in your ministry will you try to show the love and justice of Jesus Christ?

ORDINATION PRAYER AND LAYING ON OF HANDS

DECLARATION OF ORDINATION

CHARGE TO THE PASTOR

Rev. Sara Hill

*CLOSING HYMN

Yet Not I, but Through Christ in Me
Johnny Robinson, Rich Thompson, Michael Farren



1. What gift of grace is Je-sus my re-deem-er; there is no more for hea-ven now to give.
2. The night is dark but I am not for-sak-en, for by my side, the Sav-ior, he will stay.
3. No fate I dread, I know I am for-giv-en. The fu-ture sure, the price it has been paid,
4. With ev-ery breath I long to fol-low Je-sus, for he has said that he will bring me home,



He is my joy, my righ-teous-ness, and free-dom; my stead-fast love, my deep and bound-less peace.
I la-bor on in weak-ness and re-joic-ing, for in my need, his pow-er is dis-played.
for Je-sus bled and suf-fered for my par-don, and he was raised to ov-er-throw the grave.
and day by day I know he will re-new me un-till I stand with joy be-fore the throne.



To this I hold, my hope is on-ly Je-sus; for my life is whol-ly bound to his.
To this I hold, my Shep-herd will de-fend me, through the deep-est val-ley he will lead.
To this I hold, my sin has been de-fea-ted; Je-sus now and ev-er is my plea.
To this I hold, my hope is on-ly Je-sus; All the glo-ry ev-er-more to him.



Oh how strange and di-vine, I can sing: "All is mine!" Yet not I, but through Christ in me.
Oh the night has been won, and I shall ov-er-come! Yet not I, but through Christ in me.
Oh the chains are re-leased, I can sing: "I am free!" Yet not I, but through Christ in me.
When the race is com-plete, still my lips shall re-peat: "Yet not I, but through Christ in me."

*CHARGE AND BENEDICTION

Rev. Mallory Hammond

CHORAL RESPONSE

The Lord Bless You and Keep You
Peter Lutkin

MINUTES
Installation Commission for Rev. Taylor Young,
First Presbyterian Church
Gallatin, TN

Sunday 21 September 2025 at 15:00

The installation Commission appointed by the Presbytery of Middle Tennessee to install Teaching Elder Taylor Young as Pastor met at the First Presbyterian Church, Gallatin, TN at 14:30. Members present were:

Teaching Elders

The Rev. Claire Berry, Pastor of Historic Franklin Presbyterian Church, Franklin, TN

The Rev. John A. Smith, Pastor of First Presbyterian Church, Dickson, TN

The Rev. Leslie Traylor, Pastor of Hermitage Presbyterian Church, Hermitage, TN

Ruling Elders

Chris Williams, Presbyterian Church of Pulaski, Vice-Moderator of PMT

Mickey Stueck, Presbyterian Church of Lebanon, Co-Moderator of COM

Invitation to sit with the Commission

The Rev. Joy Warren of the Cumberland Presbyterian Church, Murfreesboro Presbytery

The Rev. Taylor Kibler of the Cumberland Presbyterian Church, Nashville Presbytery

The commission was called to order by the Chair of the Commission Chris Williams and the Rev. John A. Smith was appointed Clerk of the Commission by the Chair. Rev. Smith offered the opening prayer. The Order of Worship for this Installation Service was reviewed with the constitutionally required elements for such a service found to be in place. By common consent the Order of Worship was adopted and a copy of the printed program is attached to these minutes.

The commission recessed to the sanctuary for the Service of Worship with the chair presiding. The Sermon was preached by the Rev. John A. Smith. The Constitutional Questions were propounded to the Rev. Taylor Young by the Chair and they were answered in the affirmative. The Constitutional Questions were propounded to the congregation by Ruling Elder Mickey Stueck and answered in the affirmative by the congregation. A prayer was offered by Ruling Elder Susan Baker.

The Rev. Taylor Young was duly installed as Pastor of First Presbyterian Church, Gallatin, TN.

A charge was delivered to the Rev. Taylor Young by the Rev. Leslie Traylor and the Rev. Claire Berry charged the congregation. The service was closed with the Benediction pronounced by the Rev. Taylor Young. The Commission was adjourned at the benediction of the worship service.

Respectfully submitted:

Clerk of the Commission

FIRST PRESBYTERIAN CHURCH OF GALLATIN



Where God's love overflows and service begins.

A SERVICE OF INSTALLATION SEPTEMBER 21, 2025

FIRST PRESBYTERIAN CHURCH

ORDER OF WORSHIP

PRELUDE	Toccata on Crucifer	Ficarri
INTROIT	Jubilate Deo	Wood
WELCOME		The Rev. Joy Warren

*CALL TO WORSHIP

Leader: The grace of our Lord Jesus Christ, the love of God, and the communion of the Holy Spirit be with you all.

All: And also with you.

Leader: As many of you were baptized into Christ have clothed yourselves with Christ.

All: There is one body and one spirit, just as we were called to be the one hope of our calling.

OPENING PRAYER

Almighty and eternal God, by your grace, you have called us to this time and place to be your servant people as we follow our servant, Lord. Make your Holy Spirit move within and among us, that together we may live a new life in the crucified and risen Christ. Bind us together in faith, so that as we receive all spiritual gifts needed to fulfill our calling, we may support one another in common ministry, through Jesus Christ our Lord. Amen.

*HYMN 287 Lift High the Cross CRUCIFER

CALL TO CONFESSION

Jesus Christ gave Himself as a ransom for all who fall short of God's goodness. Trusting in God's mercy, let us turn to God and make our confession.

UNISON PRAYER OF CONFESSION

Merciful and loving God, you have called us to be your people and claimed us for the service of Jesus Christ. We confess that we have not lived up to our calling to proclaim the good news in word and deed. We are quick to speak when we ought to listen and remain silent when it is time to speak. We put too much faith in our own actions and fail to trust the strength of your spirit. *(You are invited to a Time of Silent Confession)*

AMEN

O God, forgive our foolish and sinful ways. Strengthen us anew to follow Christ's way in the world. By your Holy Spirit, give us the grace we need to be your faithful disciples and fulfill our common calling; through Jesus Christ our Lord.

ASSURANCE OF PARDON

Leader: By grace you have been saved through faith, and this is not your doing; it is the gift of God. I declare to you, in the name of Jesus Christ, we are forgiven!

All: Hallelujah, Amen.

Lift High the Cross

Refrain (Unison)

C $\frac{C}{E}$ Dm7 G7 $\frac{F}{A}$ $\frac{G}{B}$ C $\frac{C}{G}$ $\frac{D7}{F\#}$ Gsus G $\frac{G7}{B}$

Lift high the cross, the love of Christ pro-claim till

C $\frac{G7}{D}$ $\frac{C}{E}$ $\frac{Dm7}{F}$ $\frac{Em}{G}$ $\frac{F}{A}$ $\frac{G}{B}$ $\frac{F}{A}$ $\frac{Em}{G}$ $\frac{Dm}{F}$ Dm7 G7 Csus C

all the world a-dore his sa-cred name.

Verse (parts)

Em $\frac{F\#dim}{A}$ Am D $\frac{G}{B}$ Bm C B Em $\frac{Am}{C}$ B

1 Come, Chris-tians, fol-low where our Sav-ior trod,
 2 All new-born ser-vants of the Cru-ci-fied tree,
 3 O Lord, once lift-ed on the glo-rious tree,
 4 So shall our song of tri-umph ev-er be:

to Refrain

Em Am $\frac{Bm}{D}$ $\frac{D}{C}$ $\frac{G}{B}$ Bm C Dsus D G $\frac{F}{G}$ $\frac{Dm}{G}$ $\frac{Em}{G}$

our King vic-to-ri-ous, Christ, the Son of God,
 bear on their brow the seal of Christ who died.
 your death has brought us life e-ter-nal-ly.
 praise to the Cru-ci-fied for vic-to-ry.

***GLORIA PATRI**

GREATEX

**Glory be to the Father, and to the Son, and to the Holy Ghost;
as it was in the beginning, is now and ever shall be,
world without end, Amen, Amen.**

PRAYER OF ILLUMINATION

The Rev. Taylor Kibler

Send us your Holy Spirit, O God, that these words might speak to us as your word, and our lives bear witness to the good news of Jesus Christ our Lord. **Amen.**

FIRST SCRIPTURE

Micah 6:8-10

Pew Bible Page 1060

He has told you, O mortal, what is good;
and what does the LORD require of you
but to do justice, and to love kindness,
and to walk humbly with your God?
⁹ The voice of the LORD cries to the city
(it is sound wisdom to fear your name):
Hear, O tribe and assembly of the city!
¹⁰ Can I forget the treasures of wickedness in the house of the wicked,
and the scant measure that is accursed?
This is the word of the Lord. **Thanks be to God.**

ANTHEM

Praise to the Lord, the Almighty

Wilberg

Praise to the Lord, the Almighty, the King of creation!
O my soul, praise him, for he is your health and salvation!
Come, all who hear; now to his temple draw near,
join me in glad adoration.
Praise to the Lord, above all things so wondrously reigning;
sheltering you under his wings, and so gently sustaining!
Have you not seen all that is needful has been
sent by his gracious ordaining?

Praise to the Lord, who will prosper your work and defend you;
surely his goodness and mercy shall daily attend you.
Ponder anew what the Almighty can do,
if with his love he befriends you.

Praise to the Lord! O let all that is in me adore him!
All that has life and breath, come now with praises before him.
Let the Amen sound from his people again;
gladly forever adore him.

SECOND SCRIPTURE

Matthew 25:31-46

Pew Bible Page 35

³¹ ‘When the Son of Man comes in his glory, and all the angels with him, then he will sit on the throne of his glory. ³² All the nations will be gathered before him, and he will separate people one from another as a shepherd separates the sheep from the goats, ³³ and he will put the sheep

at his right hand and the goats at the left. ³⁴ Then the king will say to those at his right hand, “Come, you that are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world; ³⁵ for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, ³⁶ I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.” ³⁷ Then the righteous will answer him, “Lord, when was it that we saw you hungry and gave you food, or thirsty and gave you something to drink? ³⁸ And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing? ³⁹ And when was it that we saw you sick or in prison and visited you?” ⁴⁰ And the king will answer them, “Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.” ⁴¹ Then he will say to those at his left hand, “You that are accursed, depart from me into the eternal fire prepared for the devil and his angels; ⁴² for I was hungry and you gave me no food, I was thirsty and you gave me nothing to drink, ⁴³ I was a stranger and you did not welcome me, naked and you did not give me clothing, sick and in prison and you did not visit me.” ⁴⁴ Then they also will answer, “Lord, when was it that we saw you hungry or thirsty or a stranger or naked or sick or in prison, and did not take care of you?” ⁴⁵ Then he will answer them, “Truly I tell you, just as you did not do it to one of the least of these, you did not do it to me.” ⁴⁶ And these will go away into eternal punishment, but the righteous into eternal life.’

This is the word of the Lord. **Thanks be to God.**

MESSAGE

The Rev. John Smith

*AFFIRMATION OF FAITH

Apostles’ Creed

I believe in God, the Father Almighty, creator of heaven and earth. I believe in Jesus Christ, God’s only Son, our Lord, who was conceived by the Holy Spirit, born of the Virgin Mary, suffered under Pontius Pilate, was crucified, died, and was buried; He descended to the dead. On the third day He rose again; He ascended into heaven, He is seated at the right hand of the Father, and He will come again to judge the living and the dead. I believe in the Holy Spirit, the holy universal church, the communion of saints, the forgiveness of sins, the resurrection of the body, and the life everlasting. Amen.

STATEMENT ON ORDINATION

The Rev. John Smith

We are all called into the church of Jesus Christ by baptism, and marked as Christ’s own by the Holy Spirit.

This is our common calling,
to be disciples of Jesus Christ
and servants of our servant Lord.

Within the community of the church,
some are called to particular service
as deacons, as ruling elders,
and as ministers of Word and Sacrament.

Ordination is Christ's gift to the church,
assuring that his ministry continues among us.
Through ordination, God provides
for acts of care and compassion in the world,
for the ordering and governance of the church,
and for the preaching of the word
and celebration of the sacraments.

The Presbytery of Middle Tennessee, by means of this commission,
recognizes Taylor as a Minister of Word and Sacrament
and installs him as pastor of First Presbyterian Church of Gallatin

THANKSGIVING FOR BAPTISM

Chris Williams

The Lord be with you.
And also with you.
Let us give thanks to the Lord our God.
It is right to give our thanks and praise.

Gracious and eternal God,
with joy we give you thanks and praise.

We praise you for leading your people, Israel
through the waters of the sea,
out of bondage and into freedom
in the land of your promise.

We praise you for sending Jesus, your Son,
who for us was baptized in the waters of the Jordan,
and was anointed as the Christ by your Holy Spirit.
Through the baptism of his death and resurrection
You set us free from the bondage of sin and death,
and give us cleansing and rebirth.

We praise you for pouring out your Holy Spirit,
who teaches us and leads us into all truth,
filling us with a variety of gifts,
that we might proclaim the gospel to all nations
and serve you as a royal priesthood.

We rejoice that you have claimed us in our baptism
and anointed us for service in Christ's name,
and that by your grace we are born anew.

By your Holy Spirit renew us,
that we may be empowered to do your will
and continue forever in the risen life of Christ,

to whom, with you and the Holy Spirit,
be all glory and honor, now and forever. **Amen.**

Remember your baptism and be thankful.
In the name of the Father, the Son, and the Holy Spirit. **Amen.]**

CONSTITUTIONAL QUESTIONS

Chris Williams

Taylor, in baptism
you were claimed by the love of God,
clothed in the grace of Jesus Christ,
and anointed with the gifts of the Holy Spirit
to share Christ's mission in the world.

Now you are called by God through the voice of the church
for new service and ministry in Jesus' name.

In accordance with the Constitution
of the Presbyterian Church (USA),
show your commitment to this calling
by responding to these questions:

Do you trust in Jesus Christ your Savior, acknowledge him Lord of all and Head of the Church, and through him believe in one God, Father, Son, and Holy Spirit? *I do.*

Do you accept the Scriptures of the Old and New Testaments to be, by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the Church universal, and God's Word to you? *I do.*

Do you sincerely receive and adopt the essential tenets of the Reformed faith as expressed in the confessions of our church as authentic and reliable expositions of what Scripture leads us to believe and do, and will you be instructed and led by those confessions as you lead the people of God? *I do, and I will.*

Will you fulfill your ministry in obedience to Jesus Christ, under the authority of Scripture, and be continually guided by our confessions? *I will.*

Will you be governed by our church's polity, and will you abide by its discipline? Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit? *I will.*

Will you in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world? *I will.*

Do you promise to further the peace, unity, and purity of the church? *I do.*

Will you pray for and seek to serve the people with energy, intelligence, imagination, and love? *I will.*

Will you be a faithful minister of the Word and Sacrament, proclaiming the good news in Word and Sacrament, teaching faith, and caring for people? Will you be active in government and discipline, serving in the councils of the church, and in your ministry, will you try to show the love and justice of Jesus Christ? *I will.*

To congregation

Mickey Stueck

Do we, the members of the church, accept Taylor as our pastor, chosen by God through the voice of this congregation to guide us in the way of Jesus Christ? **We do.**

Do we agree to pray for him, to encourage him, to respect his decisions, and to follow as he guides us, serving Jesus Christ, who alone is Head of the Church? **We do.**

Do we promise to pay him fairly and provide for his welfare as he works among us; to stand by him in trouble and share his joys? **We do.**

Will we listen to the Word he preaches, welcome his pastoral care, and honor his authority as he seeks to honor and obey Jesus Christ our Lord? **We will.**

PRAYER OF INSTALLATION

Susan Baker

Gracious and eternal God,
with joy we give you thanks and praise.

Throughout the ages and in every place
You have chosen servants from among your people
to point the way to salvation by your grace.

We are grateful for ancestors in the faith
who followed without fear;
placing their trust in you alone—
for judges and monarchs
who ruled in righteousness and peace;
for prophets and apostles
who spoke your bold words of mercy and of truth;
for leaders and teachers in every age
who have nurtured your people in faith and faithfulness.

Above all, we praise you for Jesus Christ,
who came not to be served, but to serve,

and to give his life to set others free.
Anointed by your Holy Spirit,
he proclaimed your reign on earth,
revealing your saving love
in all he said and did.

Gracious God,
We *also* give you thanks for your servant Taylor
as he continues in the ministry
to which you have called him.
Help him to rely on the gifts of your Spirit
and to follow Christ faithfully in this calling.
By the gifts of your Holy Spirit
empower him to build up the church,
to strengthen the common life of your people,
and to lead with compassion and vision.

In the walk of faith and for the work of ministry,
give to all your servants gladness and strength,
discipline and hope,
humility, humor, and courage,
and an abiding sense of your presence.

Gracious God,
pour out your Spirit of power and truth
upon the whole church,
that we may be for you a holy people
baptized to serve you in the world.

Sustain your church in ministry.
Ground us in the gospel,
secure our hope in Christ,
strengthen our service to the outcast,
and increase our love for one another.

Show us the transforming power of your grace
in our life together,
that we may be effective servants of the gospel,
offering a compelling witness in the world
to the good news of Christ Jesus our Lord. Amen.

DECLARATION OF INSTALLATION

Taylor, as a minister of Word and Sacrament
in the church of Jesus Christ,
you are now installed as pastor
of this congregation.

Chris Williams

Be faithful and true in your ministry
so that your whole life will bear witness
to the crucified and risen Christ. **Amen.**

CHARGE TO THE MINISTER

The Rev. Leslie Traylor

CHARGE TO THE CONGREGATION

The Rev. Claire Berry

INVITATION TO THE LORD'S TABLE

The Rev. Taylor Young

PRAYER OF THANKSGIVING

Leader: The Lord be with you

All: And also with you

Leader: Lift up your hearts.

All: We lift the up to the Lord.

Leader: Let us give thanks to the Lord our God.

All: It is right to give our thanks and praise.

WORDS OF INSTITUTION

BREAKING OF THE BREAD

COMMUNION OF THE PEOPLE

THE LORD'S PRAYER

Our Father who art in heaven, hallowed be Thy name.

Thy kingdom come, Thy will be done, on earth as it is in heaven.

Give us this day our daily bread,

and forgive us our debts, as we forgive our debtors.

And lead us not into temptation but deliver us from evil.

For Thine is the kingdom, and the power, and the glory forever. Amen.

***HYMN ##559**

Here I am Lord

I, THE LORD OF SEA AND SKY

***CHARGE AND BENEDICTION**

The Rev. Taylor Young

The LORD bless you and keep you;

the LORD make his face shine on you

and be gracious to you;

the LORD turn his face toward you

and give you peace.”

POSTLUDE

War March of the Priests from “Athalie”

Mendelssohn

The Postlude is the final musical offering at our service. The music is intended to continue the feeling of the service. We encourage the congregation to sit and reflect on the service in joyful prayer while the postlude is played.

559

Here I Am, Lord

Unison
G Am D7 C
G G G G

1 I, the Lord of sea and sky, I have heard my
2 I, the Lord of snow and rain, I have borne my
3 I, the Lord of wind and flame, I will tend the

G D G Em Am7 C

peo - ple cry. All who dwell in dark and sin
peo - ple's pain. I have wept for love of them,
poor and lame. I will set a feast for them,

Am D7 D D G Am D7
G G F# C G G G

my hand will save. I who made the stars of night,
they turn a - way. I will break their hearts of stone,
my hand will save. Fin-est bread I will pro - vide

C G D G Em
G G G G G

I will make their dark - ness bright. Who will bear my
give them hearts for love a - lone. I will speak my
till their hearts be sat - is - fied. I will give my

Refrain

Am7 C Am G/B C6 *slowing* D D7 F#

light to them? Whom shall I send?
 Word to them. Whom shall I send? Here I
 life to them. Whom shall I send?

a tempo
 G Gsus G D7/A C/E D7 G

am, Lord. Is it I, Lord? I have

Cmaj7 G Am G/B C6 D D/F# D

heard you call - ing in the night. I will

G Gsus G C/G G C/E D7 G

go, Lord, if you lead me. I will

Am7 C/D D G C/G G

hold your peo - ple in my heart.

**NOMINATING TASK FORCE
REPORT TO THE PRESBYTERY OF MIDDLE TENNESSEE
November 8, 2025**

INFORMATION

1. The Task Force is required to submit a slate of nominees to all committees as well as individuals to serve as readers of exams, attend the General Assembly, attend the Synod, and serve on the Permanent Judicial Commission.
2. The entire slate is attached to this report
3. The Task Force is composed of: Leonard Jordan, CRE, Chair and member of the Administrative Committee, Dave Coleman, RE, Scott Huie, TE, Vicky Harwell, RE, Vickie McMillen, RE, and Beth McCaw, TE. Terry Newland, TE and Bridge Executive Presbyter, and Mary Catherine Sevier, RE and Stated Clerk, staff the Task Force.
4. The Nominating Task Force asks that all REs and TEs who are not serving Presbytery committees, commissions, or task forces prayerfully consider the calls to slots marked as Vacant in the attached slate.
5. Rev. Sherard Edington has resigned from the EP Search Team.

RECOMMENDATION

1. The Task Force recommends the Rev. Jane Herring to serve on the EP Search Team.
2. The Task Force recommends the following slate of officers, chairs, and commissioners to the Synod of the Living Waters. Those marked with an asterisk indicate a second term. *Entire slate to be included in the permanent record.*

Administrative Committee, Class of 2028: *Kathy Corlew, RE, First, Murfreesboro, *Leonard Jordan, CRE, St. Andrews, Vacant, RE, Moderator-in-Nomination

Trustees: Chris Williams, RE, First Pulaski, Moderator, 2026
Erin Howton Angel, TE, First Allardt, Vice-Moderator, 2026
Bruce McVey, TE, First Fayetteville, Treasurer, 2026 (three year term)

Finance Committee, Class of 2026: Vacant, TE
Class of 2028: George Crawford, RE, Westminster, Nashville; Greg Glover, TE, First, Clarksville

Committee on Church Transformation, Class of 2026: Lori Sain Smith, RE, First Shelbyville
Class of 2028: Jane Herring, TE, Emmanuel, Vacant, RE

Committee on Leadership Excellence, Class of 2028: Vacant, TE, Vacant, RE

Commission on Ministry, Class of 2027: Vacant, TE
Class of 2028: Beth McCaw, TE, Southminster, *Todd Jones, TE, HR, *Mickey Stueck, RE, First Lebanon, Barbara Halverstadt, RE, Emmanuel, Vacant, TE, Vacant, RE

Committee on Mutual Support, Class of 2028: *Will Wellman, TE, Validated-Westminster Nashville,
*Spencer Truett, RE, First Dickson, Charles Jordan, RE, St. Andrews

Committee on Preparation for Ministry, Class of 2028: *Stephanie Boaz, TE, Westminster, Nashville, Judy Tygard, RE, Bellevue, Vacant, TE or RE

Committee on Social Justice, Class of 2028: Greta McClain, RE, Southminster, Vacant, TE

Committee Chairs:

Administrative TE Erin Howton Angel (by virtue of office)

Finance TE Bruce McVey (by virtue of office)

Church Transformation TE John Hilley

Leadership Excellence RE Dave Nock
Commission on Ministry RE Mickey Stueck
(co-chairs) TE Amy Busse Stoker
Mutual Support TE Bobby Harding
Preparation for Ministry TE Lisa Hermann
Social Justice VACANT

2026 Commissioners to the Synod of
Living Waters

RE Vicky Harwell, First Pulaski
RE Vacant
(alternate) (in process)

TE Donovan Drake, Westminster Nashville
TE Gary Kelly, HR
(alternate)

Commissioners to the 227th General Assembly

RE Spencer Truett, First Dickson
RE Mickey Stueck, First Lebanon
VACANT (in process)

TE Bruce McVey, First Fayetteville
TE Jim Moran, First Tullahoma
TE Mary Sellers Shaw, Validated, UKirk
Nashville

RE alternate (in process)

TE alternate: Leslie Traylor, Hermitage

Ordination Exam Readers, 2026-2028

TE Greg Glover, First Clarksville
TE Guy Griffith, Westminster, Nashville
RE Gloria Dale, First Columbia
RE Annesse Ashton, St. Andrews
Alternates:
TE Sally Hughes, Trinity
RE Joyce Harris, St. Andrews

Presbytery of Middle Tennessee | Committee Membership 2026-2028

TE – Minister of the Word and Sacrament RE – Ruling Elder *Second Term *to be elected 11/08/2025*

Administrative Committee

Class of 2026

Sandra Randleman, TE
First, Nashville

Class of 2027

*Betsy Bond, RE
Trinity
*Mark Bryan, TE
Glen Leven

Class of 2028

*Leonard Jordan, CRE
St. Andrews
*Kathy Corlew (RE)
FPC Murfreesboro

VACANT (RE)

Moderator-in-Nomination

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

Chris Williams, RE
First, Pulaski
Moderator

Erin Howton Angel, TE
First Allardt
Vice-Moderator

Bruce McVey, TE (Class of 2027)
First, Fayetteville
Treasurer

Finance Committee

*Anders Hall, RE
Westminster, Nashville

VACANT (TE)

*Hal Sauer, RE
First, Nashville
*Jim Moran, TE
First, Tullahoma

George Crawford, RE
Westminster, Nashville
Greg Glover, TE
First, Clarksville

Committee on Church Transformation

*John Hilley, TE
East Brentwood
Lori Sain Smith, RE
First, Shelbyville

Keith Gunter, TE
New Creation
Kim Luther, RE
First, Allardt

Jane Herring, TE
Emmanuel
VACANT (RE)

Committee on Leadership Excellenc

Denise Moran, RE
First, Tullahoma
Dave Nock, RE
Priest Lake

Sara Hill, TE
Validated, (First Nashville)
VACANT (RE)

VACANT (TE)
VACANT (RE)

Class of 2026

Class of 2027

Class of 2028

Commission on Ministry

Carrie Fraser, TE
 Member-at-large
 *Sally Hughes, TE
 Trinity
 *Amy Stoker, TE
 First, Pulaski
 David Sadler, CRE
 Priest Lake
 Judy Arnold, TE
 Westminster, Fairfield Gl.
 Susan Carey, RE
 Westminster, Nashville

Brett Withers, RE
 Woodland
 *Bill Patterson, RE
 First, Murfreesboro
 Zach Sasser, TE
 Downtown
 Rob Tudor, RE
 Bellevue
 Cade Arnold, RE
 First, Cookeville
 VACANT, TE

Beth McCaw, TE
Southminster
 VACANT, RE (in process)
 *Todd Jones, TE
 HR
 *Mickey Stueck, RE
First, Lebanon
Barbara Halverstadt, RE
Emmanuel
 VACANT, TE

Committee on Mutual Support

*Bobby Harding, TE
 First, Murfreesboro
 Claire Harris-Kramer, TE
 Validated, NCCC

Samara Zavaro, RE
 Downtown

**Will Wellman, TE*
(Validated-Westminster,
Nashville)
 *Spencer Truett, RE
First, Dickson
Charles Jordan, RE
St. Andrews

Committee on Preparation for Ministry

Lisa Hermann, TE
 Validated, Monroe Carrell
 *James Peeler, RE
 Harpeth
 Debra Gentry, RE
 Downtown

Marilee Meschefske, RE
 Westminster, Columbia
 CJ Thompson, TE
 First, Manchester
 Rosanna Anderson, TE
 Validated

**Stephanie Boaz, TE*
Westminster, Nashville
 *Judy Tygard, RE
Bellevue
 VACANT (RE or TE)

Committee on Social Justice

*Andrea Elkins
 First, Murfreesboro
 *Claire Berry, TE
 Historic Franklin

*Henry Deaderick, RE
 St. Andrews
 *Adam Devries, TE
 Validated

Greta McClain, RE
Southminster

Permanent Judicial Commission

Class of 2026

Michael Bradley, TE
 HR
 James Hudnut-Beumler, TE
 Validated – VU Divinity
 J.B. Smith, RE
 First, Pulaski

Class of 2028

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

Class of 2030

John Smith, TE
 First, Dickson/Ellis Grove
 Keith Dennen, RE
 New Creation
 Ryan Moore, TE
 First, Nashville

Committee Chairs (“nominated by the Admin Committee through the Nominating Task Force”)

Administrative

TE Erin Howton Angel (by virtue of office)

Finance

TE Bruce McVey (by virtue of office)

Church Transformation

TE John Hilley

Leadership Excellence

RE Dave Nock

Commission on Ministry

TE Amy Busse Stoker

RE Mickey Stueck

Mutual Support

TE Bobby Harding

Preparation for Ministry

TE Lisa Hermann

Social Justice

VACANT

Synod Commissioners Class of 2026

Donovan Drake, TE

Westminster Nashville

Alternate: Gary Kelly, TE

HR

Vickie Harwell, RE

First Pulaski

Alternate: VACANT (in process)

General Assembly Commissioners, Class of 2026

Spencer Truett, RE

First Dickson

Mickey Stueck, RE

First Lebanon

VACANT(in process)

Bruce McVey, TE

First Fayetteville

Jim Moran, TE

First Tullahoma

Mary Sellers Shaw, TE

Validated, UKirk Nashville

Alternate: Leslie Traylor, TE

Hermitage

Ordination Exam Readers, Class of 2027

Gloria Dale, RE, First, Columbia

Annesse Ashton, RE, St. Andrews Nashville

Greg Glover, TE, First, Clarksville

Guy Griffith, TE, Westminster Nashville

Alternate:

Joyce Harris, RE, St. Andrews

Sally Hughes, TE, Trinity

PK Kim, Nashville Korean, Class of 2026 (GA reader for Korean language exams)

page 4

UKIRK Nashville Board (reported only; not elected by PMT)

Rev. Mary Sellers Shaw, Executive Director

Ms. Kelly Christie, Chair

Mr. David Carlton

Rev. Lee Catoe

Ms. Barbara Fay

Dr. Ryan Fox

Dr. Nathaniel Freymeyer

Dr. Brent Graham

Ms. Holly Miller

Rev. Shane Smith

Report of the Personnel Task Force

November 8, 2025

The Personnel Task Force (PTF) of the Presbytery of Middle Tennessee is not freestanding but exists as a task force of the Administrative Committee. Current members are:

Lavona Russell, RE, East Brentwood, Vice-chair, PTF member

Connie Hamblen, RE, Eastminster, Nashville, PTF member

Jack Baxter, RE, First, Columbia, PTF member

Jeff Kane, TE, Westminster, Columbia, PTF member

The PTF and Terry Newland, as the Bridge EP, continue to support our Presbytery staff members with the completion of the Performance Evaluation process for the Stated Clerk and the Operations Coordinator, research on staffing and compensation comparisons, identification of budget needs for 2025, revisions to the Personnel Policy, and quarterly check-ins with staff.

In addition, a significant body of work in the last 60 days has been to serve as the Search Team for a Transitional Executive Presbyter (12 month expected term) and a Temporary Stated Clerk (6-8 month expected term) by completing the following:

- a. Drafting of Job Descriptions;
- b. Identification of candidates through advertisement and networking;
- c. Screening of applicants;
- d. Working with the Finance Committee to recommend a package and finalize offer letters;
- e. Conduct acceptance conversations.

The PTF will work to support these individuals in their interim roles as the Presbtery absorbs the work of the Visioning Team and identifies the appropriate staffing pattern for the future. A Search Team for an Installed EP has already been identified. The PTF will work to provide any support needed to this team when it begins its work and to identify next steps for staffing a Stated Clerk role and any other positions identified through the Visioning process.

ADMINISTRATIVE COMMITTEE
REPORT TO THE PRESBYTERY OF MIDDLE TENNESSEE
November 8, 2025

INFORMATION

- The Administrative Committee ordinarily meets on the fourth Thursday of each month, hybrid format in person and via Zoom, at 5:00 pm following the meeting of the Finance Committee; however, the Committee will hold its remaining Stated Meeting of 2025 at 5:00 pm on Thursday, December 4th at 5:00 pm in the regular hybrid format.
- The Administrative Committee receives regular reports from the Executive Presbyter, the Stated Clerk, and the Treasurer.
- The Administrative Committee learned that the 2026 per capita is \$11.06 for the GA and \$3.98 for the Synod.
- The Administrative Committee approved the posting of a series of gatherings sponsored by the Tennessee Holocaust Commission, pursuant the Media Posting Policy

ADMIT TO RECORD

1. The Administrative Committee approved the agenda for the November 8 Stated Meeting with Patrick Woolsey, Candidate with a call to First McMinnville and under the Care of the East Tennessee CPM and certified ready for ordination pending a call, delivering the sermon.
2. The Administrative Committee approved the offering at the November Stated Meeting to go to the Centsability fund with the Presbytery matching the amount given.
3. The Administrative Committee accepted with thanks the gracious invitations of: First Cookeville to host the May 2, 2026 Stated Meeting, Bellevue PC to host the August 6, 2026 meeting, and First Franklin to host the November 7, 2026 meeting. Nashville Korean previously invited the body to hold the February 6, 2026 meeting at its church.
4. The Administrative Committee accepted with regret the resignation of RE Melinda Sanders from the Finance Committee and directed the Stated Clerk to inform the Nominating Task Force of the vacancy.
5. The Administrative Committee received with joy and thanks the report of the Visioning Team.
6. The Administrative Committee directed the Personnel Task Force to interview and hire individuals to fill the roles of temporary Stated Clerk and temporary Executive Presbyter. It concurred with the hiring of the individuals presented by the Personnel Task Force.

RECOMMENDATIONS

1. The Administrative Committee, as directed by the body at the August 7th Stated Meeting, recommends and moves the following guidelines for electing commissioners to the General Assembly, beginning in 2028:
 - a. Teaching elders who are eligible to serve as Commissioners to GA shall have been ordained in the PCUSA for seven years and active in PMT for 6 years with two three 3-year terms on PMT committees. Preference will be given to those who are regularly active in Presbytery meetings.
 - b. Ruling elders who are eligible to serve as Commissioners to GA shall have been ordained in the PCUSA for seven years and have served two terms on PMT committees. Preference will be given to those who are active in Presbytery and/or in their churches.

2. The Administrative Committee recommends and moves that the above criteria replace the existing criteria for selection in the Manual of Operation and Missions on page 9, lines 35-38. This vote will require a 2/3 majority.
3. The Administrative Committee recommends and moves that the attached Crisis Communication Policy update be approved.
4. The Administrative Committee recommends and moves that the attached report of the Visioning Leadership Team be discussed at the November Stated Meeting and that deliberate and intentional education and discussion opportunities be undertaken throughout the Presbytery with a vote on the report and a vote on a plan of implementation be taken at the February 2026 Stated Meeting.
5. The Administrative Committee recommends and moves that formal thanks be expressed to the members of the Visioning Leadership Team and recorded in the minutes.

Crisis Communication Plan

Presbytery of Middle Tennessee

I. Rationale

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

II. Objectives

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

III. Possible Crises

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

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

IV. Crisis Team

The crisis team of first responders will consist of the Executive Presbyter, the Stated Clerk, the Moderator of Presbytery, the **Co-Chair(s) of the Commission** on Ministry, and the Chairs of the Administration and Finance Committees. The authorization to convene the crisis team ordinarily rests with the Executive Presbyter, but if he or she is unavailable then the team may be convened by any of the other members. In the event that a particular crisis involves one or more of the crisis team members, the Moderator in Nomination shall be asked as a replacement member.

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

V. Communication Strategy

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

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

- B. The crisis team will appoint from its members or recruit from outside a Crisis Response Task Force.
1. Crisis Response Coordinator – It will be the responsibility of the Crisis Response Coordinator to work with the crisis team, along with any ad hoc members recruited, in organizing, managing, and implementing the presbytery’s crisis response.
 2. Crisis Response Communicator – It will be the role of the Crisis Response Communicator to serve as the primary spokesperson for the presbytery’s response to a crisis.
 3. Media Specialist - It will be the task of the Media Specialist to assist the crisis team and Crisis Response Communicator in preparing the message for dissemination internally [to sessions, all Teaching Elders, related ministries] and externally [to church entities not a part of the presbytery, the wider church, and the general public].
 4. Legal Counsel – It will be the responsibility of Legal Counsel to provide input on liability and regulatory matters related to the crisis and review statements for both the church and the public for legal implications. **The Legal Counsel shall be drawn from the members of the PMT Legal Task Force members. If none of those individuals is available, the Executive Presbyter and the Stated Clerk shall discuss and appoint Legal Counsel from within the Presbytery if possible.**
- C. To maintain readiness for communication, the Presbytery’s Administrative Assistant or Operations Coordinator and Stated Clerk will, at all times, keep current the rosters of persons serving on the Crisis Team and maintained in both a paper and electronic copy of the Presbytery’s Directory.
- D. Presbytery’s Stated Clerk will be responsible for keeping a record of the crisis team’s prepared statements, distributed communications, and other documents, confidential and otherwise, as related to the presbytery’s crisis response.

VI. Annual Meetings of the Crisis Team

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

Approved by the Coordinating Committee - September 20, 2012

Revisions Authorized February 6, 2016

Updated by the Administrative Committee March 19, 2020

Revisions approved by the Presbytery of Middle Tennessee July 18, 2020

Editorial corrections approved by the Administrative Committee September 25, 2025

Revisions approved by the Presbytery of Middle Tennessee _____

2025 Appendix

Crisis Communication Policy

Crisis Communication Team:

Bridge Executive Presbyter: Rev. Terry Newland, emailnewland@gmail.com, 205-563-0320; after November 15, Rev. Sherard Edington, 615-481-0525

Stated Clerk: Mary Catherine Sevier, sc.midtennpres@gmail.com, 615-319-6185

Moderator: Rev. Jane Herring, janemherring@gmail.com, 615-818-9727

Commission on Ministry Chairs: Mickey Stueck, mickey.stueck@gmail.com, 805-231-9651; Vice Chair, Rev. Amy Busse Stoker, amyweezie@gmail.com, 405-788-2113

Administrative Committee Chair: Chris Williams, cwilliams@newsouthlaw.com, (931) 363-6500

Finance Committee Chair: Rev. Evelyn Graham, mevelyngraham@gmail.com, 615-892-9721

Synod of Living Waters

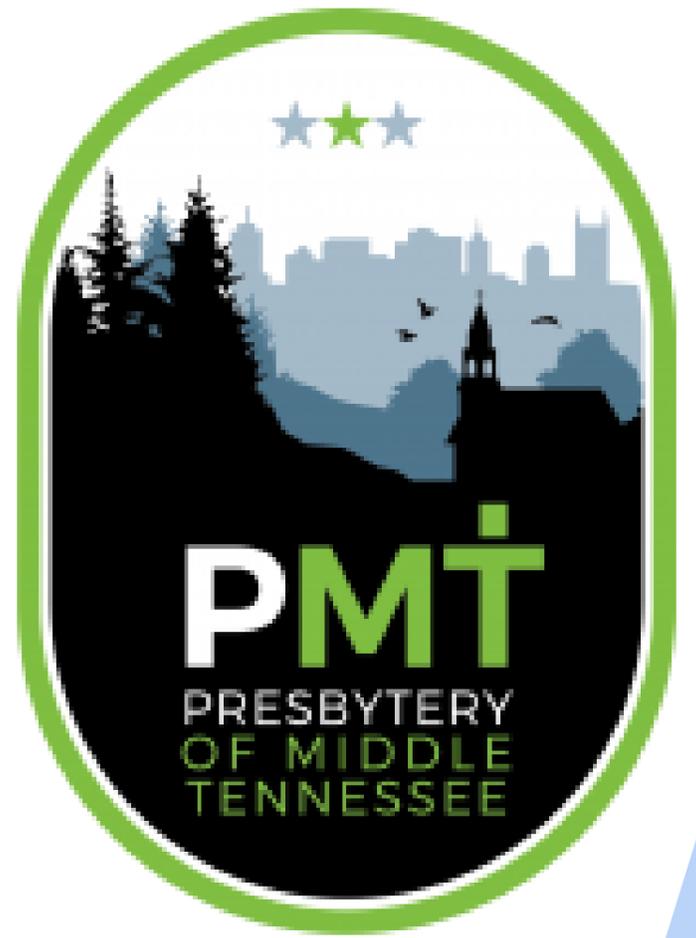
Executive Presbyter and Acting Stated Clerk: Greg Goodwiller, greg@goodwiller.net, 662-816-5518

PDA Director: Rev. Edwin González-Castillo, Edwin.gonzalez-castillo@pcusa.org, (800) 728-7228 x5084

BoP Regional representative: Keenan Rodgers, krodgers@pensions.org 215-341-8143

PRESBYTERY OF MIDDLE TENNESSEE

VISION FOR 2026 AND BEYOND



OUR VISION:

*CULTIVATING CONGREGATIONS TO BE
CHRIST'S AGENTS OF TRANSFORMATION
THROUGH RELATIONSHIPS, MINISTRIES, AND
MISSIONS THAT PRODUCE THE FRUITS OF
THE SPIRIT*

Table of Contents

Table of Contents.....	Page 1
Introduction.....	Pages 2-3
Objectives and Supporting Statements.....	Pages 4-5
Summary of structural changes.....	Page 6
Proposed Modified Executive Presbyter job description.....	Pages 7-8
Proposed Modified Stated Clerk job description.....	Pages 9-11
Proposed Operations and Communications Coordinator job description...	Pages 12-13
Proposed Deans job description and sample.....	Pages 14-17
Proposed Shepherds job description.....	Pages 18-20
Proposed Coordinating Committee.....	Page 21
Additional Recommendations.....	Page 22
Proposed Organizational Chart.....	Pages 23-24

INTRODUCTION TO THE PRESBYTERY OF MIDDLE TENNESSEE

VISION FOR 2026 AND BEYOND

In late October 2024, the Vision and Leadership Team convened for the first time to name our hopes for this spiritual work—and the anxieties and fears that naturally accompany change. As we met over the ensuing year, we came to know one another more deeply and felt a mounting excitement for the work beginning to take shape.

To start our journey, we hosted a three-part series of listening sessions at Presbytery meetings, inviting stories about our Past, Present, and Future.

- ✓ From the Past, we heard of a Presbytery rooted in connection and mission, and grounded in faith and service.
- ✓ For the Present, many urged a more communicative, relational, and imaginatively resourced structure—able to accompany congregations, especially smaller ones, toward sustainable growth or dignified closure, and in some cases, rebirth.
- ✓ For the Future, participants asked for a vision-driven, collaborative Presbytery with transparent communication and nimble, shared leadership—adaptive rather than hierarchical, fit for a changing landscape.
- ✓ A summary of our take-a-ways: Trust, Transparency, and Inclusion through better Communication, sharing of Resources and improved presbytery Staffing.

The next step was to conduct interviews and zoom gatherings with the Presbytery's existing staff, the youth of our churches and the committees (most notably the Personnel Task Force) that expressed an interest in providing input. Taken together, these voices helped us discern the shape of the work ahead and clarified where energy already exists within the Presbytery of Middle Tennessee.

Building on those insights, the team gathered for a day-long writing retreat to craft a shared Vision Statement: “Cultivating congregations to be Christ’s agents of transformation through relationships, ministries, and missions that produce the fruits of the Spirit”, along with the Objectives and Supporting Statements that would guide our collective discernment.

With that compass in hand, we entered a focused stretch of self-led meetings to explore potential structures and practices that could better align the Presbytery with the vision we had named. After dozens of hours—many of them in late-night conversations marked by rigorous debate, prayerful reflection, and mutual trust—the team reached consensus on a proposed framework and structure that can assist us in modifying our

practices to live into The Great Commission “to make disciples” and The Great Commandment “to love one another”.

What follows is the result of that process: a structure we believe is faithful to the stories we heard, responsive to present realities, and oriented toward a hopeful future. We commend it to the Presbytery for consideration and discernment.

Objectives and Supporting Statements

Objective 1: Cultivate a Culture of Trust, Transparency, and Inclusion

Supporting Statements:

- Build structures and practices that model authentic communication, mutual respect, and inclusive decision-making across the presbytery through the creation of four (4) Shepherd positions. These positions will provide assist in facilitating the goals of transparency, communication, and connectivity throughout the entire presbytery.
 - Form a Coordinating Committee to provide cohesive ongoing visioning, strategic alignment, and operational coordination.
 - Make use of existing regional church neighborhoods to establish consistent, facilitated gatherings that nurture peer support, relational depth, and contextual collaboration, through the creation of one Shepherd position per neighborhood.
-

Objective 2: Encourage Adaptive Leadership and Inspire Innovation

Supporting Statements:

- Demonstrate flexibility and responsiveness at the presbytery level to inspire similar behavior in congregational leadership, through the creation of up to four (4) Dean positions, at any given time, in coordination with the Executive Presbyter, that will provide subject matter expertise to local congregations on a wide variety of subjects on an as-needed basis.
 - Launch innovation grants utilizing legacy funds from closed churches to seed creative, mission-driven initiatives.
 - Offer tailored learning opportunities (in-person and digital) for diverse congregational contexts—rural, urban, small, large—empowering leaders with relevant skills and imagination for ministry today.
 - Create and share on-demand video resources (e.g., short talks, interviews, storytelling) that equip and inspire leaders in real time.
-

Objective 3: Strengthen Congregations for Transformational Impact

Supporting Statements:

- Use Presbytery gatherings, platforms and the Shepherd positions to foster connection, highlight meaningful ministries, and elevate the witness of local congregations.
- Resource churches with best practices for ministry development—such as elder and deacon formation, session retreats, short-term mission, and Christian education.
- Connect congregations in shared ministries that address ongoing needs (e.g., food insecurity, mental health, justice work, LGBTQIA+ inclusion, elder care, youth ministry).
- Support revitalization and spiritual renewal efforts through coaching, training, and peer-learning cohorts.

Summary of Structural and Other Changes

After listening to the body (church members), the brain and heart (staff), and the hands and feet (youth and volunteers), the Vision and Leadership Team gathered, listened some more (to each other), listened to God (in prayer – individually and collectively) and what follows is what we heard:

- Everyone wants more communication and transparency.
- Everyone wants shared resources – best practices, guidance, partnerships, financial.
- Everyone wants more accountability – from the Presbytery to the churches.
- Everyone recognizes the need for support/inclusion/community within the body.
- Every church needs help.
- We are called:
 - ✓ to tell others about Christ
 - ✓ to love, to help, to support, to share
 - ✓ to communicate better with our communities and with each other
 - ✓ to live out our calling in ministries and missions that produce the Fruits of the Spirit

At the Presbytery level, there needed to be structural changes to facilitate the development of practices that can address all that we heard. The changes we believe that will create the best environment in which to develop those practices are as follows:

- Modify the staffing of the Presbytery
 - ✓ Expand the Communications roll to Operations and Communications Coordinator (from part-time to full-time) with expanded duties
 - ✓ Modify the job descriptions for the Executive Presbyter and Stated Clerk
 - ✓ Add new positions – Deans and Shepherds (more on them later)
- Modify the number of Committees/Commissions within the Presbytery
 - ✓ Leadership Excellence and Committee on Mutual Support were identified as overlapping with the work/responsibilities of other committees and are recommended to be dissolved
 - ✓ The Nominating Task Force will have ongoing additional responsibilities and the importance of their work was deemed to warrant a proposed move from a task force to a full committee
- Create a Coordinating Committee to replace the Administrative Committee with changes to the make-up of the committee and a shift toward a coordination focus.

The Presbytery of Middle Tennessee **Proposed Job Description: Executive Presbyter**

Purpose

The Vision and Leadership Team is proposing that the Presbytery maintain the Executive Presbyter as the full-time pastoral leader and head of staff for the Presbytery of Middle Tennessee, with responsibility to help care for the minister members of and oversee the operations of the Presbytery. The changes to this position mainly embody a shift in focus for the Executive Presbyter from simply being a head of staff to the more nuanced service as the Presbytery's primary facilitator of ministry and mission, demonstrating a pastoral and compassionate presence, encouraging, supporting, and celebrating the full spectrum of Presbytery's work. The Executive Presbyter will help guide and supervise the Presbytery Staff, including the newly proposed Deans and Shepherds, in developing strategies and processes that further the Presbytery's efforts in: (A) cultivating a culture of transparency, trust and inclusion; (B) modeling adaptive and agile leadership while providing resources to congregations to do the same; and (C) supporting congregations to be agents of transformation.

Essential duties/Responsibilities

The Executive Presbyter will supervise the work of Presbytery Staff and help to facilitate the work of the committees and commissions of the Presbytery in fulfilling its mission by:

- Meeting regularly with specialty Deans, Stated Clerk, Operations & Communications Coordinator, and regional Shepherds in maintaining relationships of love, trust, and mutual accountability.
- Facilitating connections between congregations, minister members of Presbytery, Presbytery Staff, and chairs of Presbytery committees and commissions; cultivating overall health and celebrating successes.
- Ensuring compliance with processes including, but not limited to, necessary/required staff trainings.
- Managing the business and operational processes of the Presbytery.
- Coordinating the exploration of new and adaptive approaches to mission and ministry; identifying changing needs and challenges.
- Coordinating logistics for Presbytery meetings with Stated Clerk and Operations and Communications Coordinator, including preparing agendas, assembling and distributing meeting materials, arranging meeting spaces (in-person and virtual), and tracking attendance.

Relationships & Accountability

The Executive Presbyter will be accountable to the Presbytery through the Coordinating Committee working in close relationship with the Personnel Task Force.

The Executive Presbyter will:

- Serve as Presbytery staff for all committees, councils, and commissions.
- Serve as Presbytery resource staff for special task forces and the Administrative Commission as appointed by the Moderator or elected by the Presbytery.
- Represent the Presbytery with denominational entities: Presbyterian Disaster Assistance, Presbyterian Investment and Loan Program, Board of Pensions, Presbyterian Mission Agency, Presbyterian Foundation, General Assembly, and Synod of Living Waters.
- Oversee the performance of the Presbytery's staff or contracted workers

Essential Skills, Gifts, and Experience

- Strong understanding and articulation of Reformed Theology and a basic knowledge of denominational structures and resources
- Be a member in good standing, as Ruling or Teaching Elder, in the Presbyterian Church (U.S.A.)
- Proven ability to listen, empathize, assess, and use adaptive approaches to opportunities and problem solving, coupled with a willingness to work in partnership through the Presbytery's structures and systems, and following the Mission and Operations Manual
- Willingness to create space for a range of theological understandings and respect for other faith traditions; develops valued cross-cultural relationships, with humility and genuine engagement in the interests of others
- Demonstrated ability to navigate, interpret, and resource in complex situations, times of conflict, times of congregational transition, and the Presbytery's transition
- Embody emotional balance, confidence, grace, flexibility, and receptivity when faced with challenges, bringing a calm presence and mature self-awareness in times of transition, stress, grief, and conflict
- Punctual, reliable, well-organized, effective communicator, and ability to triage priorities

The Presbytery of Middle Tennessee Proposed Job Description: Stated Clerk

Purpose

The Vision and Leadership Team is proposing that the Presbytery maintain the Stated Clerk position as a part-time position. Many of the administrative tasks previously done by the Stated Clerk will now be assumed by the newly expanded position of Operations and Communications Coordinator thereby freeing up the Stated Clerk to concentrate their attention to the responsibilities as required by the Book of Order and the Missions and Operations Manual of the PMT. The Stated Clerk position is required by the Book of Order (G3.0104) to ensure that constitutional requirements are met by the Presbytery. The Stated Clerk fulfills duties assigned by the Presbytery through its Mission and Operations Manual, serves as Presbytery's parliamentarian, and contributes to cultivating a culture of transparency, trust and inclusion within the Presbytery operations to fulfill our mission and ministry purposes.

The Stated Clerk fills an important role in representing the values, vision, and goals of the Presbytery. Creativity and adaptability are expected, beyond the required record-keeping and compliance with the Book of Order. When polity or customary practices are tested, the Stated Clerk's response shall be exploring possibilities and inviting further conversation.

Essential Duties/Responsibilities

- Ensure that constitutional and polity requirements are met:
 - Record actions of the Presbytery including the recording of Presbytery minutes and filing statistical and other reports as required by the Presbyterian Church (U.S.A.)
 - Keep rolls of Presbytery membership and attendance
 - Preserve Presbytery minutes and other records, furnishing verified extracts upon request
 - Provide orientation, training, advice, and requested resources in matters of judicial process
 - Assist the Coordinating Committee in review of the process and formula for parity of minister and elder members, every five years
 - Ensure compliance with required processes, such as background checks, and records retention schedules.
- Fulfill duties assigned by the Mission and Operations Manual and Policies:
 - Coordinate and collaborate with the Moderator, committee chairs, Operations and Communications Coordinator, and Executive Presbyter in logistics of preparing for and conducting Presbytery meetings (including preparing agendas, assembling and distributing meeting materials,

- arranging meeting spaces (in-person and virtual) and tracking attendance), trainings and other meetings as appropriate
- Attend meetings of the Coordinating Committee, Commission on Ministry, Committee on Preparation for Ministry, Permanent Judicial Commission, and other committees when invited by the chair, or as directed by the Executive Presbyter or the Coordinating Committee
- Support the work of commissions, committees, and task forces, as needed
- Ensure orientation for first-time commissioners at Presbytery meetings
- Ensure annual training for first-time Clerks of Session and annual review of church minutes. Participate in training of General Assembly commissioners
- Serve as Secretary of the Corporation.
- Serve as Presbytery's parliamentarian.
- Other Assigned Duties:
 - Collaborate with the Operations and Communications Coordinator in:
 - ✓ planning annual Committee Orientation
 - ✓ assisting Pastor Nominating Committees with posting Ministry Information Forms on Church Leadership Connection
 - ✓ providing announcements and updates for Presbytery eNews
 - ✓ keeping Presbytery's electronic files updated
 - Serve in the Larger Church – Attend the annual Polity, Benefits, and Mission Conference, Synod of Living Waters, and the General Assembly
 - Forward approved policy and documents to Operations Coordinator for posting on website
 - Serve collaboratively and transparently with the Executive Presbyter, Coordinating Committee, Operations and Communications Coordinator, committee chairs, Deans and Shepherds.

Relationships & Accountability:

The Stated Clerk shall be accountable to the Presbytery of Middle Tennessee through the Coordinating Committee. Regarding constitutional responsibilities, areas of concern will be communicated to the Executive Presbyter and Coordinating Committee through the Personnel Task Force. The Stated Clerk will be reviewed by the Personnel Task Force of the Coordinating Committee at the end of the first year of their term. In the first half of the third year, a comprehensive evaluation will be conducted by the Personnel Task Force.

Essential Skills, Gifts, and Experiences

- Be a member in good standing, as a Ruling or Teaching Elder, in the Presbyterian Church (U.S.A.)

- Proven knowledge of the Book of Order, Presbyterian Polity, Robert's Rules of Order, and PCUSA structures and resources
- Collaborative team-player, invested in best outcomes for all staff colleagues, Presbytery leaders, ministers, and churches
- Detailed record keeper who finds joy in sharing appropriate Presbytery documents, learning to improve as a Stated Clerk, and equipping others for their roles and responsibilities
- Trustworthy, approachable, prompt in responses, and respectful in all interactions
- Oversees and safeguards Presbytery property and documents, making them readily available and accessible, as needed or requested

Term of Service:

The Stated Clerk shall be nominated by the Personnel Task Force through the Coordinating Committee and be elected by the Presbytery for a three-year term (to begin January 1). The term is renewable.

The Presbytery of Middle Tennessee
Proposed Job Description:
Operations and Communications Coordinator

Purpose

The Vision and Leadership Team is proposing that this position be expanded to a full-time position (previously has been part-time) with expanded responsibilities for the dual purposes of relieving the Stated Clerk from administrative tasks that are clerical in nature, yet essential and time consuming, and to facilitate better communication and coordination of resources throughout the presbytery.

The Operations and Communications Coordinator provides essential administrative, operational, and communications support to the Presbytery of Middle Tennessee. This position works closely with the Executive Presbyter, Stated Clerk, and other staff to ensure smooth daily operations, clear and consistent communication, and effective coordination of Presbytery gatherings, resources, and initiatives.

Essential Duties/Responsibilities

- **Administrative & Operations Support**
 - Serve as the primary administrative resource for the Presbytery, managing daily operations such as supplies, mail, equipment, and file systems.
 - Coordinate logistics for Presbytery meetings with Executive Presbyter and Stated Clerk, including preparing agendas, assembling and distributing meeting materials, arranging meeting spaces (in-person and virtual), and tracking attendance.
 - Maintain designated administrative files, agreements, and operational records as assigned by the Executive Presbyter and Stated Clerk.
- **Communications & Technology**
 - Develop, manage, and distribute all internal and external communications, including print and electronic media, such as newsletters, social media, website updates, and email announcements.
 - Arrange audiovisual and technology support for meetings, online gatherings, and hybrid events.
 - Coordinate design, formatting, and distribution of communications materials in alignment with Presbytery's mission and branding.
- **Liaison & Support**
 - Assist with information dissemination between staff, committees, and commissions as assigned by the Executive Presbyter and Stated Clerk.
 - Support coordination of special events, training opportunities, and mission initiatives.

Relationships & Accountability

- Reports to the Executive Presbyter.
- Works closely with the Stated Clerk, Treasurer, committee and commission chairs, and other Presbytery staff.
- Maintains collaborative relationships with volunteers and ministry partners.

Essential Skills, Gifts and Experiences

- Familiarity with the Presbyterian Church (U.S.A.) structure, polity, and mission; willingness to learn and adapt as needed.
- Strong written and verbal communication skills with the ability to tailor messages for various audiences.
- Excellent organizational skills, with the ability to manage multiple priorities and meet deadlines.
- Proficiency with office software, content management systems, social media platforms, website development, online meeting tools, and audiovisual and technology tools.
- Demonstrated ability to work collaboratively, maintain confidentiality, and approach work with flexibility and adaptability.
- Cultivator of environments of trust, transparency, and inclusion in all communications and interactions.
- Supporter of the mission and ministry of the Presbytery with prayerfulness, creativity, and adaptability.

The Presbytery of Middle Tennessee Proposed Job Description: Deans

Purpose

A **Dean** in the Presbytery of Middle Tennessee is a person hired to act as a resource and training specialist for a specific area of church life. As a ministry specialist, the role of Dean is an evolving one based on the needs of the presbytery. Deans will provide resources in specific areas of ministry and congregational life. This will allow all churches to have access to resources and expertise that they might not otherwise have. This will increase equity between the churches, regardless of size or location.

Proposal

The Vision and Leadership Team recommends that the presbytery hire up to four (4) Deans — they can be ordained or lay. They will work part-time (approx. 20 hrs/week) with their job description created by the Executive Presbyter in consultation with the Personnel Task Force.

Generally, there will be two (2) to four (4) Deans working within the presbytery at any one time, but this number will be determined by the Executive Presbyter in consultation with the Coordinating Committee and Finance Committee.

Each Dean will report directly to the Executive Presbyter who will oversee and manage the Dean program in consultation with the Coordinating Committee. The Executive Presbyter in consultation with the Coordinating Committee will determine what areas need to be served by a Dean. Such areas might include Christian education, technology, stewardship and finance, youth, arts, worship, music, missions, community involvement, etc. It will be up to the Executive Presbyter and Coordinating Committee to determine how Deans are to be allocated.

Each Dean will serve one (1) year terms which can be renewed. The program is intended to be flexible and responsive to the needs of the presbytery. For example, a Dean may be hired to focus on helping congregations develop more effective stewardship

campaigns. After two years, it may be determined that this Dean has completed their task and this particular deanship can be closed.

Essential Duties/Responsibilities:

- Provide guidance and expertise to pastors, church officers, church committees, church members, and volunteers.
- Provide staff support to a presbytery committee that most closely aligns with their expertise.
- Organize workshops, seminars, and training sessions for congregations and church leaders within their area of expertise.
- Attend stated meetings of the presbytery.
- Facilitate communication and collaboration among congregations and church leaders and encourage the sharing of ideas, resources, and best practices.

Essential Skills, Gifts and Experiences

- Possess a strong understanding of Reformed theology as well as a commitment to the mission and values of the Presbyterian Church (USA), including intentionally cultivating a culture of transparency, trust, and inclusion.
- Possess excellent communication, interpersonal, and organizational skills. The ability to work independently, manage multiple projects, and collaborate with diverse groups of people is crucial. Proficiency with using digital tools and platforms for communication and resource sharing is also expected.

Salary will be competitive and commensurate with experience.

Sample Job Description

Dean for Christian Education

Presbytery of Middle Tennessee is seeking a **part-time Dean of Christian Education** to support and enhance the educational ministries of its member churches. This individual will serve as a resource and specialist, helping congregations develop and implement effective Christian education programs for all ages.

Essential Duties/Responsibilities:

- **Consultation and Support:** Provide guidance and expertise to pastors, Christian education committees, and volunteers in developing curriculum, planning educational events, and addressing specific challenges.
- **Resource Curation:** Identify, evaluate, and recommend a variety of Christian education resources, including curricula, books, and digital tools, that align with Reformed theology and Presbyterian polity.
- **Training and Development:** Organize and lead workshops, seminars, and training sessions for Christian education leaders and teachers on topics such as effective teaching methods, child safety policies, and faith formation across different life stages.
- **Networking and Collaboration:** Facilitate communication and collaboration among Christian education leaders from different churches to share ideas, resources, and best practices.
- **Program Development:** Assist the Presbytery's **[insert appropriate committee or commission name here]** in developing and implementing presbytery-wide educational initiatives, such as youth retreats, leadership training programs, or adult education events.

Essential Skills, Gifts and Experiences:

- **Educational Background:** A bachelor's degree is required; a master's degree in Christian Education, Divinity, or a related field is highly preferred.
- **Experience:** A minimum of 3-5 years of experience in Christian education leadership, either as a director, pastor, or a key volunteer leader within a church or presbytery setting.

- **Theological Understanding:** A strong understanding of Reformed theology and a commitment to the mission and values of the Presbyterian Church (U.S.A.) is essential.
- **Skills:** Excellent communication, interpersonal, and organizational skills are essential. The ability to work independently, manage multiple projects, and collaborate with diverse groups of people is crucial. Proficiency in using digital tools and platforms for communication and resource sharing is also preferred.
- **Personal Attributes:** The ideal candidate will be a self-starter, a creative problem-solver, and a passionate advocate for lifelong faith formation.

Position Details:

- **Hours:** To be determined.
- **Reporting:** The Dean will report to the Presbytery's Executive Presbyter and work closely with the **[insert appropriate committee or commission name here]**.
- **Compensation:** Salary is competitive and commensurate with experience.

The Presbytery of Middle Tennessee Proposed Job Description: Shepherds

*Know well the condition of your flocks, and give attention to your herds.
Proverbs 27:23*

Purpose

A Shepherd is a vital link between a group of churches and the wider presbytery, fostering collaboration, communication, and a shared sense of mission using the Presbytery's current neighborhood structure. Shepherds facilitate collaboration between the churches in their assigned neighborhood and the presbytery. Shepherds work with the churches in their neighborhood to build relationship and trust between the churches, to help churches connect with one another in common ministries, such as mission, stewardship, and education, and to advocate for the churches in that neighborhood to the whole presbytery. Because the Shepherd's role is to develop a relationship and connection with each church in their neighborhood, each congregation will feel better supported and ultimately more united with the larger presbytery. This position requires a unique blend of spiritual maturity, relational skills, and a deep understanding of the churches they serve.

Background

For many years, the Presbytery of Middle Tennessee has grouped its member congregations into 4 geographic "neighborhoods." As stated in the presbytery's Mission and Operations Manual, "The presbytery will be divided into four neighborhoods to foster community and communication within the presbytery's geographic areas. These neighborhoods will be utilized by the various committees."

In reality, there has been little activity at the neighborhood level. Occasionally, there have been lunch meetings for neighborhood pastors, but these were organized by the Executive Presbyter and staff.

Given the number of churches in this presbytery, it is unreasonable to expect that the Executive Presbyter alone is able to regularly visit each congregation on a regular

basis, which has left the churches that are geographically distant from Nashville feeling out of touch with the presbytery and the other churches within the presbytery.

Proposal

The Vision and Leadership Team recommends that the presbytery hire four (4) part-time Shepherds (approx. 10-20 hrs/week, the final determination of which is up to the Executive Presbyter in consultation with the Coordinating Committee/Personnel Task Force) — one for each Neighborhood. The responsibility of these Shepherds is to nurture and strengthen the relationship between churches in their Neighborhood and the presbytery. This role involves active listening, building trust, and facilitating communication to ensure the needs, concerns, and successes of the churches are represented to the presbytery, and that the presbytery's resources and vision are effectively shared with the churches. The Shepherd acts as a connector and advocate, embodying the unity of the church. In addition to being compensated for their work, we recommend that each neighborhood be granted a \$1,000 per year stipend to be used at the discretion of the Shepherd for that neighborhood.

Essential Duties/Responsibilities

- Relationship Building
 - Develop and maintain strong, trusting relationships with pastors, elders, and key leaders in each assigned church. Regularly visit churches to build rapport, attend meetings and celebrations, and become familiar with their unique cultures, challenges, and ministries.
- Communication & Advocacy
 - Serve as the primary point of contact between churches and the presbytery. This includes sharing information, representing the churches' perspectives in presbytery meetings, and advocating for their needs. The Shepherd will also communicate presbytery decisions, initiatives, and resources to the churches in a clear and timely manner.
- Spiritual and Pastoral Support

- Provide spiritual and pastoral care to church leaders, offering encouragement, a listening ear, and support during times of difficulty.
- Facilitation of Resources
 - Help churches access and utilize the resources available through the presbytery, such as educational materials, training opportunities, and ministerial support. The Shepherd should be knowledgeable about these resources and proactive in connecting churches with them.
- Reporting
 - Regularly report to Executive Presbyter on the state of the churches in their neighborhood, including their health, challenges, and successes.

Essential Skills, Gifts and Experiences:

- A deep and abiding faith, with a strong commitment to the mission and values of the presbytery.
- Proven experience in a pastoral, leadership, or congregational role within a church setting.
- Exceptional interpersonal and communication skills, with the ability to build rapport and trust with diverse individuals and groups.
- Strong active listening skills and a non-judgmental approach.
- Demonstrated ability to handle sensitive information and difficult conversations with discretion and grace.
- Familiarity with the structure, polity, and mission of the presbytery.
- It is not required that a Shepherd reside within their Neighborhood.
- The Shepherd program, as well as the hiring and dismissal of Shepherds, will be managed and overseen by the Executive Presbyter.

Compensation is to be determined by the Executive Presbyter in coordination with the Coordinating Committee and Finance Committee.

The Presbytery of Middle Tennessee Proposed: Coordinating Committee

Recommendation

The Vision and Leadership Team recommends that the work of the Administrative Committee be transferred to a **Coordinating Committee**¹ for the purpose of better facilitating the sharing and coordinating of information among the presbytery's leadership and each committee and commission of the presbytery. In addition to conducting the regular business of the presbytery, all participants on this committee will share reports, updates, and feedback from their respective committees.

The responsibilities of the Coordinating Committee shall be the same as the former Administrative Committee; however, the membership of the Coordinating Committee shall consist of:

1. Moderator + Chairs of the following Committees/Commissions (or their designees):
 - Committee on Church Transformation
 - Commission on Ministry (COM)
 - Committee on Preparation for Ministry (CPM)
 - Finance Committee/Treasurer
 - Committee on Social Justice
 - Committee on Nominations
2. Executive Presbyter
3. Stated Clerk
4. Vice-moderator (will be Chair of the Coordinating Committee)

¹ If approved, this change will necessitate that The Missions and Operations Manual be updated

Additional Recommendation

Transformation through relationships, ministries and missions that produce the Fruits of the Spirit requires an underpinning of active connectivity and authentic communication. As a result of our discernment process, it became clear that we must first, as a starting point for revitalization within the Presbytery of Middle Tennessee, build out a better network to promote the connectivity and authentic communication that is required. Therefore, the fruit of our labors has centered on multiplying and better connecting the number of workers in the field to accomplish this essential first step.

Implementation is absolutely crucial to the vitality of this framework. We learned from the previous vision process that without implementation the work can become void, the opportunity of the Spirit denied, and the fruit dies on the vine.

We recognize that much still needs to be done to accomplish the revitalization that we all seek in order to continue to share the Good News of Christ with our brothers and sisters that have yet to be meaningfully introduced to our Savior. Therefore, it is the additional recommendation of the Vision and Leadership Team that a new Vision Team be created soon so that the work can be continued to take a deeper dive into discerning how to faithfully transform into active disciples and messengers by utilizing these connective communication channels.

Proposed Organizational Chart

THE PRESBYTERY OF MIDDLE TENNESSEE

VISION: Cultivating congregations to be Christ's agents of transformation through relationships, ministries, and missions that produce the fruits of the Spirit

EMPLOYEES POSITIONS:

- Full Time EXECUTIVE PRESBYTER (40 hrs/wk)
- Part-time STATED CLERK (20-30 hrs/wk)
- Full Time OPERATIONS AND COMMUNICATIONS COORDINATOR (40 hrs/wk)
- Up to four (4) Deans (approx. 20 hrs/week), flexible positions to be created on an as-needed basis with the area of focus of each Dean to be determined by the Executive Presbyter in cooperation with the Coordinating Committee
 - Sample possibilities are:
 - ✓ Conflict and Transitions
 - COMMISSION ON MINISTRY – AC's, Church Conflict, Liaison with Churches, Pastoral Transitions, Leadership development
 - ✓ Congregational Transformation – Focusing on strategies for large, rural and small churches – formation, expansion, and discipleship
 - COMMITTEE ON CHURCH TRANSFORMATION – to be expanded to a number commensurate with the projects to be undertaken
 - ✓ Christian Formation and Education
- Four (4) Shepherds (one for each neighborhood) (approx. 10-20 hrs/week), with a stipend available for each neighborhood to spend per year.

PERMANENT JUDICIAL COMMISSION

PERMANENT ADMINISTRATIVE COMMISSION

COORDINATING COMMITTEE (members)

(Moderator, Vice Moderator, Executive Presbyter, Stated Clerk + 1 member from each committee (Chairs or Chairs' designee – 10 members total)

COMMITTEES/COMMISSIONS²:

- COORDINATING COMMITTEE [CC] – Operations, Governance, Personnel, and Stewardship (Ad Hoc Appointing Group)
 - Personnel Task Force
- COMMISSION ON MINISTRY [COM] – Mediation, Pastoral Care, Review Team, Leadership development
 - Mediation Team
 - Pastoral Care Team
- COMMITTEE ON CHURCH TRANSFORMATION [CCT] (expand the membership significantly and partner with a Dean to oversee its projects – see above.)
- COMMITTEE ON PREPARATION FOR MINISTRY [CPM]
- COMMITTEE ON MISSIONS AND SOCIAL JUSTICE [CMSJ]
- FINANCE COMMITTEE [FC]
 - Investment Task Force
- COMMITTEE ON NOMINATIONS [CN]

² For each of the recommended staff and committee/commission changes that are approved, the Missions and Operations Manual should be revised on an as-needed basis to reflect the changes.

Evelyn Graham
(615) 892-9721
mevelyngraham@gmail.com

**FINANCE COMMITTEE
REPORT TO THE PRESBYTERY OF MIDDLE TENNESSEE
November 8, 2025**

INFORMATION

1. The Finance Committee conducts a hybrid meeting at 3:00 on the fourth Thursday of each month at Westminster Nashville in person and on Zoom. The committee meets immediately before the Administrative Committee so the committees are able to meet and discuss joint issues, if necessary.
2. The Finance Committee regrettably accepted the resignation of Melinda Sanders from the committee.

ADMIT TO RECORD

1. Financial statements, including the Actual to Budget Statement of Activity for the period September 2025, the Statement of Financial Position as of September 30, 2025, and a Summary of both Actual to Budget Statement of Activity for the period June 2025 and September 2025 and Statement of Financial Position as of June 30, 2025 and September 30, 2025, are included in the packet, noting the following:
 - Pledged giving is over budget for the month of September by \$24,000. Many thanks to our churches.
 - Pledged giving is also over budget for year-to-date through September by \$24,000. Many thanks to our churches.
 - Expenses continue to be below budget
 - The Vanguard accounts are up approximately \$758,000 year-to-date, approximately 28%. This gain is due mainly to the success of our stock market accounts and should not be considered normal or sustainable.
 - Mullins Clemmons & Mayes, our accounting firm, is working to help us correct amounts in several of the designated and temporarily restricted funds, especially those relating to the Nueva

Vida Food Bank and the Nueva Vida New Church Development (NCD). These amounts should be corrected in the October 2025 financial statements.

2. A 2026 budget was approved with the following items noted:
 - a. Financial Policies and Procedure require a balanced budget to within +/- 2%.
 - b. The line items of salary and benefits for the new Transitional Executive Presbyter and the new Transitional Stated Clerk are taken from the offer letters given to those two people who have accepted these positions.
 - c. The Administration Coordinator was budgeted for full time with medical and pension benefits.
 - d. Missional giving to the 3 UKirk campuses, the Nueva Vida food bank, and NaCoMe are funded at the same amounts as 2025.
2. Approved a housing allowance of \$54,000 for the new Transitional Executive Presbyter.
3. Approved a COM request to change the language in the Financial Policies and Procedures Appendix A for the Mediation designated fund, Acct 3001-14, to the following (change to current wording is in **bold**):

“This fund consists of money set aside by the Presbytery to help churches address situations of serious conflict, by covering the expense of utilizing trained mediators within the Presbytery or by hiring outside mediators or consultants, with the Commission on Ministry's approval. **This fund can also be used to pay for mediation training for presbytery members (ministers and members) who are willing to serve on the team.** The churches involved may be asked to match monies used from this fund. This fund is administered by the Commission on Ministry.”
4. Approved a COM request to hold a mediation training on March 2-6, 2026. Cost is \$8,612.00 plus no more than \$1,500 for food for 12 people. Cost to PMT members would be \$500 and willingness to serve on the Mediation Team of COM. The training will be open to other presbyteries after a cut-off date, and they will be charged \$850 to attend.
5. Approved a request by Old Hickory, First for a pass-through fund to be created to receive money from the estate of Mary Field Nevill. The language to be included in the Financial Policies and Procedures, Appendix A would be as follows (new fund language indicated in **bold**):

“**This temporary fund was established to receive and distribute money received from a limited bequest by Mary Field Neville to Old Hickory Presbyterian Church with the restriction that it be used for construction**

and/or maintenance of physical facilities. This fund was established by the Finance Committee in October 2025. The Old Hickory Task Force of the COM administers this fund in consultation with the congregation/session. This fund's end date will be at its depletion. Should Old Hickory PC cease to exist before that time, the funds revert to Mrs. Neville's estate."

6. Approved a new designated fund for Sabbatical Assistance to supplement the current restricted Sabbatical Assistance fund, acct 3002-26. In the old restricted fund, monies were collected from a presbytery meeting in July 2011. This restricted fund currently gives a maximum of \$600 to small churches of less than 100 members for a pastor's sabbatical assistance. COM appointed a task force to create a new grant application process for sabbatical assistance. Successful recipients must have submitted current statistical report information, and priority is given to single pastor churches. Finance approved creating a new designated fund and seeding the fund with \$12,500, to be taken from Unrestricted Net Assets, Acct 3001, with the following language for this new account (changes indicated in **bold**):
"From this fund grants of up to \$1,500 are awarded to sessions pursuant to the sabbatical policy and grant application process of the Commission on Ministry (COM). Successful recipients must have submitted annual complete statistical reports (including the budgetary portion) and priority is given to single pastor churches. If a successful session is under 100 members, the first \$600 of the grant is taken from Restricted Fund 3002-26 (which will go away after depleted), with this fund supplying the balance. The fund is replenished by Presbytery offerings and requests from COM to the budget taskforce and is administered by COM."
7. Approved a request from the Committee on Mutual Support (COMS) for additional funds for the Centsability program and approved matching funding of dollar for dollar by the presbytery for monies received by the churches. Although this program is no longer supported by the PCUSA, churches continue to collect funds which are put into the restricted Centsability fund, Acct 3002-01. The hunger need is great and requests are turned down due to lack of funding. A motion was made to create a new designated fund in honor of the commitment of the congregation of St. John's Presbyterian in Lincoln County in their work to alleviate hunger by using some of the funds from the sale of their church property. This fund

would be seeded with \$12,500 by the closure of St. John's, Fayetteville, Acct 3001-46. Also, presbytery will match funds received dollar for dollar from a special offering to be collected at the November 8, 2025 presbytery meeting and will match additional funds dollar for dollar as they are collected from churches and given to the presbytery beginning in 2026. Restricted monies must be used first when awarding hunger grants. The new designated Centsability fund will have the following description in the Financial Policies and Procedures, Appendix A (changes indicated in **bold**):

“This fund administered by the Committee on Mutual Support is to supplement and further the presbytery’s commitment to hunger insecurity and participation as a presbytery in the Matthew 25 program of the PCUSA. This fund was created to honor the work of the congregation of St. John’s Presbyterian in their commitment to alleviating hunger in Lincoln County. Monies from the sale of the property of St. John’s, Fayetteville will be used to seed the new fund with \$12,500. Presbytery will match funds dollar for dollar collected by churches for the Centsability program beginning with the November 8, 2025 presbytery meeting and continuing into 2026 and beyond by using funds from the sale of St. John’s, Fayetteville’s church property. Restricted monies in the Centsability Acct 3002-01 must be used first. COMS can request additional money through the annual budget process of the presbytery.”

8. A proposal was submitted by Committee on Mutual Support (COMS) for a new program, “Mission and Ministries Grant Fund” to be funded by monies of the presbytery. The finance committee concluded that the visioning process of the Visioning Task Force must take precedence over any new programs developed by current presbytery committees. We thank COMS for the good work and desire to serve this presbytery and its churches. We are waiting to see if this new visioning is approved by the presbytery and encourage COMS to resubmit during the implementation period of the new vision.
9. Southminster, Nashville and CCT have submitted a ground lease for affordable housing between Southminster and Woodbine. We are waiting on the advice of the Legal Task Force before approving such a lease.
10. Approved a request from the Committee on Church Transformation (CCT) to support a new mission position for Cookeville, First. Subject to approval, the presbytery will commit \$150,000, by declining amounts over the next 5

years, according to the plan documents received by CCT and Finance. The \$150,000 would come out of the New Church Development Upper Cumberland, Acct 3001-08. The motion approved by Finance is as follows: “The Finance Committee speaks favorably to the plans being developed collaboratively by Cookeville and CCT, together with other consultants, recognizing that these plans further the mission of Jesus Christ and the Presbytery of Middle Tennessee. The committee affirms that the work being undertaken seeks to reach out with the Gospel of Christ and to love and serve the world at the doorstep of the Frist Church of Cookeville and fits within the funding available to the Cumberland Plateau.

Furthermore, the Finance Committee requests that the CCT provide the presbytery an annual report describing how funds were utilized, what aspects of the project proved effective, and what challenges were encountered, with the hope that this shared learning will strengthen and inform the ministries of other congregations within the Presbytery.”

11. Approved closure of account 2001-41 (Silver Point, Mattie Smith) into 3001-04 (Designation-NCD Properties-Other) due to the conclusion of financial matters and disposal of the property.
12. The session of Hillwood Presbyterian called a congregational meeting to vote on the sale of a separate lot from the main property on which Hillwood has and will continue ministry as committed participants of the PCUSA. This lot was used to support activities of Hillwood High School which no longer exists. This congregation has taken the exemption.
13. Calvary, Big Lick sustained extensive damage caused by the tornado in the spring of 2025. They were awarded a grant from Presbyterian Disaster Assistance of \$5,000 and a presbytery grant of \$5,000. Despite this assistance as well as insurance monies, a shortfall in funding the repairs still existed. At the last presbytery meeting, a motion was made to refer additional funding for Calvary, Big Lick to the Finance Committee. Finance has tabled the additional funding until Cade Arnold, their COM representative, can obtain information from Calvary’s Clerk of Session to determine further need.
14. The Brick Church quit claim deed has been filed, and the property has been removed from the presbytery’s assets.

RECOMMENDATIONS

1. To approve the 2026 budget.

2. To approve changes in the wording of the Mediation Fund, Acct 3001-14, and approve expenses up to \$10,000 from COM's Mediation Fund to hold a mediation training event.
3. To approve the request of COM for a pass-through fund to be created for Old Hickory, First to receive money from the estate of Mary Seals Neville.
4. To approve a new designated fund for Sabbatical Assistance with seeding by the presbytery of \$12,500.
5. To approve a new designated fund for Centsability seeded with \$12,500 from the sale of the St. John's property
6. To approve \$150,000 over 5 years from the New Church Development Upper Cumberland Fund, Acct 3001-08, to support a new mission position at Cookeville, First.

**PMT Summary of Financial Results
for Presbytery Meeting on November 8, 2025**

Income Statement--Difference between Sept 2025 actual vs. Sept 2025 budget; Sept Year-to-date Actuals vs. Sept Year-to-date Budget

	Sept 2025 Actual	Sept 2025 Budget	Difference	Jan 2025 thru Sept 2025 Actual	Jan 2025 thru Sept 2025 Budget	Over/ Under Budget
Pledged Giving Contributions	\$40,790.29	\$16,608.77	\$24,181.52	\$258,088.92	\$234,116.06	\$23,972.86
Investment Income	\$25,373.99	\$25,376.75	(\$2.76)	\$77,591.29	\$76,250.25	\$1,341.04
Total Income	\$66,164.28	\$41,985.52	\$24,178.76	\$336,083.21	\$310,366.31	\$25,716.90
Total Expenses	\$42,071.20	\$43,591.77	(\$1,520.57)	\$305,923.16	\$340,835.29	(\$34,912.13)
Net Ordinary Income	\$24,093.08	(\$1,606.25)	\$25,699.33	\$30,160.05	(\$30,468.98)	\$60,629.03

Balance Sheet changes for the three month period Ending June 30, 2025 and for 2025 Year-to-date

	Balance as of June 30, 2025	Balance as of Sept 30, 2025	Difference	Balance as of Dec 31, 2024	Balance as of Sept 30, 2025	Difference
Total Assets	\$2,921,209.81	\$3,557,752.42	\$636,542.61	\$2,920,060.44	\$3,557,752.42	\$637,691.98
Less:						
Liabilities	\$36,008.58	\$14,852.96	(\$21,155.62)	\$155,167.17	\$14,852.96	(\$140,314.21)
Equity	\$2,885,201.23	\$3,542,899.46	\$657,698.23	\$2,764,893.27	\$3,542,899.46	\$778,006.19
	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Vanguard Balance	\$2,775,664.71	\$3,405,077.87	\$629,413.16	\$2,646,549.87	\$3,405,077.87	\$758,528.00
Pinnacle Bank Balance	\$121,242.60	\$143,648.25	\$22,405.65	\$113,933.63	\$143,648.25	\$29,714.62

Designated and Restricted Funds--for June 30, 2024 and Sept 30, 2025

Designated Funds	Balance as of June 20, 2025	Balance as of Sept 30, 2025	Difference	
3001-01 Allowance for church defaults	\$200,000.00	\$200,000.00	\$0.00	
3001-08 Designation - NCD Upper Cumberland	\$313,387.20	\$313,387.20	\$0.00	
3001-41 · Silver Point, Mattie Smith	(\$8,911.16)	(\$8,911.16)	\$0.00	
3001-44 Decherd PC	(\$19,261.87)	(\$21,949.98)	(\$2,688.11)	
3001-46 · St. John's, Fayetteville	\$45,260.00	\$524,305.00	\$479,045.00	
3001-47 · Hopewell PC, Milton	(\$2,500.00)	(\$2,500.00)	\$0.00	
3001-04 · Designation - NCD (Properties) - Other	\$243,870.95	\$231,370.95	(\$12,500.00)	\$1,235,702.01
3001-12 · Social Media & Technology Fund	\$7,500.00	\$4,535.00	(\$2,965.00)	
3001-13 · Leadership Dev & Education Fund	\$16,762.68	\$15,503.33	(\$1,259.35)	
3001-14 · Mediation Fund	\$18,000.00	\$18,000.00	\$0.00	
3001-15 · Designation Matthew 25 Fund	\$30,680.00	\$30,680.00	\$0.00	
3001-17 EP Transition Fund	\$41,014.92	\$35,106.25	(\$5,908.67)	
3001-18 · Southminster AC loan	(\$46,498.40)	\$0.00	\$46,498.40	
3001-19 · Nueva Vida NCD - PMT Board	\$54,999.98	\$19,499.97	(\$35,500.01)	
3001-20 · Investment Income - PMT Board	\$20,580.30	(\$4,776.45)	(\$25,356.75)	\$1,354,250.11
Temporary Restricted Funds				
3002-01 · Centsability	\$5,193.49	\$1,452.92	(\$3,740.57)	
3002-05 · Guatemalan Support Funds	\$3,215.90	\$5,793.50	\$2,577.60	
3002-06 Pastoral Care	\$1,470.00	\$1,470.00	\$0.00	
3002-09 · Disaster Assistance Fund	\$19,269.02	\$14,269.02	(\$5,000.00)	
3002-10 · Triennium	\$2,941.26	\$2,941.26	\$0.00	
3002-12 · Women in Ministry	\$190.00	\$190.00	\$0.00	
3002-26 · Sabbatical Assistance	\$5,877.82	\$5,877.82	\$0.00	
3002-27 · Nueva Vida New Church Dev	\$34,412.51	\$28,487.57	(\$5,924.94)	
3002-32 · CPM - Scholarships	\$5,974.18	\$5,574.18	(\$400.00)	
3002-33 · Nueva Vida Foodbank Fund	(\$21,463.26)	\$0.00	\$21,463.26	
3002-35 · Nueva Vida Foodbank Kharis Grant	\$50,000.00	\$50,000.00	\$0.00	
3002-34 · Mburu Family Fund	\$2,641.15	\$141.15	(\$2,500.00)	

3002-50 · St. Andrews Fund	\$56,636.75	\$56,636.75	\$0.00	
3002-52 · Meeting scholar/preacher	\$5,000.00	\$5,000.00	\$0.00	\$177,834.17

Designated and Restricted Funds--for June 30, 2024 and Sept 30, 2025 (pg 2)

	Balance as of June 30, 2025	Balance as of Sept 30, 2025	Difference	
Restricted Funds				
3003 - Perm. Restricted Funds	\$10,749.80	\$10,749.80	\$0.00	

2025

Annual

Budget

\$500,000.00

\$0.00

\$101,667.00

\$601,667.00

\$612,348.76

(\$10,681.76)

The Presbytery of Middle Tennessee
Actual to Budget
Statement of Activity
 Period Ending September 2025

	SEPT 2025	SEPT 2025	\$ Over Budget	YTD 2025	YTD 2025	\$ Over Budget	2025
	Actual	Budget		Actual	Budget		Annual Budget
Ordinary Income/Expense							
Income							
4000 · Pledged giving	40,790.29	16,608.77	24,181.52	258,088.92	234,116.06	23,972.86	500,000.00
4005 · Contributions	0.00			403.00			
4070 · Investment income							
4070-10 · Investment income	25,373.99	25,376.75	-2.76	77,591.29	76,250.25	1,341.04	101,667.00
Total 4070 · Investment income	25,373.99	25,376.75	-2.76	77,591.29	76,250.25	1,341.04	101,667.00
Total Income	66,164.28	41,985.52	24,178.76	336,083.21	310,366.31	25,716.90	601,667.00
Gross Profit	66,164.28	41,985.52	24,178.76	336,083.21	310,366.31	25,716.90	601,667.00
Expense							
5000 · Finance							
5000-01 · Occupancy	550.00	550.00	0.00	4,950.00	4,950.00	0.00	6,600.00
5000-02 · Equipment	0.00	0.00	0.00	0.00	500.00	-500.00	500.00
5000-03 · Insurance	2,461.50	0.00	2,461.50	2,693.00	4,000.00	-1,307.00	4,000.00
5000-05 · Office Expense	266.27	250.00	16.27	1,795.03	2,250.00	-454.97	3,000.00
5000-06 · POMA (Database)	0.00	0.00	0.00	830.00	1,660.00	-830.00	1,660.00
5000-07 · Telephone	189.64	250.00	-60.36	1,706.58	2,250.00	-543.42	3,000.00
5000-08 · Audit Fee	0.00	0.00	0.00	908.75	0.00	908.75	10,000.00
5000-11 · Processing Fees (Bank, Payroll)	190.19	208.33	-18.14	1,931.43	1,874.97	56.46	2,500.00
5000-12 · Webpage	75.00	83.33	-8.33	492.66	749.97	-257.31	1,000.00
5070-01 · GA Per Capita	0.00	0.00	0.00	0.00	0.00	0.00	159,955.04
5070-03 · Synod Per Capita	14,608.44	14,608.44	0.00	43,825.32	43,825.32	0.00	58,433.76
Total 5000 · Finance	18,341.04	15,950.10	2,390.94	59,132.77	62,060.26	-2,927.49	250,648.80
5020 · Committee on Mutual Support							
5010-03 · NaCoMe Camp	0.00	0.00	0.00	30,000.00	30,000.00	0.00	30,000.00
5020-01 · Nueva Vida Food Bank	1,250.00	1,250.00	0.00	11,250.00	11,250.00	0.00	15,000.00
5020-02 · MTSU Campus Ministry	1,833.33	1,833.33	0.00	16,499.97	16,499.97	0.00	22,000.00
5020-03 · TTU Campus Ministry	1,666.67	1,666.67	0.00	15,000.03	15,000.03	0.00	20,000.00
5020-05 · Vanderbilt Campus Ministry	1,916.67	1,916.67	0.00	17,250.03	17,250.03	0.00	23,000.00
5020-06 · Synod - Campus Ministry Support	-2,201.41	-2,201.41	0.00	-19,812.69	-19,812.69	0.00	-26,417.00
Total 5020 · Committee on Mutual Support	4,465.26	4,465.26	0.00	70,187.34	70,187.34	0.00	83,583.00
5030 · Committee on Ministry							
5030-04 · Background Checks	0.00	250.00	-250.00	1,056.32	2,250.00	-1,193.68	3,000.00
Total 5030 · Committee on Ministry	0.00	250.00	-250.00	1,056.32	2,250.00	-1,193.68	3,000.00
5050 · Comm. on Church Transformation							
5050-08 · Hispanic church support	833.33	833.33	0.00	7,499.97	7,499.97	0.00	10,000.00
Total 5050 · Comm. on Church Transformation	833.33	833.33	0.00	7,499.97	7,499.97	0.00	10,000.00
5060-01 · Comm. for Social Justice	0.00	83.33	-83.33	0.00	749.97	-749.97	1,000.00
5100 · Administrative Committee							
5100-02 · Presbytery Meeting Expenses	250.00	200.00	50.00	500.00	1,800.00	-1,300.00	2,400.00
5100-03 · Moderator Conference	0.00	41.67	-41.67	0.00	375.03	-375.03	500.00
5100-04 · EP expenses	233.80	833.33	-599.53	4,208.58	7,499.97	-3,291.39	10,000.00
5100-05 · EP Salary	8,250.00	7,916.67	333.33	74,250.00	71,250.03	2,999.97	95,000.00
5100-06 · EP Housing	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5100-07 · EP FICA	631.12	605.67	25.45	5,680.08	5,451.03	229.05	7,268.00
5100-08 · EP Medical/Pension	990.00	3,152.50	-2,162.50	8,910.00	28,372.50	-19,462.50	37,830.00
5100-14 · EP 403b Match	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5100-20 · Stated Clerk Salary	3,750.00	3,750.00	0.00	33,750.00	33,750.00	0.00	45,000.00
5100-21 · Stated Clerk FICA	286.85	286.92	-0.07	2,581.69	2,582.28	-0.59	3,443.00
5100-23 · Stated Clerk expenses	75.00	333.33	-258.33	1,439.08	2,999.97	-1,560.89	4,000.00
5100-30 · Operations Coord. Wages	2,000.00	2,000.00	0.00	18,000.00	18,000.00	0.00	24,000.00
5100-31 · Operations Coord. FICA	153.01	153.00	0.01	1,377.05	1,377.00	0.05	1,836.00
5100-32 · Operations Coord. Med/Pension	640.22	653.33	-13.11	5,761.98	5,879.97	-117.99	7,840.00
5100-61 · Accounting	1,171.57	1,250.00	-78.43	11,588.30	11,250.00	338.30	15,000.00
5100-70 · Legal Fees	0.00	833.33	-833.33	0.00	7,499.97	-7,499.97	9,999.96
5100-80 · EP Search expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 5100 · Administrative Committee	18,431.57	22,009.75	-3,578.18	168,046.76	198,087.75	-30,040.99	264,116.96
Total Expense	42,071.20	43,591.77	-1,520.57	305,923.16	340,835.29	-34,912.13	612,348.76
Net Ordinary Income	24,093.08	-1,606.25	25,699.33	30,160.05	-30,468.98	60,629.03	-10,681.76
Other Income/Expense							
Other Income							
7001 · Unbudgeted Income							
7001-15 · Unrealized gain/loss on Invest.	84,159.59	0.00	84,159.59	343,790.00	0.00	343,790.00	0.00
7001-21 · Temp. Restricted-Receipts	11,359.97	0.00	11,359.97	155,692.90	0.00	155,692.90	0.00
Total 7001 · Unbudgeted Income	95,519.56	0.00	95,519.56	499,482.90	0.00	499,482.90	0.00
Total Other Income	95,519.56	0.00	95,519.56	499,482.90	0.00	499,482.90	0.00
Other Expense							
7002 · Unbudgeted expenses							
7002-21 · Temp. Restricted disbursements	15,330.76	0.00	15,330.76	144,843.74	0.00	144,843.74	0.00
Total 7002 · Unbudgeted expenses	15,330.76	0.00	15,330.76	144,843.74	0.00	144,843.74	0.00
Total Other Expense	15,330.76	0.00	15,330.76	144,843.74	0.00	144,843.74	0.00
Net Other Income	80,188.80	0.00	80,188.80	354,639.16	0.00	354,639.16	0.00
Net Income	104,281.88	-1,606.25	105,888.13	384,799.21	-30,468.98	415,268.19	-10,681.76

The Presbytery of Middle Tennessee
Statement of Financial Position
As of September 30, 2025

ASSETS

Current Assets

Checking/Savings

1005 · Pinnacle Bank - PMT	142,370.19
1015 · Pinnacle Bank - NV	1,278.06

Total Checking/Savings	143,648.25
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Other Current Assets

1102 · Prior year pledges receivable	6,552.50
1202 · Prepaid expenses	1,650.00

1300 · Investments	
1300-11 · Vanguard-Pooled	2,764,561.23
1300-12 · Vanguard-Default Reserve	629,766.84
1300-13 · Vanguard-Endowment	10,749.80

Total 1300 · Investments	3,405,077.87
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1400 · Miscellaneous receivables	823.80
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Total Other Current Assets	3,414,104.17
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Total Current Assets	3,557,752.42
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Fixed Assets

1500 · Fixed Assets

1500-02 · Furniture and Equipment	2,165.37
1500-10 · Accumulated Depreciation	-2,165.37

Total 1500 · Fixed Assets	0.00
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Total Fixed Assets	0.00
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TOTAL ASSETS	3,557,752.42
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LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

20000 · *Accounts Payable	14,852.96
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Total Accounts Payable	14,852.96
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Total Current Liabilities	14,852.96
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Total Liabilities	14,852.96
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Equity

3001 · Unrestricted Net Assets

3001-01 · Allowance for church defaults	200,000.00
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3001-04 · Designation - NCD (Properties)	
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3001-08 · Designation - NCD Upper Cumberl	313,387.20
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3001-41 · Silver Point, Mattie Smith	-8,911.16
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3001-44 · Decherd PC	-21,949.98
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3001-46 · St. John's, Fayetteville	524,305.00
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3001-47 · Hopewell PC, Milton	-2,500.00
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The Presbytery of Middle Tennessee
Statement of Financial Position

As of September 30, 2025

3001-04 · Designation - NCD (Properties) - Other	25,370.95
Total 3001-04 · Designation - NCD (Properties)	1,035,702.01
3001-12 · Social Media & Technology Fund	4,535.00
3001-13 · Leadership Dev & Education Fund	15,503.33
3001-14 · Mediation Fund	18,000.00
3001-15 · Matthew 25 Fund	30,680.00
3001-17 · EP Transition Fund	35,106.25
3001-19 · Nueva Vida NCD - PMT Budget	19,499.97
3001-20 · Investment Income - PMT Budget	-4,776.45
3001-21 · NV Food Bank - PMT Budget	3,219.86
3001 · Unrestricted Net Assets - Other	<u>1,622,895.47</u>
Total 3001 · Unrestricted Net Assets	2,980,365.44
3002 · Temporarily restricted funds	
3002-01 · Centsability	1,452.92
3002-05 · Guatemalan Support Funds	5,793.50
3002-06 · Pastoral Care	1,470.00
3002-09 · Disaster Assistance Fund	14,269.02
3002-10 · Triennium	2,941.26
3002-12 · Women in Ministry	190.00
3002-26 · Sabbatical Assistance	5,877.82
3002-27 · Nueva Vida New Church Dev	28,487.57
3002-32 · CPM - Scholarships	5,574.18
3002-33 · Nueva Vida Food Bank	
3002-35 · NV Food Bank - Kharis Grant	<u>50,000.00</u>
Total 3002-33 · Nueva Vida Food Bank	50,000.00
3002-34 · Mburu Family Fund	141.15
3002-50 · St. Andrews Fund	56,636.75
3002-52 · Meeting scholar/preacher	<u>5,000.00</u>
Total 3002 · Temporarily restricted funds	177,834.17
3003 · Permanently restricted funds	10,749.80
3100 · Restricted/Designated income	-10,849.16
Net Income	<u>384,799.21</u>
Total Equity	<u>3,542,899.46</u>
TOTAL LIABILITIES & EQUITY	<u><u>3,557,752.42</u></u>

First Presbyterian Church
20 North Dixie Ave.
Cookeville, TN 38501
(931) 526-4424

Dear Members of the Grant Committee:

On behalf of the congregation of First Presbyterian Church of Cookeville, we write to express our interest in pursuing funding from the Upper Cumberland church grant to support the creation of a new Community Life Minister staff position. We are requesting \$150,000 over the next five years to fund this position, including a modest working budget, as we seek to nurture the spiritual growth and faith development of the congregation and foster a Christ-centered community, aligned with Presbyterian Church (USA) values, that extends beyond our church doors.

First Presbyterian Church of Cookeville has existed for more than 150 years. For much of that time, we have lived out the mission to spread the love and hope of Jesus Christ primarily within our own walls—through worship, education, and fellowship. More recently, however, we have felt the Spirit’s call to expand the horizons of our mission. The proposed Community Life Minister will embody this call as the role is designed to nurture the formation of disciples within our congregation and to guide our congregation into deeper patterns of community engagement and service. In short, the job description of the Community Life Minister will be to lead us in both *forming* community and *engaging* community—a dual focus that we believe captures the essence of what Christ is calling us to be in this time and place.

In the most recent Religious Insite report prepared for the Middle Tennessee Presbytery, when questioned regarding their beliefs about Jesus, the population surveyed most strongly agreed with the statement, “People in the Church do not behave as Jesus would behave.” Over the last several years, as we have weathered an aging population and decline in new membership following the Covid-19 pandemic, our church entered a season of discernment. Through prayer, study, and participation in the Thriving Congregations Initiative sponsored by the Black Mountain School, we have asked ourselves how our Church can truly “behave as Jesus would behave.” Over the course of the last two years, we have been steadily reshaping ourselves into a congregation that is outward-facing and committed to serving as a visible witness of Christ’s love in Cookeville, and in doing so, we have begun attracting new members and frequent visitors who are deeply engaged with the Cookeville community. We feel called to build on that with a dedicated ministry that will not only strengthen our own community of faith, but also create lasting connections and tangible impact in the broader community where God has placed us.

Statement of Need

Cookeville is a growing city in Putnam County, in Middle Tennessee, home to a wide range of social, economic, and educational communities. Our church is in the

downtown area, within walking distance of neighborhoods experiencing economic hardship, Tennessee Technological University, the historic town square housing local government offices, and a rapidly-expanding commercial district. This unique location provides daily reminders of both opportunities and need.

Many in our city—some even in our congregation—experience food insecurity, loneliness, and disconnection. Data provided by the Putnam Education Partnership (PEP) Foundation for the 2024-2025 school year indicated that of the 11,750 children enrolled in Putnam County Schools, 57% were considered economically disadvantaged. From that cohort, 695 children were experiencing homelessness. One in every five (20%) elementary-aged children was receiving assistance from the PEP Foundation's Backpack program to address food insecurity over weekends and school breaks. According to PEP Foundation data, in 2024, the group experienced a 140% increase in requests for assistance from impoverished and at-risk student families; need continues to increase.

Cookeville has seen consistent growth over the last decade, attracting young families, retirees, and transient University students. While this creates vitality, it also creates fragmentation. Newcomers often lack networks of support; intergenerational connections are thin in times of technology. The widening gap between University students, established residents, and underserved populations weakens the fabric of the community. In this context, churches in our region face the same challenge seen nationwide: traditional models of ministry are struggling to connect with younger generations and meet people where they are.

The FPC Cookeville Response

First Presbyterian Church of Cookeville has already begun responding to these challenges. Over the last two years, our participation in the Thriving Congregations Initiative has equipped us with tools for community listening, asset mapping, and collaborative ministry. The desire to simply connect more as a congregation has been evident in unprecedented attendance at youth theatre events and University sports and arts outings organized unofficially and announced at the beginning of worship services. Plans are currently being enacted to further increase community building among our congregation through revitalized youth programming as well as monthly fellowship outings for the adults and special events targeting our retirement age population.

Overwhelmingly, the desire among FPC Cookeville members and regular attendees to do the “hard work” of service and community building was reflected in Thriving Congregation interviews, and the congregation is well on its way to answering that call through sheer determination, committed Outreach and Mission Committees, and a number of very active group text messages. Our church has long hosted a community vegetable garden and partnered with Helping Hands, a local non-profit, to get food in the hands of those who need it most. We have kept a stocked “blessing box” in our parking lot. In December 2024 and January 2025, FPC Cookeville members became some of the most active contributors to the Cookeville Community Cares

Warming Shelter, providing meals to vulnerable members of our community during a bitter cold snap. We have participated in roadside clean-ups on a regular basis, sponsored annual fall trips through the Appalachian Service Project, and even served as active supporters of an orphanage in Lesotho, Africa by hosting regular internationally-focused events.

Also increasing the presence and visibility of FPC Cookeville in our community, we have participated in Upper Cumberland Pride Festival by handing out popsicles and messages of support, hosted an activity table and hot chocolate station for Cookeville's Christmas on the Square celebration, and hosted an annual Pumpkin Painting event for our Montessori-based preschool Soulsong. Our fellowship hall has served as the meeting location for a number of civic groups and organizations. In addition, we've also had the opportunity to join forces with other groups and host community-wide events such as an Earth Day celebration, a vaccine clinic, and Cookeville Art Prowl. We have partnered with a local non-profit bookstore to host a book study and author talk on *The Pursuit of Happiness: How Classical Writers on Virtue Inspired the Lives of the Founders and Defined America* by Jeffrey Rosen. In June, FPC Cookeville served as the location for a four week community class with Dr. Robert Owens of Tennessee Technological University addressing Race, Racism, and Civil Rights in the U.S.

Truly, one of the most meaningful steps towards community building began in May when one of our deacons casually suggested that we have a "free cookout in the parking lot." With that simple idea, "The Giving Griddle" ministry was born. Twice a month, FPC Cookeville offers free meals to all who come, with absolutely no strings attached. Over 3 months, what began with a borrowed Blackstone griddle, some folding chairs, and the generous contributions of a handful of our Mission Committee members has grown into a community event—at times drawing upwards of 60 people for a free meal with the only publicity being word of mouth and social media. On Saturday mornings, the once-empty church lawn and parking lot is now bustling with church members cooking on multiple grills and griddles, playing corn hole, listening to music, and sharing joyful conversations over omelettes and pancakes with unhoused neighbors who we now know by their first names. At our last event, we were thrilled to welcome new guests when a group of special needs adults served by Pacesetters arrived. Our youth work alongside our older population at the Griddle, chopping vegetables, cracking eggs, and forging connections different from those made inside a Sunday worship service. Through our outreach with The Giving Griddle, we have been able to help some regular participants obtain emergency funding needed for a necessary surgery, provide temporary housing, connect with local resources to help with employment barriers, and assist in applying for social security benefits.

We have seen the need, and we have respond by building a table. But we need an even bigger one. FPC Cookeville is exploring the possibility of greater partnerships with the Cookeville Community Cares shelter; the PEP foundation's backpack program; and assisting the El Puente community organization with crafts and games for children during weekly ESL classes for parents.

Description of Ministry's Activities and Projected Impact

Projects like The Giving Griddle represent only the beginning. To respond faithfully to Cookeville's needs, we require dedicated leadership to coordinate, expand, and sustain such ministries. The need we are naming is not simply for more programs; it is for a shepherd who can guide us as we grow into a church that is truly embedded in the lives of our community, bridging gaps, forming disciples, and cultivating belonging.

The Community Life Minister will serve as both organizer and pastor, spearheading ministries that express Christ's love in new ways while strengthening the bonds of our own church community. The position is intentionally new and adaptive, arising from a discerned need for leadership that bridges discipleship and community engagement in imaginative ways.

Key responsibilities will include:

- **Community Engagement:** Developing and leading ministries that meet real needs in Cookeville — such as shared meals, service projects, intergenerational partnerships, and collaborative outreach with local organizations.
- **Mission and Outreach:** Promoting involvement in community initiatives, encouraging members to live out their faith through service, and connecting church resources with local needs.
- **Collaborative Ministry:** Working with staff, elders, and lay leaders to align ministries with the congregation's vision, equipping volunteers, and nurturing a culture of participation.
- **Community Formation:** Designing and implementing discipleship opportunities for all ages, fostering intergenerational relationships, and guiding the congregation in practices of hospitality, fellowship, and faith formation.
- **Youth and Family Integration:** Continuing to support the faith formation of children, youth, and families, while intentionally linking them with broader church and community life.

The projected impact of the position is as follows:

- **For the congregation:** A renewed sense of identity and purpose as a community of disciples who are outward-facing and engaged. Deeper intergenerational connections and stronger patterns of discipleship.
- **For the city of Cookeville:** Visible, consistent witness to the love of Christ. Opportunities for belonging, nourishment, and service that cross traditional boundaries of age, class, and background.

- For the Presbytery and wider church: A model of adaptive ministry that integrates inward formation with outward service, offering learning for other congregations facing similar transitions.

Financial Plan

We respectfully request \$150,000 in grant funding over the course of five years, which would assist in covering salary and benefits for the Community Life Minister at the rate of \$45,000 annually, along with a \$5,000 annual modest working budget. Our proposal would be that FPC Cookeville receive \$50,000 in funds the first year beginning in January 2026, tapering down to \$40,000 the following year, and by \$10,000 each subsequent year, ending in 2030 when we would receive the final \$10,000 in grant funds.

As the amount of the grant funds taper each year, FPC is committed to increasing our own funding for this new position by the converse amount. During the five years of grant support, the Session will pursue a strategy of gradually incorporating the position into our operating budget, supported by both stewardship campaigns and targeted gifts as well as a monthly earmarked amount for the Community Life Minister position.

FPC Cookeville's Stake

Beyond the dollars raised to fund the position, FPC will contribute to the success of the Community Life Minister in the following ways:

- Providing office space and administrative support
- Developing partnerships with local organizations and community groups that may contribute in-kind resources or shared funding for specific projects
- Most importantly, by energizing a congregation with a passion for getting resources into the hands of those who need them

According to the non-profit organization Points of Light, the dollar value of an American volunteer hour is \$31.80. (<https://www.pointsoflight.org/blog/updated-value-of-a-volunteer-hour-in-the-u-s/>). In order to understand the full stake that FPC Cookeville is offering to the Community Life Minister and the expanded scope of Mission and Outreach, we have performed an analysis of volunteer time given to just a few of our projects over the past year for which we had some data available.

- Community Garden: 3 members, 3 hours each per week = 468 hours
- Blessing Box Stocking: 4 members, 1 hour each per week = 208 hours
- Appalachian Service Project: 6 people, 24 hours each = 144 hours
- Adopt a Road Clean-up: 10 members, 2 hours each, twice per year = 40 hours
- Cookeville Community Cares Warming Shelter: 10 members, 10 hours each = 100 hours

- Giving Griddle: 10 members on average, 4 hours each, 8 events since May 2025 = 320 hours, projected to be over 600 hours for the year
- Lesotho Orphanage Fundraising: 23 people, 9 events = 299 hours
- Upper Cumberland Pride Festival: 10 members, 4 hours each = 40 hours
- SoulSong Pumpkin Painting: 5 members, 2 hours = 10 hours
- Christmas on the Square: 10 members, 4 hours = 40 hours
- TOTAL VOLUNTEER HOURS OVER THE COURSE OF A YEAR: 1,949
- TOTAL DOLLAR VALUE OF HOURS \$1949 x 31.80 = \$61,978.20

As a small congregation, with a *conservative* estimate of 1,949 volunteer hours per year in addition to the donation of well over \$4,000 in estimated food and supplies, FPC Cookeville is living up to the directive to be the “hands and feet of Jesus.” These in-kind donations already being made by members of our congregation speak to our ongoing commitment to Mission and Outreach and the support the Community Life Minister would have.

Organization and Accountability

The Community Life Minister will be a part-time staff member of First Presbyterian Church. The position will work collaboratively with existing committees (Mission, Outreach, Christian Education, Worship) while fostering cross-committee initiatives that align with the congregation’s vision.

Decisions will be made in accordance with the Presbyterian Church (U.S.A.) polity; the Session will provide oversight, approve budgets, and set policy direction. The Community Life Minister will be empowered to initiate and guide ministries, with Session support ensuring accountability and alignment. Finances will be managed through the church’s existing systems of stewardship, overseen by the Session and Treasurer.

Tracking and evaluation

We are committed to being good stewards of funds and recognize this process will involve review and adjustment. The Community Life Minister will report monthly to the senior pastor and the Session through check-in meetings. Regular updates will be included in our weekly bulletin. Additionally, once monthly, a “Moment for Community” will be provided as part of the worship service with updates to the general congregation about the successes of our new initiatives.

Though our sincere hope and belief is that the Community Life Minister will ultimately drive new membership and help to work towards a balanced budget, we know that this position will need be tracked in both quantitative and qualitative ways as “Church is happening” anywhere and anytime we are gathered acting in faith, not simply in the pews on Sunday. The evaluation of the success of our Community Life Minister and our expanded focus on Missions and Outreach will include, but not be limited to, the following:

- Congregational metrics: Participation in discipleship programs, intergenerational events, fellowship gatherings, and service projects. Rather than just counting the number of people attending Sunday worship service, we will gather data on all the ways “church is happening” outside of the normal hours as this data indicates an overall healthy church community.
- Community impact: Number of community members engaged through ministries, meals served, partnerships formed, and volunteer hours given.
- Narrative evaluation: Stories of transformation, belonging, and discipleship shared by participants both within and outside the congregation.
- Adaptive feedback loops: Regular reports to Session and the Presbytery including reflections on what is working, what is not, and how ministries are being adapted in response.

By the end of the five year period, we expect to demonstrate:

- A sustained culture of outward-facing ministry within the congregation.
- A portfolio of community initiatives that are ongoing and supported by both staff and lay leadership.
- A financially sustainable model for the Community Life Minister position.

Conclusion

First Presbyterian Church of Cookeville is a congregation in transition—a historic cornerstone of the community moving with hope and energy toward a vision of deeper discipleship and fuller community engagement. We believe the creation of the Community Life Minister position is the next step in that journey. With your support, we can establish this position, launch new ministries, and strengthen both our congregation and the community of Cookeville. We hope to partner with you to achieve our ultimate mission which is stated on the t-shirts we proudly wear at The Giving Griddle: “Love God. Love People. Do something about it.”

We are grateful for your consideration of this request and would welcome the opportunity for a conversation or visit to share more of our vision.

Sincerely,

Reverend Michael McLaughlin
revmclaughlin@firstprescookeville.org

Donna Simpson, Clerk of Session

The Presbytery of Middle Tennessee
Actual to Budget Receipts and Disbursements
June 2025

	Annual Budget	Actual Jan - Aug 25	Budget Jan - Aug 25	Proposed initial Annual Budget 2026 (August 2025)	Proposed 2026 Budget drafted 10/14/2025 (max deficit permitted Financial Policies/Procedures)
Ordinary Income/Expense					
Income					
4000 · Pledged giving	500,000.00	217,298.63	217,507.29	520,000.00	520,000.00
4005 · Contributions		403.00			
4070 · Investment income					
4070-10 · Investment income	101,667.00	52,217.30	50,873.50	119,469.00	119,469.00
Total 4070 · Investment income	101,667.00	52,217.30	50,873.50	119,469.00	119,469.00
Total Income	601,667.00	269,918.93	268,380.79	639,469.00	639,469.00
Gross Profit					
	601,667.00	269,918.93	268,380.79	639,469.00	639,469.00
Expense					
5000 · Finance					
5000-01 · Occupancy	6,600.00	4,400.00	4,400.00	6,600.00	6,600.00
5000-02 · Equipment	500.00	0.00	500.00	500.00	500.00
5000-03 · Insurance	4,000.00	231.50	4,000.00	4,000.00	4,000.00
5000-05 · Office Expense	3,000.00	1,528.76	2,000.00	3,000.00	3,000.00
5000-06 · POMA (Database)	1,660.00	830.00	1,660.00	1,750.00	1,750.00
5000-07 · Telephone	3,000.00	1,516.94	2,000.00	3,000.00	3,000.00
5000-08 · Audit Fee	10,000.00	908.75	0.00	10,000.00	7,000.00
5000-11 · Processing Fees (Bank, Payroll)	2,500.00	1,741.24	1,666.64	2,800.00	2,800.00
5000-12 · Webpage	1,000.00	417.66	666.64	1,000.00	1,000.00
5070-01 · GA Per Capita	159,955.04	0.00	0.00	159,955.04	161,823.40
5070-03 · Synod Per Capita	58,433.76	29,216.88	29,216.88	58,433.76	58,127.90
Total 5000 · Finance	250,648.80	40,791.73	46,110.16	251,038.80	249,601.30
5020 · Committee on Mutual Support					
5010-03 · NaCoMe Camp	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00
5020-01 · Nueva Vida Food Bank	15,000.00	10,000.00	10,000.00	25,000.00	25,000.00
5020-02 · MTSU Campus Ministry	22,000.00	14,666.64	14,666.64	22,000.00	22,000.00
5020-03 · TTU Campus Ministry	20,000.00	13,333.36	13,333.36	20,000.00	20,000.00
5020-05 · Vanderbilt Campus Ministry	23,000.00	15,333.36	15,333.36	23,000.00	23,000.00
5020-06 · Synod - Campus Ministry Support	-26,417.00	-17,611.28	-17,611.28	-26,417.00	-26,417.00
Total 5020 · Committee on Mutual Support	83,583.00	65,722.08	65,722.08	93,583.00	93,583.00
5030 · Committee on Ministry					
5030-04 · Background Checks	3,000.00	1,056.32	2,000.00	2,000.00	2,000.00
Total 5030 · Committee on Ministry	3,000.00	1,056.32	2,000.00	2,000.00	2,000.00
5040 · Committee on Preparation for Ministry					
5040-00 · Committee for Prep for Ministry					400.00
Total 5040 Committee for Preparation for Ministry					400.00
5050 · Comm. on Church Transformation					
5050-08 · Hispanic church support	10,000.00	6,666.64	6,666.64	0.00	0.00
Total 5050 · Comm. on Church Transformation	10,000.00	6,666.64	6,666.64	0.00	0.00
5060 Committee for Social Justice					
5060-01 · Comm. for Social Justice	1,000.00	0.00	666.64	1,000.00	1,000.00
Total 5060 · Committee for Social Justice					1,000.00
5100 · Administrative Committee					
5100-02 · Presbytery Meeting Expenses	2,400.00	250.00	1,600.00	2,000.00	2,000.00
5100-03 · Moderator Conference	500.00	0.00	333.36	500.00	500.00
5100-04 · EP expenses	10,000.00	3,974.78	6,666.64	10,000.00	10,000.00
5100-05 · EP Salary	99,000.00	66,000.00	63,333.36	95,000.00	64,000.00
5100-06 · EP Housing	0.00	0.00	0.00	0.00	35,000.00
5100-07 · EP FICA	7,573.50	5,048.96	4,845.36	7,268.00	7,573.50
5100-08 · EP Medical/Pension	20,000.00	7,920.00	25,220.00	37,830.00	25,740.00
5100-14 · EP 403b Match	0.00	0.00	0.00	0.00	
5100-20 · Stated Clerk Salary	49,000.00	30,000.00	30,000.00	45,000.00	\$ 45,000.00
5100-21 · Stated Clerk FICA	3,748.50	2,294.84	2,295.36	3,443.00	\$ 3,442.50
5100-22 · Stated Clerk Medical/Pension				\$	-
5100-23 · Stated Clerk expenses	4,000.00		2,666.64	4,000.00	4,000.00
5100-30 · Administration Coord. Wages	24,000.00	16,000.00	16,000.00	45,000.00	53,000.00
5100-31 · Administration Coord. FICA	1,836.00	1,224.04	1,224.00	4,000.00	4,054.50
5100-32 · Administration Coord. Med/Pensior	7,840.00	5,121.76	5,226.64	16,000.00	0.00
5100-61 · Accounting	15,000.00	10,416.73	10,000.00	18,000.00	\$ 18,000.00
5100-70 · Legal Fees	9,999.96	0.00	6,666.64	10,000.00	10,000.00
5100-80 · Visioning expense	0.00	0.00	0.00	0.00	10,000.00
5100 · Administrative Committee - Other	0.00	0.00	0.00	5,000.00	0.00
Total 5100 · Administrative Committee	254,897.96	148,251.11	176,078.00	303,041.00	292,310.50
Total IExpense	603,129.76	262,487.88	297,243.52	650,662.80	638,894.80
Net Surplus/Deficit	-1,462.76	7,431.05	-28,862.73	-11,193.80	574.20

Presbytery of Middle Tennessee
Report of the Committee on Preparation for Ministry
November 8, 2025

Information

The Committee on Preparation for Ministry (CPM) is responsible for guiding, caring for, and examining candidates for ministry in our denominational process. All those seeking to become teaching elders/Ministers of the Word and Sacrament must move through the steps detailed in the CPM checklist that can be found on the presbytery website. There are a lot of steps. Typically, the full presbytery is only involved when prospective teaching elders desire to move from the inquiry phase to the candidacy phase and are “examined with respect to personal Christian faith, forms of Christian service undertaken, and motives for seeking the ministry.” The presbytery then votes to “affirm or deny the examination.” Enrollment as an inquirer and being certified “ready to receive” a call are handled by the CPM and those actions are reported back to the presbytery. Occasionally the CPM will consider requests to validate a ministry to which a ready-to-receive candidate may be ordained. These are usually settings that are not in a church but which may be considered pastoral (e.g. hospital, hospice, prison, or street chaplaincy; certain positions in seminaries and divinity schools; or work at the denominational level). Meeting regularly (monthly) in 2025, thus far, including an in-person retreat that included our March Stated Meeting in Murfreesboro. Typically, we gather via Zoom, so this was a change. In addition, to business at this meeting, CPM members have taken turns teaching each other about the OGA Advisory Handbook on Preparation for Ministry and process. The committee continues to accompany inquirers and receive word of Sessions of local congregations endorsing inquirers and supporting them, and we await the opportunity to receive forms and meet with them, joining them/accompanying them on this road to ministry as they feel lead and called by God. The CPM continues to walk along side of those already enrolled as Inquirers and Candidates through the liaison, inquirer/candidate, and endorsing congregational relationships. The CPM will continue our work in 2025, with both new and returning members, and would be glad to have your suggestions, and collaborate across the bounds of committees to further the work and life of Middle TN Presbytery. In addition to the OGA Advisory Handbook this year we will be brainstorming and idea gathering how we as a CPM can better reach out and work with our Sessions endorsing Inquirers and Candidates to equip and empower them in knowledge and accompaniment of these Inquirers/candidates in their preparation for ministry.

Admit to Record – N/A

Recommendations

The Committee on Preparation for Ministry recommends that Inquirer Kimberly Coward be moved from Inquirer to Candidacy.

Kimberly Coward's Statement of Faith

God: The Creator, Sustainer, and Lord of all creation is both personal and infinite—one God manifest as the distinct persons of Father, Son, and Spirit. God is sovereign and holy, yet moves toward us in perfect love, manifested in parental care, compassion, and redemption. God is incomprehensible: Much about God is and will always remain a mystery to us as creatures. However, God created us with the capacity for true and intimate knowledge and has condescended to be known by us. God accommodates our weaknesses, speaking and acting at various times and in various ways, being most fully revealed in Jesus Christ—the word made flesh.

Creation: God chose to create all that exists, distinct from God's own self. God ordained humanity to rule as divine images on earth. We individually and corporately usurp God's world, which is sin. We are consequently alienated from God, from one another, from the world, and from our own selves. Without divine intervention, we lack the moral strength and resources to repair what we have broken, and worship creatures rather than the Creator.

Christ: In the fulness of time God sent Jesus, the incarnate Son of God. He became human, lived a sinless life, suffered an atoning death, was raised in power, ascended to the seat of supreme power, and will return to consummate his kingdom. By his sacrifice God has redeemed us from the curse of sin, and to him God has granted every blessing that we forfeited in our sin, so that salvation is certain for all who are in him.

Salvation: God's Spirit always seeks, always reveals, and always draws humans toward reconciliation to their creator through Jesus Christ by grace alone. As we humble ourselves before that grace in repentance and faith, God's love begins to heal the relationships ruined by sin. We are justified and reconciled to God. Our peace with one another is restored through baptism into Christ's body. We are sanctified by the desire and strength to pursue what is good. We receive the gifts of creation as grateful heirs and stewards. As the firstfruits of all these gifts, God gives us the Holy Spirit, who manifests the divine presence, fills us with power, reshapes our will, and guarantees our hope.

Scripture: The Spirit moved in God's people to record, interpret, and apply God revelations, which the church later collected into the Old and New Testament canons. As a whole, Scripture tells the single story of redemption, unfolded in God's gracious covenant in Christ. These sacred writings reflect human limitations and errors. And yet, we hear God's voice speaking in them and through them, drawing us to Jesus, as we listen with humble and open hearts

The Church: The object of salvation is not merely individual bliss but cosmic shalom (i.e., the peace of all creation, flourishing as God intended from the beginning). The church is the community Jesus established to bear witness to that hope, to exemplify his healing power, and to proclaim the gospel in word and deed. It is Christ's body, where God's Spirit works to make the redemptive presence of God manifest in the world. The Spirit cleanses and nourishes us through baptism and communion, outward signs representing inward grace in which Christ is Spiritually and truly present to those who receive these sacraments by faith. God's Spirit leads the church through clergy and laity working together, always reaching toward the unity of Christ's one holy catholic church.

Last Things: History moves toward the full realization of God's kingdom in which God's will is done on earth as it is in heaven, and where divine glory and human joy are forever coextensive. Jesus will come in a way and at a time that God alone knows, and those willing to receive God's grace will be raised with perfect bodies, perfect hearts. Perhaps God will grant the freedom to humans to choose death rather than life permanently, but I am hopeful for the final triumph of God's love over every pocket of resistance in every human heart.

Kimberly Coward's Spiritual Autobiography

I formally became a Christian when I was 12 years old, and my faith in Jesus assumed a very personal shape over the next several years. He has been not merely the theme of a creed, the hero of the greatest story ever told, the object of a liturgy, or even the God to whom I belong. He knows me, he loves me, he is present with me, and he wants me to know him as I know my most intimate friend. My longing for intimacy with God through Jesus is the passion that has driven and directed my life above all else.

I wish that hunger had produced full and immediate holiness, but my story is full of seasons when I was proud and immoral and lethargic and indulgent—as I still often am. When I was an adolescent, I thought “the seminar” had given me the key to living for Jesus. But by the time I was 20, I realized that the formulas didn't work and that even if they did, I wasn't keeping up my end of things with God. And that is where I began to understand that spiritual maturity would come by grace through faith, not mere resolve, and that God was committed to finishing what the Spirit had begun in my salvation.

From the time I was 16, all I have ever wanted to do with my life is to preach the gospel and teach the Bible in a pastoral context. My faith thrived as I earned my M.Div. at a conservative, Reformed seminary. So when my (first) marriage ended as I was finishing my degree, everything dear to me was at stake. Suicide had never entered my mind until one night when I didn't know how to go on. And in the tears, I sensed God saying, “You've spent 3 years studying theology and say you believe I'm sovereign and have good intentions for you. It's time for you to decide what you believe. If you don't trust me, you need to find another career and another religion.” I decided I did believe, stopped crying, and purposed that no matter what my eyes saw or my ears heard, I was going to hold onto the promises God has made.

The next few years were a time of healing and maturing, and the door finally opened for me to pastor a (PCA) church. I often said I was the happiest person I knew during those years, because even though I had my share of battles and failures, I was seeing fruit from doing what I loved most. But as I taught through book after book of the Bible, seeds were buried that would later blossom into major, life-changing paradigm shifts.

I had enthusiastically embraced my denomination's rigorous doctrinal standards when I was ordained, but I had come to believe they were wrong about double predestination and meticulous determinism. One of my ordination vows was to take the initiative to make known to my presbytery any change in my views. I kept that promise, knowing that I would be divested of office. In some ways, that was my greatest act of worship ever because I wasn't just risking my livelihood but the ministry that defined much of my life. But I was convinced God would not only provide for my needs but move me into a new pastorate. That did not happen, and I spiraled the next few years as I tried to make sense of God's utter silence. In desperation, I concluded that God had perhaps finished with me in ministry, and I became a CPA.

During this season, questions about my view of biblical inerrancy resurfaced with a vengeance. This issue was even more consequential because my faith in Jesus had always been tied to my belief that every assertion of Scripture was to be believed, every command obeyed. Though I held fast to Christ, I understood that in letting go of that view, even my faith in him could falter. But to affirm something I had become persuaded was wrong was no act of faith but disbelief. The temptation to ignore my conscience reflected my fear of losing friends and family-members with whom I had bonded over those views.

The first consequence of my deconstruction was that I made peace with lifelong gender dysphoria. As I had gotten older, my seasons of depression about being male became more frequent, more pervasive, and more persistent. I had viewed my desire to be female as envy, a manifestation of my sinful nature, and I had resisted it as Christians are called to fight any evil impulse. But I became persuaded that what I was feeling was not, in fact, a sinful desire and that transitioning would not be a sinful decision. I began the process of transition, which culminated when I was 52. Both the cost and the joy have been enormous.

I was still in a spiritual desert, barely holding on to my faith in Christ and feeling the weight of a thousand unanswered questions. I was in a loving church community for which I am still grateful, and the congregation exemplified the social gospel. But it seemed that Christ was a mere model, God just the impersonal principle of love, Scripture a repository of counterexamples for the Christian life, and the gospel a promise of acceptance without redemption.

Joining FPC Franklin precipitated a spiritual renewal. And the presbyterian worship that had long given shape to my faith helped me to reconcile my longstanding devotion to Jesus with recent changes in my theology. As I made my home in the PC(USA), I began to sense that my days in ministry may not be over after all.

**Committee on Church Transformation (CCT)
Report to The Presbytery of Middle Tennessee
November 8, 2025 Stated Meeting**

The purpose of the Committee on Church Transformation (CCT) as stated in the presbytery's plan is: "to engage renewed enthusiasm for church growth. God is calling us to new ways of being church, and this may include: annual "Celebrate the Journey" reports; creation of a Church Transformation and Growth strategy; Healthy Congregation seminars; planting new churches and redevelopment of churches; and prayer covenant and prayer summits."

The Committee on Church Transformation places before the body of the presbytery two "**celebrate the journey**" stories:

- **First Presbyterian Church Cookeville**
- **Southminster Presbyterian Church, Nashville**

Both cases involve decisions that involve the Finance Committee and the body of the Presbytery according to the new presbytery financial policies established earlier this year. In the matter of Southminster Presbyterian, the Legal Task Force is an additional step as a land lease is involved with a partner organization. At the time of this report's submission, the Southminster Presbyterian Church's mission initiative is still in process but CCT is pleased to admit to record these two journeys of churches in our presbytery and celebrate how two churches in our presbytery are reaching out with the Gospel of Jesus Christ.

Admit to Record:

1. First Presbyterian Church Cookeville

The CCT chair recognizes FPC Cookeville for "Celebrate the Journey" story relating the "why" behind this initiative and potential impact.

Recommendation: That the body of the Presbytery affirms by vote the recommendations of the CCT and Finance as stated below and approves \$150,000 from restricted account 3001-08 in accord with the restrictions of this grant, the release schedule and provisions as established below by CCT and the Finance Committee.

Background:

FPC seeks to hire a community minister to grow existing community ministries into the community minister in the Cookeville area and to start new outreach. They wish to utilize funds the presbytery established and restricted for use in the Cumberland Plateau.

3001-08 – New Church Development and Church Transformation - Upper Cumberland Counties (Grants and Expenditures)

Previously called “Sparta Dissolution”, this fund was created from the dissolution of First Presbyterian Church of Sparta, Tennessee, and is set aside for ten years in a designated fund to be used in the Upper Cumberland counties of the Presbytery of Middle Tennessee to establish and develop new worshipping communities or to revitalize and redevelop existing churches with a comprehensive plan. This fund is administered by the Committee on Church Transformation. If this fund has not been exhausted by the end of 2031, the remaining balance will be transferred to 3001-04 and made available for similar purposes in any area of Middle Tennessee.

Their team submitted a grant along with MissionInsite data, and financials to CCT and after a round of meetings, CCT took the following actions:

- **The Committee on Church Transformation approves First Presbyterian Church of Cookeville’s request for a total of \$150,000 in funding from Restricted Funds 3001-08 to be spread over five years. The release of these funds is contingent upon approval by the Finance Committee and by ratification by the full body of the Presbytery at the earliest scheduled presbytery meeting. If the release of these restricted funds is approved by Finance Committee and by ratification by presbytery action, the release schedule shall be as follows:**
 - **2026: \$50,000**
 - **2027: \$40,000**
 - **2028: \$30,000**
 - **2029: \$20,000**
 - **2030: \$10,0000**

Specific milestones will be established by the Committee on Church Transformation and First Presbyterian Church, Cookeville following the outcome by the body of the Presbytery.

- **That the release of the apportionment of funds in year 2, 3, 4, 5 are contingent upon:**
 - **The Community minister is employed**
 - **Receipt by CCT of A Progress Report from FPC Cookeville**

- **That FPC has submitted yearly financials showing met milestones**

According to our financial guidelines, CCT's recommendation was forwarded to Finance for their review and this action was recorded in their minutes.

That the Finance Committee speaks favorably to the plans being developed collaboratively by Cookeville and Church Transformation Committees, together with other consultants, recognizing that these plans further the mission of Jesus Christ and the Presbytery of Middle Tennessee. The committee affirms that the work being undertaken seeks to reach out with the Gospel of Christ and to love and serve the world at the doorstep of the First Church of Cookeville and fits within the funding available to the Cumberland Plateau.

Furthermore, the Finance Committee requests that the Committee on Church Transformation (CTT) provide the presbytery an annual report describing how funds were utilized, what aspects of the project proved effective, and what challenges were encountered, with the hope that this shared learning will strengthen and inform the ministries of other congregations within the Presbytery.

2. Southminster Presbyterian Church

Southminster has been diligently engaged in the important predevelopment work for almost a year of how it can use its building and land that addresses its mission as a church of Jesus Christ and sustains its future. In addition to believing this is an important redevelopment story of a church to tell, it is important that presbytery does its own "predevelopment" work as we prepare to act on this initiative.

The CCT chair recognizes Southminster for a "Celebrate the Journey" story relating the "why" behind this initiative and potential impact.

Background:

- The Concept - "What are they envisioning?" Southminster is underway with an exciting project that involves a partnership with Woodbine Community Organization and with the nonprofit Our Place Nashville. They have been working on this project for almost a year as part of their "They envision six homes built on church property (title held by PMT), where individuals with intellectual and developmental disabilities will live in community (Our Place Nashville). These homes will be more than housing — they will be communities of belonging, inclusion, and

support. They write: “Our church campus will be a place not just for worship, but for life to flourish. And this vision isn’t just our own — it’s being built in partnership with trusted nonprofits who specialize in this exact mission.

- For ease of reference, the proposed lease is structured so that:
 - Southminster takes on no debt in connection with this project.
 - Southminster will not co-sign, guarantee, or otherwise be responsible for any loan or financing instrument pursued by WCO or its affiliates.
 - No mortgages, liens, or other encumbrances will be placed on Southminster or upon the Presbytery’s property or assets as security for WCO’s financing.
 - WCO bears all costs associated with the leased premises—including construction, operations, maintenance, insurance, and any other expenses related to its improvements and use of the land.

The committee and its members met with representatives from Southminster on multiple occasions and reviewed the presentation packets including financials. At its September 11, 2025 meeting, it approved the following motion:

Motion:

That CCT approve \$50,000 in funds (\$25,000 in 2026 and \$25,000 in 2027) towards upgrading their facilities for accessibility and preparing to welcome their new neighbors. Approved funds are from Restricted account 3001-04 and its disbursement is contingent upon the full vote on the floor of Presbytery. If passed, and upon such time that the project is completed and revenue from the lease agreement commences, CCT will encourage a repayment schedule to be able to assist other churches.

This motion was forwarded to the Finance Committee for consideration. At the current time of this report (October 27th), the Finance Committee is waiting for guidance from the Legal Task Force regarding the lease. They plan to meet the week of November 3rd.

**STATED CLERK
REPORT TO THE PRESBYTERY OF MIDDLE TENNESSEE
NOVEMBER 8, 2025**

INFORMATION

1. An additional training for any ruling elder wishing to have approval to administer the Lord's Supper in the absence of a Teaching Elder will be held Sunday, November 9 at 3:00 pm by Zoom.
2. The second quarter PMA giving report is attached to this report.
3. The 2024 minutes of the Presbytery were recommended to be approved with no exceptions at the Stated Meeting of the Synod of Living Waters to be held in January, 2026.
4. The reports of the Committee on Mutual Support, the Committee on Social Justice, and the Permanent Administrative Commission for Congregational Change were included the meeting packet.
5. The Presbytery hosted two education webinars which were well attended and well received. The recordings of both are available on the website. The Active Shooter training was held September 18, and the Cyber Security in Your Ministry was held October 30.
6. The Stated Clerk is grateful for the opportunity and honor of serving and wishes the best for the Presbytery in its many missions and work.

ADMIT TO RECORD

1. Pursuant to the Book of Order 3.0602(b), the Stated Clerk reports the following individuals make up the Permanent Judicial Commission roster.

Class of 2026	Class of 2028	Class of 2028
Michael Bradley, TE	Bill Russell, RE	Keith Dennen, RE
HR	FPC Spring Hill	New Creation
James Hudnut-Beumler, TE	Walt Tennyson, TE	Ryan Moore, TE
Vanderbilt Divinity School	Alive Hospice	First, Nashville
J.B. Smith, RE	Terry Denton, RE	John Smith, TE
FPC Pulaski	Emmanuel PC	First, Dickson

2. Pursuant to the Book of Order, G-3.0108, the following session clerks submitted minutes for review or participated in the review process to improve their minutes procedures and formats:

Bellevue, Belfast, Bethany, Blue Spring, Calvary Big Lick, Calvary, Christ, Clarksville First, Cookeville First, Cowan Fellowship, Dickson First, Double Springs, Downtown, Eastminster, Ellis Grove, Fayetteville First, Gallatin First, Harpeth, Hendersonville First, Hermitage, Historic Franklin, Lawrenceburg First, Lebanon First, Lewisburg First, McMinnville First, Milldale, Normandy, Northminster, Old Hickory, Petersburg First, Priest Lake, Pulaski First, Second, Smyrna First, Spring Hill First, Tullahoma First, Westminster Columbia, Westminster Fairfield Glade, Westminster Nashville.
3. The Stated Clerk received resolutions of gratitude to the Rev. John Hilley and the Committee on Church Transformation and to the Rev. John Hinkle from the session of First Clarksville. The resolutions are attached to this report and will be included in the minutes.

Presbyterian Mission Agency Quarterly Report for 2nd Quarter 2025

	Last Quarter					Year To Date				
	Shared Mission	Directed Mission	Special Offerings	Other Giving	Total \$	Shared Mission	Directed Mission	Special Offerings	Other Giving	Total \$
Middle Tennessee										
Bethany Presbyterian Church, Ardmore, TN (20532)	\$0.00	\$0.00	\$90.00	\$0.00	\$90.00	\$0.00	\$0.00	\$90.00	\$0.00	\$90.00
Bethbirei Presbyterian Church, Lewisburg, TN (20545)	\$0.00	\$0.00	\$100.00	\$0.00	\$100.00	\$0.00	\$0.00	\$100.00	\$0.00	\$100.00
Buffalo Valley Presbyterian Church, Buffalo Valley, TN (20526)	\$0.00	\$0.00	\$315.00	\$0.00	\$315.00	\$0.00	\$0.00	\$315.00	\$0.00	\$315.00
Donelson Presbyterian Church, Nashville, TN (20558)	\$0.00	\$0.00	\$703.12	\$0.00	\$703.12	\$0.00	\$0.00	\$703.12	\$0.00	\$703.12
Double Springs Presbyterian Church, Smithville, TN (3445)	\$0.00	\$0.00	\$305.00	\$0.00	\$305.00	\$0.00	\$0.00	\$305.00	\$0.00	\$305.00
First Presbyterian Church, Clarksville, TN (20527)	\$0.00	\$0.00	\$1,579.63	\$0.00	\$1,579.63	\$0.00	\$0.00	\$3,368.63	\$0.00	\$3,368.63
First Presbyterian Church, Columbia, TN (20530)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$770.00	\$0.00	\$770.00
First Presbyterian Church, Cookeville, TN (3442)	\$0.00	\$0.00	\$505.00	\$0.00	\$505.00	\$0.00	\$0.00	\$505.00	\$0.00	\$505.00
First Presbyterian Church, Dickson, TN (3579)	\$0.00	\$0.00	\$4,000.00	\$0.00	\$4,000.00	\$0.00	\$0.00	\$4,000.00	\$0.00	\$4,000.00
First Presbyterian Church, Franklin, TN (20537)	\$0.00	\$0.00	\$1,177.34	\$0.00	\$1,177.34	\$0.00	\$0.00	\$1,177.34	\$1,200.00	\$2,377.34
First Presbyterian Church, Gallatin, TN (20539)	\$0.00	\$0.00	\$745.26	\$440.50	\$1,185.76	\$0.00	\$0.00	\$1,745.26	\$2,605.50	\$4,350.76
First Presbyterian Church, Hendersonville, TN (20541)	\$0.00	\$0.00	\$996.00	\$1,166.00	\$2,162.00	\$0.00	\$0.00	\$996.00	\$1,166.00	\$2,162.00
First Presbyterian Church, Lewisburg, TN (20546)	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00
First Presbyterian Church, Manchester, TN (20550)	\$0.00	\$0.00	\$575.00	\$150.00	\$725.00	\$0.00	\$0.00	\$575.00	\$150.00	\$725.00
First Presbyterian Church, Mount Pleasant, TN (20553)	\$0.00	\$0.00	\$540.00	\$0.00	\$540.00	\$0.00	\$0.00	\$540.00	\$0.00	\$540.00
First Presbyterian Church, Murfreesboro, TN (20554)	\$0.00	\$0.00	\$3,318.30	\$0.00	\$3,318.30	\$0.00	\$0.00	\$3,318.30	\$0.00	\$3,318.30
First Presbyterian Church, Shelbyville, TN (20579)	\$0.00	\$0.00	\$275.00	\$0.00	\$275.00	\$0.00	\$0.00	\$275.00	\$0.00	\$275.00
First Presbyterian Church, Tullahoma, TN (3601)	\$0.00	\$0.00	\$1,262.00	\$0.00	\$1,262.00	\$0.00	\$0.00	\$1,262.00	\$0.00	\$1,262.00
Harpeth Presbyterian Church, Brentwood, TN (20525)	\$0.00	\$0.00	\$37.00	\$0.00	\$37.00	\$0.00	\$0.00	\$287.00	\$0.00	\$287.00
Hermitage Presbyterian Church, Hermitage, TN (20542)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,085.00	\$0.00	\$1,085.00
Historic Franklin Presbyterian Church, Franklin, TN (11386)	\$0.00	\$0.00	\$1,940.00	\$0.00	\$1,940.00	\$0.00	\$0.00	\$1,940.00	\$0.00	\$1,940.00
Priest Lake Presbyterian Church, Nashville, TN (10914)	\$0.00	\$0.00	\$632.00	\$50.00	\$682.00	\$0.00	\$0.00	\$632.00	\$50.00	\$682.00
Second Presbyterian Church, Nashville, TN (20566)	\$0.00	\$825.00	\$2,890.07	\$0.00	\$3,715.07	\$0.00	\$825.00	\$2,890.07	\$0.00	\$3,715.07
St. Andrews Presbyterian Church, Nashville, TN (11906)	\$0.00	\$0.00	\$425.90	\$0.00	\$425.90	\$0.00	\$0.00	\$425.90	\$0.00	\$425.90
Westminster Presbyterian Church, Columbia, TN (3575)	\$0.00	\$0.00	\$175.00	\$0.00	\$175.00	\$0.00	\$0.00	\$175.00	\$0.00	\$175.00
Westminster Presbyterian Church, Fairfield Glade, TN (11780)	\$0.00	\$0.00	\$810.00	\$0.00	\$810.00	\$0.00	\$0.00	\$810.00	\$0.00	\$810.00
Westminster Presbyterian Church, Nashville, TN (20569)	\$0.00	\$0.00	\$973.34	\$0.00	\$973.34	\$5,000.00	\$0.00	\$973.34	\$0.00	\$5,973.34

Report reflects contributions received in Louisville by 6/30/2025. Only congregations with contributions in the calendar year are listed in this report.
 Other Giving = Extra Commitment Opportunities, Disaster Relief, Hunger, and Theological Education
 Questions? Please email give@pcusa.org

Presbyterian Mission Agency Quarterly Report for 2nd Quarter 2025

Presbytery Total for Middle Tennessee

\$0.00	\$825.00	\$24,369.96	\$2,806.50	\$28,001.46		\$5,000.00	\$825.00	\$29,263.96	\$6,171.50	\$41,260.46
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Report reflects contributions received in Louisville by 6/30/2025. Only congregations with contributions in the calendar year are listed in this report.
 Other Giving = Extra Commitment Opportunities, Disaster Relief, Hunger, and Theological Education
 Questions? Please email give@pcusa.org



First Presbyterian Church

**A Resolution of Gratitude to the Rev. John Hilley and the Committee on Church Transformation of the Presbytery of Middle Tennessee
Adopted by the Session of First Presbyterian Church, Clarksville, Tennessee**

Whereas, the Session of First Presbyterian Church, Clarksville, Tennessee, has established an Intentional Property Redevelopment Team to faithfully study and discern the best use of the church's property for the mission and ministry of Jesus Christ; and

Whereas, this Team identified the need for a professional consultant to guide its complex and important work, ensuring a diligent and faithful process; and

Whereas, the Team requested financial support from the Presbytery of Middle Tennessee to secure the services of said consultant; and

Whereas, the Committee on Church Transformation of the Presbytery of Middle Tennessee, under the leadership of its chair, the Rev. John Hilley, graciously considered and approved this request; and

Whereas, the Presbytery of Middle Tennessee, through its Committee on Church Transformation, has provided a grant of \$12,500 to assist First Presbyterian Church in this vital work;

Therefore, be it resolved, that the Session of First Presbyterian Church, Clarksville, Tennessee, on behalf of its entire congregation, expresses its profound gratitude and deepest appreciation to the Rev. John Hilley and the members of the Committee on Church Transformation for their generous support, partnership in ministry, and commitment to the flourishing of congregations.

Be it further resolved, that this resolution be entered into the official minutes of the Session, and that a formal copy be conveyed with gratitude to the Rev. John Hilley, the members of the Committee on Church Transformation, and the Stated Clerk of the Presbytery of Middle Tennessee.

Adopted and approved by the Session this 17th day of August, 2025.

Lesla Goder

Clerk of Session

First Presbyterian Church

Clarksville, Tennessee



First Presbyterian Church

A Resolution of Gratitude to the Rev. Dr. John Hinkle, Jr.

Adopted by the Session of First Presbyterian Church, Clarksville, Tennessee

Whereas, the Session of First Presbyterian Church, Clarksville, Tennessee, has established an Intentional Property Redevelopment Team to faithfully study and discern the best use of the church's property for the mission and ministry of Jesus Christ; and

Whereas, this Team identified the need for a professional consultant to guide its complex and important work, ensuring a diligent and faithful process; and

Whereas, the Presbytery's Church Transformation Committee presented a report to the Presbytery of Middle Tennessee in recognition of its contribution of \$5,000 to assist First Presbyterian Church in securing said consultant; and

Whereas, the Rev. Dr. John Hinkle, Jr., recognizing the significance of this initiative and the true cost of such professional services, did thoughtfully and persuasively make a motion and argument on the floor of Presbytery to increase this support; and

Whereas, as a direct result of Rev. Dr. Hinkle's effective advocacy, the Presbytery voted to increase the amount of support to First Presbyterian Church from \$5,000 to \$12,500;

Therefore, be it resolved, that the Session of First Presbyterian Church, Clarksville, Tennessee, on behalf of its entire congregation, expresses its profound gratitude and deepest appreciation to the Rev. Dr. John Hinkle, Jr., for his collegial support, wise counsel, and decisive action on their behalf.

Be it further resolved, that this resolution be entered into the official minutes of the Session, and that a formal copy be conveyed with gratitude to the Rev. Dr. John Hinkle, Jr., and to the Stated Clerk of the Presbytery of Middle Tennessee.

Adopted and approved by the Session this 17th day of August, 2025.

Lesa Goder

Clerk of Session

First Presbyterian Church

Clarksville, Tennessee

Presbytery of Middle Tennessee
Report of the Bridge Executive Presbyter
November 8, 2025

INFORMATION

1. The Bridge Executive Presbyter staffs the Committee on Mutual Support, the Personnel Task Force, the Committee on Church Transformation, the Committee on Social Justice, and with the Stated Clerk staffs the Finance Committee, the Administrative Committee, the Nominating Task Force, the Commission on Ministry, and the Committee on the Preparation for Ministry.
2. The Bridge EP conducted officer training at First Lawrenceburg on October 16.
3. The Bridge EP began transitioning work with the Temporary Executive Presbyter on November 3rd and will continue to work full time with PMT until November 15. He will be available for occasional calls as needed following that date.
4. The Bridge EP is grateful for the opportunity to serve the Presbytery and for the relationships he has strengthened and formed. He continues to keep the Presbytery and its members in his prayers.

Rev. Dr. Bobby Harding
bobby@mborofpc.org

Presbytery of Middle Tennessee

Committee on Mutual Support

November 2025

Information

The “Missions and Ministries Grant Fund” plan has come together well. As a result of the recent report from the visioning team, it was decided that it might be better to wait to see what comes of the recommendations before further action is taken. This fund would be available only to churches and college ministries within the Presbytery, as well as ministry programs initiated by the Presbytery itself. The purpose of the grant is to provide financial resources for revitalization efforts, innovative ministry initiatives, and special projects that strengthen the mission and sustainability of congregations and ministries.

Admit to Record

Hunger Grants Awarded:

With limited funds available, at our September meeting, COMS voted to split the remaining funds between four worthy ministries. The Journey Home, Nueva Vida Food Bank, FPC Smyrna, and Community Outreach each received \$1,020.

Technology Grants Awarded:

In our August meeting, COMS voted unanimously to award Emmanuel Presbyterian church \$2965. Funds will be used for various tech upgrades and purchases meant to enhance the worship experience.

In October COMS unanimously voted to approve a \$4000 request for the Downtown Presbyterian Church. Funds will be used for website development and live streaming capabilities.

Hunger Grant Changes:

Receiving Centsability offerings has been highly unpredictable. COMS decided that Hunger Grants will be awarded semiannually on February 28 (application deadline January 1) and August 31 (application deadline July 1). The application was updated to reflect these changes and can still be found on the PMT website.

No Recommendations

Henry Deaderick

Hhdeaderickjr@gmail.com



Presbytery of Middle Tennessee

Social Justice Committee

November 8, 2025

INFORMATION

The Social Justice Committee is composed of the Rev. Claire Berry, Historic Franklin, Hannah Cruse, First Clarksville, Chair RE Henry Deaderick, St. Andrew, Rev. Adam Devries, validated minister, Westminster Nashville, Andrea Elkins, First Murfreesboro, and Rev. Stacy Rector, validated minister, TADP. It is staffed by Rev. Terry Newland, Bridge Executive Presbyter.

The Committee on Social Justice met on September 16, 2025. At that meeting, the committee decided to postpone its immigration presentation, originally planned for the November 8 Stated Meeting of Presbytery, due to limitations on committee members' capacity and a lack of commitment from guest speakers for the date and location.

REPORT FOR PRESBYTERY
Permanent Administrative Commission
October 27, 2025

The Permanent Administrative Commission continues to meet monthly and as needed with the churches with which Commission on Ministry has asked us to be involved.

- St. John's Presbyterian Church – At a prior meeting, the Presbytery closed this church. Since then, all records and assets of the church have been turned over to the Presbytery. No further action will be needed for St. John
- Decherd Presbyterian Church – At their request, the Presbytery closed this church. The PAC facilitated the membership's request to move the church bell to another church. The property is currently on the market.
- The PAC is currently working with Hopewell Presbyterian Church in Milton, Tennessee, to discern their next steps.

For the sake of transparency, the PAC is attaching its procedures and checklists for working with churches that Commission on Ministry refers because the churches are extinct, want to close, want to merge, or fold into another church.

Per the Presbytery' request, we anticipate bringing policies and procedures for receiving churches from other denominations into the Presbytery at the next Presbytery meeting for consideration and input.

Respectfully submitted,

George Crawford, RE, Westminster Presbyterian Church, Nashville
Debbie Fraley, RE, FPC, Fayetteville
Greg Glover, RE, FPC, Clarksville
John Hinkle, TE, FPC, Murfreesboro
Allen Kennedy, RE, FPC, Nashville
Melinda Sanders, RE, Woodland Presbyterian Church, Nashville

Procedures
Permanent Administrative Commission
October, 2025

The following procedures will guide the work of the Permanent Administrative Commission of the Presbytery of Middle Tennessee as it works with churches that want to dissolve or who have become extinct, as well as churches who want to merge or blend with another congregation.

There is little guidance in The Book of Order about merging or blending two PC(USA) congregations within a presbytery. The Book of Order defines Extinct Congregations in G-4.0205, **Property of Dissolved or Extinct Congregation** as follows: *Whenever a congregation is formally dissolved by the presbytery, or has become extinct by reason of the dispersal of its members, the abandonment of its work, or other cause, such property as it may have shall be held, used, and applied for such uses, purposes, and trusts as the presbytery may direct, limit, and appoint, or such property may be sold or disposed of as the presbytery may direct, in conformity with the Constitution of the Presbyterian Church (U.S.A.).*

The only other comment about dissolved congregations is G-3.0301© which says “*the presbytery has the responsibility and power to....tak(e) jurisdiction over the members of dissolved congregations and granting transfers of their membership to other congregations....*”

It appears prudent to have two processes; one for churches that are extinct or who want to dissolve, and a second process for churches that want to merge (two churches dissolve and become a third new church) or blend (one church is moved into a second church where only one church is dissolved).

For churches that have become extinct or want to dissolve, the outline of events should be as follows:

- Commission on Ministry refers the church to the PAC.
- The Session and/or congregation meet with members of the PAC to discuss their reasons and what led them to this decision.
- A Congregational Meeting is announced where the congregation will vote on the dissolution.
- A Service of Worship to celebrate the life of the Church and the Saints who have served and worshipped in this place will be scheduled and held.
- Congregational Records and memorabilia is turned over to the PAC.
- The PAC becomes responsible for maintaining any property held by the church.
- The property is appraised, and the PAC makes a recommendation to the Presbytery for the disposition.
- The Presbytery votes on the dissolution of the congregation. The date of the dissolution can occur at the time of the Presbytery meeting or at the end of the Service of Worship to celebrate the life of the Church.
- The Presbyter votes on the disposition of the property.

For churches that want to merge or blend, the outline of events should be as follows:

- The Sessions of both churches meet with members of the PAC to discuss their reasons and what led them to this decision.
- Members of the PAC work with the two sessions to discuss, clarify, and express the alignment of their vision going forward, with the main elements of that vision being put into writing as a Letter of Intent. The Letter should include matters such as governance, leadership, finances, location, disposition of assets, etc.
- The Letter of Intent is distributed to each congregation and a town hall meeting is held to discuss the Letter and the vision going forward.
- If necessary, the Letter is revised and redistributed.
- Congregational Meetings at each church are announced where the congregations will vote on the new direction.
- If there is an agreement for the use of the property, the PAC facilitates the appraisal and makes a recommendation to the Presbytery for the purpose agreed upon. If there is property that is not going to be used by the congregations, the PAC follows the process for a dissolved church's property in having it appraised and sold by the presbytery.
- If one church is being dissolved, a Service of Worship to celebrate the life of the Church and the Saints who have served and worshipped in that place will be scheduled and held with the help of the PAC. If both churches are to be dissolved leading to the formation of a new church, a Service of Worship would be conducted at both churches before the formation of the new church.
- Congregational Records and memorabilia may be turned over to the PAC or to the church who will maintain the history of the church(es).
- The Presbytery votes on the dissolution of the congregation(s).

Outline of Things to Discuss with Churches when considering a Merger or becoming Blended (These points need to be considered for inclusion in the Letter of Intent.):

- Elements of Worship that are important to each church and how they can be blended and respected. Remember to include special services like Advent, Baptisms, Recognition of Seniors, All Saints Day, Communion, Lent, etc.
- Church Leadership and Staff
- Session make-up. Will the new church have members from both Sessions on it? For how long will the distinction be made?
- Rolls of both Churches – The rolls should be cleaned by each Session prior to the Merger/Blending.
- Property Issues – Where worship will occur and the use of any other property.
- Deacons and Presbyterian Women.
- Committees of the church and their responsibilities.
- Types of Christian Education and who leads them.
- Pastoral Care – Is it done just by the pastor? How will the new members get plugged in?
- Mission and Service Projects.

- Congregational Meetings. What information is shared and by whom?
- Financials including Endowments and how budgets are formed.
- Historical Records – Will the denomination be tasked with keeping these records or the church?
- How memorial/planned gifts (e.g. endowment funds, trusts, charitable gift, annuities, etc.) can properly be handled after the dissolution.
- Ways to honor both churches' histories.
- How this event is added into the church's history.
- Name of church if a new church is being created out of a merger.
- Unwritten rules that churches have that a new member might be surprised by.
- Any other issue that may arise from the discussions with the sessions and the congregations.

Presbytery of Middle Tennessee

162nd Stated Meeting Main Consent Agenda and Materials

Consent Agenda

162nd Stated Meeting, Presbytery of Middle Tennessee

November 8, 2025

Item #	Title
(1)	Approval of Minutes and Roll of the 161 st Stated Meeting of August 7, 2025
(2)	Approval of Request by First, Lawrenceburg, Cripple Creek, First Brentwood, and Northminster of Waiver of Session Elder term limitation, pursuant to G-2.0404
(3)	Approval of request from UKirk Nashville for Rev. Mary Sellers Shaw to administer the sacrament of the Lord's Supper during the year 2026.

***A consent agenda provides a mechanism to use the meeting body's time efficiently. These items will not be considered individually UNLESS any member requests that one or all the items be removed from this consent agenda.**

**MIDDLE TENNESSEE PRESBYTERY
MINUTES OF ONE HUNDRED SIXTY-FIRST STATED MEETING
AUGUST 7, 2025**

The 161st Stated Meeting of the Presbytery of Middle Tennessee met in person at Priest Lake Presbyterian Church on Thursday, August 7, 2025. Stated Clerk Mary Catherine Sevier provided an orientation for first time commissioners. Moderator Rev. Jane Herring called the meeting to order at 9:31 am. and opened with prayer.

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

Moderator Herring declared a quorum was 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 (Attachment A). The Moderator also announced that the Stated Clerk had requested that the Rev. Warner Durnell, HR, serve as assistant parliamentarian and assistant stated clerk. There was no objection.

APPROVAL OF AGENDA AND CONSENT AGENDA

The moderator stated that the agenda and the consent agenda, which contained the minutes of the 160th Stated Meeting and the minutes of the Called Meeting of June 24, 2025 were sent to the commissioners on July 31, 2025. The main agenda and the consent agenda were approved without objection with the note that the heading of the agenda had been corrected to stated 161st Stated Meeting.

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.

**THE ONE HUNDRED SIXTY-FIRST STATED MEETING
THE PRESBYTERY OF MIDDLE TENNESSEE
AGENDA OF AUGUST 7, 2025
PRIEST LAKE PRESBYTERIAN CHURCH, NASHVILLE, TN**

9:00 am		Registration (Order of the Day in CAPS)
9:15 am		Orientation for First Time Commissioners – Mary Catherine Sevier (10 min)
9:30 am	•	CONVENE <ul style="list-style-type: none">• Establishment of Quorum• Adoption of Agenda and Consent Agenda• Seating of Corresponding Members• Recognition of First Time Presbyters
9:40 am	•	Worship <ul style="list-style-type: none">• Sermon: Mallory Hammond• Offering: Nueva Vida Food Bank
	3.	REPORTS (numbers indicate order in packet)
10:40 am		(1) Commission on Ministry – Mickey Stueck (30 minutes)
11:10 am		(2) Finance Committee – Evelyn Graham (10 minutes)
11: 20 am		(3) Committee on Mutual Support – Bobby Harding (10 minutes)
11:30 am		(4) Committee on Social Justice – Henry Deaderick (5 minutes)
11:35 pm		BREAK
11: 55 pm		RECONVENE
		(5) Visioning Leadership Team Update – Barb Halverstadt, Hannah Cruse (10 minutes)

- 12:05 pm (6) Administrative Committee – Chris Williams (20 minutes)
- 12:25pm (7) Personnel Task Force – Lavona Russell (10 minutes)
- 12:35 pm (8) Nominating Task Force – Leonard Jordan (5 minutes)
- 12:40 pm (9) Committee on Church Transformation – John Hilley (10 minutes)
- 12:50 pm (1) COM Part II – Mickey Stueck (15 minutes)
Recognition of Retired Teaching Elder Paul Casner
- 1:05 pm (11) Report of the Stated Clerk – Mary Catherine Sevier (10 minutes)

- 1:15 pm ANNOUNCEMENTS and ADJOURNMENT
162nd Stated Meeting, Saturday, November 8, 2025
NaCoMe
Closing Prayer
Adjournment

****Here are the ways to give to today's offering:
▲ send a check to the Presbytery office (1113 Murfreesboro Rd, Suite 106, #216, Franklin, TN 37064)
▲ go to the presbytery website, www.pbymidtn.org, and click the "Give Now" button
▲ scan the QR Code below which will take you to the donation page***



Consent Agenda

161th Stated Meeting, Presbytery of Middle Tennessee, August 7, 2025

Item #	Title
(1)	Approval of Minutes and Roll of the 160th Stated Meeting of May 3, 2025
(2)	Approval of Minutes and Roll of the Called Meeting of June 24, 2025

***A consent agenda provides a mechanism to use the meeting body's time efficiently. These items will not be considered individually UNLESS any member requests that one or all the items be removed from this consent agenda.**

Rev. Ray Thomas, interim pastor at Priest Lake, offered words of welcome and Moderator Herring commenced worship.

WORSHIP

CRE David Sadler led worship. Candidate Mallory Hammond delivered the Sermon. The Sacrament of the Lord's Supper was received. The offering was given to the Nueva Vida Food Bank. Lovely music was provided by John Todd of Priest Lake.

Following worship, the Moderator continued the morning's order of business.

COMMISSION ON MINISTRY

The Moderator recognized RE Mickey Stueck of First, Lebanon and co-chair of the COM presented the Commission's report.

Pulpit Supply List

The COM approved adding Kimberly Dillard, an Inquirer, and approved removing RE Steve Martin at his request to and from the Pulpit Supply List.

Temporary Supply, McMinnville, First

The COM sustained the examination and approved Patrick Woolsey, a candidate under the care of the East Tennessee Presbytery, to preach at First, McMinnville during July and August.

Rev. Ray Thomas, Priest Lake

The COM approved the contract for Rev. Ray Thomas, Interim, at Priest Lake Presbyterian.

RE David Wood

The COM approved RE David Wood to serve communion at Hermitage Presbyterian on June 1.

Rev. Courtney Veazey

The COM approved Terms of Call for Rev. Courtney Veazey, Second Presbyterian Church, Nashville. Salary and housing, \$97,500, congregational pastor benefits package, \$23,350, social security and medicare benefits, \$7459, \$2500 for continuing education, professional expenses \$1200, 4 weeks' vacation, 2 weeks continuing education, relocation expenses \$10,000, sabbatical of 3 months after 3 initial years of service, with \$4000 possible for expenses. The COM approved a Congregational meeting at Second Presbyterian Church to call Rev. Courtney Veazey as pastor with RE Rob Tudor as moderator.

Ministry Discernment Profile, Westminster, Nashville

The COM approved the Ministry Discernment Profile for Congregational Care Associate Pastor, Westminster, Presbyterian Church, Nashville.

Rev. Mary Sellers Shaw, UKirk Nashville

The COM approved contract for Rev. Mary Sellers Shaw, UKirk, serving Vanderbilt, Belmont, and other institutions in Nashville.

Retired Status Approvals

The COM approved the move of Rev. Paul Casner and the Rev. Heidi Hudnut Beumler to Retired Status.

RE Greta McClain

The COM approved to allow RE Greta McClain, a member of Southminster Presbyterian Church, to begin the process of becoming a Commissioned Ruling Elder.

Session Moderators

The COM approved RE Mickey Stueck to moderate the sessions of Donelson and Milldale, the Revs. Carson and Janet Salyer to moderate the session of Harpeth in June, and the Rev. Warner Durnell to moderate the session of Harpeth in July and going forward.

Milldale

The COM approved the request from Milldale PC to form a PNC; RE Mickey Stueck to moderate congregational meeting August 10

Co-Pastor, Trinity Presbyterian Church

The COM approved Ministry Discernment Profile for a co-pastor at Trinity Presbyterian Church, Nashville.

Rev. Stuart Gordon

The COM approved the dismissal of Stuart Gordon to the San Gabriel Presbytery, California.

Normandy PNC

The COM heard the composition of the approved and elected PNC for Normandy PC: Suzie Lowe, Chair Mark Riley, scribe, Brenda Hitt, Madeline Redford, Kevin Aurwater

Donelson PNC

The COM heard the composition of the approved and elected PNC for Donelson PC: Joy Roark and Carolyn Lantz, co-moderators, Dennis Crumby, Mike Ingram, Laura Piper, Donna Pritchett, Janet Smith

Trinity PNC

The COM heard the composition of the approved and elected PNC for Trinity PC: Jacqueline Elbert, PNC Chair, Vera Billington, PNC, Philip N. Elbert, Roger Cunningham, Cynthia Turner

Rev. Stephanie Hanson Boaz

The COM approved the terms of call of the Rev. Stephanie Hanson Boaz of an Installed Position of Associate Pastor at Westminster, Nashville. Cash and effective use of manse: \$90,000, \$1200 automobile expense, \$2700 business and professional expenses, \$3000 continuing education, 4 weeks' vacation, 2 weeks study leave, sabbatical of 3 months in the seventh year of service.

Mallory Hammond, First Nashville

The COM approved the contract between Mallory Hammond, candidate for ordination, as Parish Associate for Ministry to Children and Their Families, and the session of First, Nashville.

Amendment to COM Manual

The COM approved an amendment to COM Manual regarding introduction of newly received members to PMT and requested amendment to the PMT Manual of Operation and Missions to reflect this change as well. The amendment reads: ... *“ all teaching elders received by the COM shall appear at the next convenient Stated Meeting to be introduced to the Presbytery and to share their faith statement and other information they wish to give. Such an introduction is only for the purpose of facilitating fellowship and community among ministerial colleagues and not for the purpose of examination and approval except in the case of non-unanimous approval of COM as listed above.”*

Rev. Taylor Young

The COM approved the terms of call for Taylor Young, installed full time pastor at First, Gallatin. Salary and housing. \$65,000, SECA supplement, \$4973, Board of Pensions package, \$16,900, Professional expenses, \$3000, vacation, 4 weeks, study leave, 2 weeks, sabbatical of 3 months after five years of service, FPC Gallatin tuition.

Confidentiality Agreement

The COM approved a Confidentiality Agreement to be added to COM manual and to be referenced in the Transitions Checklist. Add to policies.

Revised Temporary Minister policy

The COM approved a Revised Temporary Minister policy.

Referrals to PAC

The COM referred the congregations of Hickory Valley and Post Oak to the Permanent Administrative Commission for Congregational Change to begin conversations on their ministries and to ascertain ways to walk alongside if requested.

Glenclyff Temporary Minister Contract

The COM approved the extension of the temporary minister contract between Jason Loscuito and Glenclyff PC.

Examination for Ordination for Candidate Mallory Hammond

RE Stueck then moved that Mallory Hammond, Candidate Certified Ready for Ordination Pending Receipt of a Call and called to the position of Parish Associate at First, Nashville be approved for ordination. She invited Ms. Hammond to the floor and opened the examination. Following the examination, the Moderator asked Ms. Hammond to leave the sanctuary during the vote. The Motion was approved, Ms. Hammond was called into the sanctuary and warmly congratulated and welcomed. The Moderator offered a prayer. Mrs. Stueck then moved that the Commission to Ordain be approved. The motion was approved.

Taylor Young, First Gallatin

RE Stueck moved that Rev. Taylor Young, ordained in the Cumberland Presbyterian Church, be examined for receipt into the denomination and the Presbytery. Rev. Young has accepted a call to First Gallatin pending receipt. RE Stueck invited him to the floor and began the examination. Following the examination, the Moderator asked him to leave the sanctuary. A discussion and vote followed, pursuant to G-2.0505(a)(2). The motion was approved by the required 2/3 majority. Rev. Young was welcomed back and warmly welcomed. RE Stueck offered a prayer.

Stephanie Hanson Boaz, Westminster, Nashville

RE Stueck moved that the Rev. Stephanie Hanson Boaz be approved to accept a called an installed position as Associate Pastor for Congregational Care at Westminster, Nashville and noted that the motion required a $\frac{3}{4}$ majority vote pursuant to G-2.0504(c). She invited Rev. Boaz to the floor and opened the conversation. Following questions, the Moderator asked Rev. Boaz to leave the room. The vote was held, and the motion was approved. The Rev. Boaz was invited back in and warmly welcomed. The Moderator offered a prayer.

Southminster Administrative Commission

RE Stueck stated that the Administrative Commission requested by Southminster and charged by the Presbytery had successfully completed its work and requested to be dismissed. She moved that the commission be dismissed with thanks and that its minutes be included in the permanent record. The motion was approved. The Moderator offered a prayer.

Southminster Administrative Commission

Report to the Presbytery of Middle Tennessee

July 8, 2025

- On August 8, 2024, the Presbytery of Middle Tennessee authorized the establishment of an Administrative Commission (the "AC") to work with the Session of Southminster Presbyterian Church (the "Church") to explore and resolve the financial improprieties associated with the daycare services previously provided by the Church. The members of the AC are Mike Koban • Ruling Elder; Mickey Stueck - Ruling Elder; and Michael McLaughlin – Teaching Elder.
- The first organizational meeting of the AC occurred on August 19, 2024. Meeting minutes are attached.

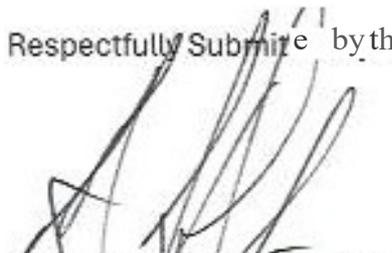
- The next meeting of the AC occurred on September 12, 2024, to discuss the retention of a law firm, Baker Donelson, and a forensic accounting firm, Kraft Analytics. Meeting minutes are attached.
- The next meeting of the AC occurred on September 16, 2024, to discuss the fraud and employment issues related to the daycare operations of the Church. It was decided that the fraud and employment matters would be handled separately and the AC would only focus on the fraud matters. Meeting minutes are attached.
- The next meeting of the AC occurred on September 26, 2024. The attendees were the members of the AC and Beth McCaw, Pastor, of the Church. Meeting minutes are attached.
- On November 18, 2024, the members of the AC met with the Session of the Church to review the work of the AC and to answer any questions of the Session.
- On December 18, 2024, the former director of the Church daycare operations, Stephany Peugeot, was charged with embezzlement.
- After the embezzlement charge, the AC, in consultation with Baker Donelson, determined that the most effective and least costly way to seek restitution from Ms. Peugeot was to let the District Attorney's office attempt to resolve the matter.
Pursuing a civil action against Ms. Peugeot could be quite costly with no assurance of a positive outcome for the Church.
- On February 13, 2025, a meeting was held with a member of the AC, a representative of Baker Donelson, representatives of Kraft Analytics, representatives from the Church, and the Assistant District Attorney to review the findings of Kraft Analytics and to review the Assistant District Attorney's past and expected discussions with Ms. Peugeot and her counsel.
- On July 3, 2025, Ms. Peugeot agreed to a settlement with the Assistant District Attorney which included 8 years diversion and paying restitution of \$225,000. On the afternoon of July 3, 2025, Ms. Peugeot presented representatives of the Church with a cashier's check in the amount of \$225,000.

- The Presbytery of Middle Tennessee advanced a total of \$46,498.40 (\$10,000.00 of which was a retainer to *Kraft Analytics* that is being fully reimbursed by Kraft Analytics) to pay the Kraft Analytics net expenses of \$37,498.40.
- The Church signed a note at a 7.0% interest rate in connection with loans from Presbytery to the Church to pay the Kraft Analytics expenses and that note is in the process of being repaid. A copy of the note is attached.
- As of the date of this report, Baker Donelson has not submitted any invoices for their services but will do so in the future. Baker Donelson has indicated that a portion of the work that they have done will be pro-bono.
- Based upon the work of Kraft Analytics, the following is a summary of what was identified as unauthorized expenses by Ms. Peugeot:

o Identified non-business expenses	\$78,595
o Unapproved salary increase	\$27,718
o Additional implied non-business expenses	\$72,409 (\$26,369)
o Unauthorized loan proceeds retained by Church	\$152,353
o Net unauthorized expenses by Ms. Peugeot	\$36,498
o Kraft Analytics expenses	<u>\$ 1,424</u>
o Interest on Presbytery note	<u>\$190,275</u>
o Net expense (excluding Baker Donelson expenses)	<u>\$,225,000</u>
o Restitution paid by Ms. Peugeot	

Since the Southminster daycare matter has been resolved in a manner that is beneficial, to the church, the Southminster Administrative Commission hereby recommends the dismissal of the Administrative Commission.

Respectfully Submitted by the Southminster Administrative Commission



Michael A. Kobas, Jr. - Chair

Southminster Administrative Commission
Minutes of the Meeting of August 19,
2024 11:00AM by Zoom

Present: Chair RE Mike Koban, TE Michael McLaughlin, and RE Mickey Stueck Chair Mike

Koban opened the meeting in prayer.

Approval of Agenda: approved earlier by email.

Discussion of Committee Purpose: and Goals:

- ▶ Three goals were identified:
 - o To be communicative with the Session and Southminster Pastor
 - o To get to the bottom of the fraud at the daycare center
 - o To determine what had happened and what needs to be done due to the dismissal of director and assistant director

Discussion of Need for Legal Representation

- ▶ wait and see what our legal representation needs to be once Terry Newland has met with the former(immediate) Child Care Director

Discussion of Need for Forensic Accounting .Representation

- ▶ Each of US to talk with our respective church auditors regarding the possible forensic audit

Discussion of Initial Meeting with Southminster Session Leadership and Pastor

- ▶ Commission to meet TE Beth McCaw for lunch on Monday, August 26, 2024 confirmed by Michael.

Other Business: None

Next Meeting: Mondily. August 26, 2024, noon with Senior Pastor Beth McCaw.

Meeting adjourned at 11:43 am.

Respectfully submitted,
Mickey Stueck

Southminster AC September
12, 2024, 2pm By Zoom

Present: Chair Michael Koban, Michael McLaughlin, and Mickey Stueck The meeting

opened in prayer by Chair Michael K at 2:03 pm

Discussion of possible need to retain legal representation and an accounting firm for a forensic audit. Consensus is to have Michael K call Mark Barnes of Kraft Analysis, entity of Kraft CPA and Jonathan Cole of Baker Donelson.

Melinda Sanders of the Finance Committee has informed us that the Presbytery of Middle Tennessee has advanced the Administrative Commission \$25,000 for needed expenses with the possibility of more if needed.

Southminster has an opportunity to lease the Day Care Center to Theater Bug through next July. Michael K will call Terry Christensen, Elder on the Session regarding this.

Michael McLaughlin will contact Pastor Beth and the Clerk of Session. There being no

further business, the meeting adjourned at 2:33 pm.

Respectfully submitted, Mickey
Stueck

Southminster AC September 16,
2024, 1 PM Second Presbyterian
Church

Present: Administrative Commission members Chair Michael Koban, Michael McLaughlin, Mickey Stueck; SC Mary Catherine Sevier, Attorney Melinda Sanders, and EP Terry Newland

The meeting was called to order at 1:10 pm by Chair Michael K with prayer.

Mary Catherine, Melinda, and Terry briefed the committee on their meeting with Taryn Tarr-Burnworth. Written documentation from Ms. Tarr-Burnworth was distributed to the Administrative Commission as further information.

Discussion on the nature of the separation of the church and day care center, status of the stabilization grant, charges against previous childcare director, possible loan to Southminster from the Presbytery of Middle Tennessee, among other topics

ensued.

There is a need to insure that the two cases, fraud and employment, be treated as two separate cases.

Southminster Administrative Commission:

Michael McLaughlin moved, Mickey seconded to retain Baker-Donelson to begin work on the embezzlement case, to last no more than 14.5 months. Motion carried.

There being no further business, the meeting adjourned at approximately 2:30 pm. Respectfully submitted,

Mickey Stueck

Southminster Administrative Commission
September 26, 2024
Meeting at Rafferty's, Nashville

Present: Chair RE Michael Koban, TE Michael McLaughlin. Re Mickey Stueck

Guest TE Beth McCaw, Southminster

Meeting began with prayer at noon. Lunch and discussion followed.

Purpose-of the meeting was to obtain the timeline leading to the current situation from Rev. McCaw. Rev. McCaw orally presented the series of events beginning in 2017 to the current situation today. The Commission is most interested in the timeline from 2021 to present: however, the timeline from 2017-2021 was very informative.

Meeting adjourned at 2:45 PM.

Mickey Stueck
Recorder

PROMISSORY NOTE

\$100,000.00

Nashville, Tennessee
October 3, 2024

FOR VALUE RECEIVED, the undersigned borrower, Southminster Presbyterian Church of Nashville, Tennessee. {the "Borrower"}, hereby promises to pay to the order of the Presbytery of Middle Tennessee, (the "lender"), at its office located at 3511 Belmont Blvd., Nashville, Tennessee, 37215, or *any* other location that the Lender designates, on October 3, 2025, the principal sum of One Hundred Thousand and no/100 Dollars {\$100,000.00}, or if more or less, the aggregate unpaid principal amount of this loan in lawful money of the United States of America in immediately available funds, and to pay interest from the date hereof on the principal amount thereof from time to time outstanding. in like funds, at said office at an annual interest rate of 7.0%. Interest shall be computed upon a 360-day year for the number of days elapsed. In addition, should legal action or an attorney-at-law be utilized to collect any amount due hereunder, the Borrower further promises to pay all costs of collection, including reasonable attorneys' fees of the lender.

The Borrower may prepay this Note, in whole or in part without penalty, after giving notice to the tender, specifying the date and amount of the prepayment.

The Borrower also promises to pay interest, on demand, on *any* overdue principal, and, to the extent permitted by law, overdue interest from their due dates at the highest permissible rate allowed by applicable law.

By: Richard C. Hollis III President of the
Name Title
11/24/24 8:40 AM Corporation

Southminster Note
Amount Owed at 7.0%

Date of Loan	Principal <u>Amount</u>	Interest@ 7.0% <u>to July 3 2025</u>	Principal and <u>Interest</u>
Oct. 3, 2024	\$10,000.00	\$ 525.00	\$10,525.00
Feb. 13, 2025	\$25,610.90	\$ 687.23	\$26,298.13
Feb. 24, 2025	\$ 4,612.50	\$ 113.90	\$ 4,726.40
March 29, 2025	\$ 3,793.75	\$ 69.34	\$ 3,863.09
May 3, 2025	<u>\$ 2,481.25</u>	<u>\$ 28.95</u>	<u>\$ 2,510.20</u>
 Total	 \$46,498.40	 \$ 1,424.42	 \$47,922.82

FINANCE COMMITTEE

The Moderator recognized the Rev. Evelyn Graham, Second, treasurer and chair of the Finance Committee to make the report. The Rev. Graham shared information from the financial documents and noted that although pledges were down, the Finance Committee and Budget Task Force felt optimistic that pledges would come as the year closes.

Financial Position

Financial document summaries indicate that year to date received pledges are above budgeted amount; year to date expenses are below budget. The investment account is producing well.

Southminster

Southminster received a cash settlement of \$225,000 from the former employee accused of criminal wrongdoing. Southminster has paid all expenses owed to the Presbytery in the work of the AC which helped secure the settlement.

2024 Financial Statements

Mullins, Clemmons, & Mayes, PLLC Accountants are reviewing the 2024 financial statements.

Kharis Foundation Restricted Grant

The Finance Committee accepted with thanks a \$50,000 grant in June, 2025 from the Kharis Foundation which is restricted to funding an executive director position for the Nueva Vida Food Bank.

Annual Reviews

The Personnel Committee has begun reviews of the three Presbytery employees. The Budget Task Force will use that information in its recommendations for the 2026 budget.

Calvary, Big Lick

The Finance Committee approved \$5000 from the Disaster Assistance Fund, 3002-09 for Calvary at Big Lick which sustained extensive damage from storms in the spring. The committee directed the Stated Clerk to apply on the church's behalf for a grant from the Presbyterian Disaster Assistance to also assist in covering the shortfall between costs and insurance benefits. The Committee further directed the Stated Clerk to inform the congregation of the loan possibility from the St. Andrew's account, a restricted fund of PMT.

COMMITTEE ON MUTUAL SUPPORT

The Moderator recognized the Rev. Bobby Harding, First, Murfreesboro, chair of the Committee on Mutual Support.

Hunger Grant

The Committee granted \$4000 to Homebound Meals Program in June 2025. This ministry was established in 1982 to provide a nourishing meal and friendship to persons over the age of 60, and to those suffering from long-term illnesses, who are unable to prepare food for themselves.

Rev. Harding recognized the Rev. John Hilley, RE Barb Hall, and RE Lavona Russell to present information on the Guatemala Taskforce. The Taskforce representatives thanked churches who have supported the initiative and encouraged the rest to do so.

COMMITTEE ON SOCIAL JUSTICE

The Moderator recognized the Rev. Claire Berry, Historic Franklin, clerk of the Committee on Social Justice to make the report in the chair's absence. Rev. Berry previewed the presentation the committee will make at the November Stated Meeting on immigration.

BREAK

The Moderator invited the body to briefly recess for fellowship and refreshments, which were graciously and bountifully provided by the meeting hosts.

LEADERSHIP VISIONING TEAM

The Moderator reconvened the meeting and recognized RE Barbara Halverstadt of Emmanuel, co-chair of the Leadership Visioning Team. RE Halverstadt provided an update on the team's work and invited all team members present to join her. She expressed appreciation for the call to serve on the team and expressed the hope and optimism the team feels about its impending report.

ADMINISTRATIVE COMMITTEE

The Moderator recognized Ruling Elder Chris Williams, First Pulaski, and Vice-Moderator of PMT as well as chair of the Administrative Committee to make the report of the committee.

August 7 Stated Meeting

The Administrative Committee approved the agenda for the August 7 Stated Meeting with Mallory Hammond, Candidate under the Care of PMT and certified ready for ordination pending a call delivering the sermon and approved the offering at the August Stated Meeting to go to the Nueva Vida Food Bank and will include an action item.

February 7, 2026 Stated Meeting

The Administrative Committee accepted with thanks the gracious invitation of Nashville Korean PC to host the February 7, 2026 Stated Meeting.

Resignation of COM Co-Chair

The Administrative Committee accepted with regret the resignation of TE Stephen Yates from the Commission on Ministry and directed the Stated Clerk to inform the Nominating Task Force of the vacancy.

Request of Called Meeting

The Administrative Committee requested in writing a called meeting of the Presbytery to approve the sale of the property of the former St. John PC. The meeting was held June 24.

Request to Personnel Task Force

The Administrative Committee upon hearing from members of the Visioning Team reflecting the team's need for more time, approved requesting the Personnel Task Force to meet and form a search committee and job descriptions for a temporary/interim/bridge Stated Clerk and a temporary/interim/bridge Executive Presbyter.

Approval of Temporary Stated Clerk and Executive Presbyter Job Descriptions

The Administrative Committee approved the job descriptions and timeline for hiring a temporary Stated Clerk and a temporary Executive Presbyter.

Media Release Form and Template

RE Williams moved that the Presbytery approve the media release form as well as a template for use by local congregations. The motion was approved.

Manual of Operation and Missions Amendments

RE Williams moved that the Manual of Operation and Missions [the “MOM”] be amended to include the privilege of voice and vote to the Permanent Administrative Commission, to include a provision making the Executive Presbyter the Deputy Stated Clerk in the absence of the Stated Clerk at Stated Meetings, and to include the provision that ordinarily, newly received minister members by COM will be introduced on the floor of the Presbytery and asked introduce themselves only for the purpose of establishing collegiality. The three amendments, each of which was required to be approved by a 2/3 majority, was approved.

Cripple Creek Exemption Pursuant to G-4.0208

RE Williams moved that Cripple Creek Presbyterian Church be added to the list of churches exempt from the certain provisions of Chapter 4 of the Form of Government pursuant to G-4.0208. He noted that although the congregation met and had minutes in a timely manner, the second requirement that the Presbytery be notified was not recorded. It is not possible to know whether the error was on the part of Cripple Creek’s clerk or the Stated Clerk. The motion was approved.

PERSONNEL TASK FORCE

The Moderator recognized Ruling Elder Lavona Russell, East Brentwood, who presented the taskforce’s work toward the Presbytery’s Transition.

Job Description for Temporary Executive Presbyter

The Temporary Executive Presbyter position is full time, salaried, and exempt, will be contracted for up to a year, and can be terminated before that time by either party with 30 days’ notice. The individual may not apply for the installed EP position and will assist with the search for the installed EP.

Job Description for Temporary Stated Clerk

The Temporary Stated Clerk position is part time, salaried, and exempt, will be contract3ed for up to a year, and can be terminated before that time by either party with 30 days’ notice. The Temporary Stated Clerk may apply for the Installed Stated Clerk position. The Temporary Stated Clerk shall also assist in implementing the adopted vision of the Leadership Visioning Team.

Timeline

The Personnel Task Force with the additional individuals who make up the temporary search committee will identify candidates for both positions between August and October 2025. Candidates for both positions will be brought forward to be introduced to the Presbytery on or before the November 8, 2025, Stated Meeting. If the Visioning report is presented and approved at the November Stated Meeting, the PTF will if tasked begin crafting job descriptions for the positions approved. Search teams will be assembled by the Nominating Task Force, including the existing EP Search Committee which may need to be re-evaluated and those teams will be elected at the May 2026 Meeting. Candidates will be brought for election at either the August or November 2026 Stated Meetings.

NOMINATING TASK FORCE

The Moderator recognized CRE Leonard Jordan, St. Andrew’s, chair of the Nominating Task Force, to make the report from the Nominating Task Force. CRE Jordan moved that the following individuals for election: TE Carrie Fraser, at large, COM Class of 2026; TE Stephanie Hanson Boaz, Westminster, Nashville, CPM Class of 2025, and TE Chris Adams, First Spring Hill, to serve on the Eastminster Administrative Commission. The motion was approved.

. COMMITTEE ON CHURCH TRANSFORMATION

The Moderator recognized the Rev. John Hilley, East Brentwood, chair of the Committee on Church Transformation to make the committee’s report. He noted the work the committee is undertaking to serve local congregations as well as exploring initiatives for congregations to use their campuses in novel ways of ministry. He then recognized the Rev. Greg Glover, First Clarksville to discuss his congregation and session’s work with the committee. Rev. Glover noted that the committee heard First Clarksville’s request for assistance in working with consultants to better use the campus, and he thanked the committee for its grant for part of the church’s request.

The Moderator recognized the Rev. John Hinkle, First Murfreesboro who made the following motion:

I move that PMT approve payment for the remaining amount of the FPC Clarksville request and those funds come the Committee on Church Transformation fund #3001-04.

The motion was seconded, and after considerable discussion, the body approved the motion.

COMMISSION ON MINISTRY, PART II

The Moderator recognized COM Co-Chair RE Mickey Stueck, First Lebanon.

Recognition of TE Paul Casner, Retired

Mrs. Stueck announced the approval of Retired status for the Rev. Paul Casner, formerly of Donelson. She recognized RE Tina O'Connor, Donelson, who spoke warmly of the career and impact Rev. Casner and his family had on Donelson PC. Mrs. Stueck then recognized Rev. Casner, who spoke of his career, his receipt in the PC-USA, and his bittersweet feelings upon this chapter of his life. The body responded with great appreciation for his work, and Mrs. Stueck offered a prayer of thanksgiving for his career and blessing for his retirement.

REPORT OF THE STATED CLERK

The Moderator recognized RE Mary Catherine Sevier, First Murfreesboro and Stated Clerk. Mrs. Sevier presented the following report.

2024 Presbytery Statistics Report

The 2024 Presbytery statistics report was briefly discussed.

Deaths of TE Jimmie Lancaster and RE Tom Drake

The Stated Clerk was informed of the death of Teaching Elder Jimmie Lancaster and the death of Ruling Elder and founding member of Bellevue PC Tom Drake.

Criteria for selection of nominees for commissioners to the 227th General Assembly

The following criteria for selection for nominees as commissioners to the 227th General Assembly or to the Synod of Living Waters shall be used and is published on the Presbytery's website through its inclusion in the Manual of Operation and Missions:

Teaching and ruling elders and young adults will ordinarily only be elected once to serve as commissioners to General Assembly or Synod from the Presbytery of Middle Tennessee.

Teaching elders who have been members of the Presbytery of Middle Tennessee for at least seven years.

Teaching and ruling elders who have a history of active involvement in the work of the presbytery.

Ruling elders from churches who have not sent a representative as a commissioner to General Assembly or Synod in four years or more.

A balance between women and men, teaching and ruling elders, and young adults from churches outside the Nashville area and those within the Metro Nashville area.

Prior General Assembly and Synod alternates, and presbytery moderators, will be given consideration as Commissioners.

The ability to work effectively with technology and materials from the General Assembly and Synod committees and plenary sessions, understanding that stamina and energy are required.

The ability to understand and the willingness to communicate the work of the General Assembly and Synod to the Presbytery and the ability to understand and the willingness to communicate the work of the presbytery to the General Assembly and Synod.

Report of the PAC for Congregational Change

The PAC for Congregational Change reported to Presbytery that the sale of the land of the former Mattie Smith PC was complete; the sale of the land of the former St. John PC was complete; the PAC continues to walk alongside the session of Milton Hopewell as it discerns next steps; the property of the former Decherd PC has been listed for sale.

Amendment to the charge of the PAC

The Stated Clerk reported that both she and the EP have been notified that a congregation outside the denomination wishes to be received. She noted that no policies or procedures appear to exist for such an action. The Stated Clerk moved that the charge to the Permanent Administrative Commission for Congregational Change be amended thusly:

Page 1, lines 30-32: *If a church that is not within our denomination asked to be received in the PC(USA), by extension, into the Presbytery of Middle Tennessee, the matter will also be referred to the PAC.*

Page 4, lines 14-18: *The PAC will propose to the Presbytery for approval, policies and procedures for receiving a church into the denomination. Those policies and procedures will be attached to this charge. The PAC will follow the Presbytery's policies and procedures in making a recommendation to the Presbytery regarding admitting a church into the denomination, and by extension, into the Presbytery of Middle Tennessee.*

The motion was seconded and approved.

The Stated Clerk was asked for clarity and the rationale for the selection criteria for GA commissioners, specifically the requirement that those individuals be members of the Presbytery for at least 7 years. After discussion, the Rev. John Smith, First Dickson moved that the seven year requirement be reduced to three years. The motion was seconded. The Rev. Warner Durnell, HR, moved that the motion be referred to the Administrative Committee for study and a recommendation. The motion was seconded and approved.

Recognition of TE Stephen Yates

The Stated Clerk noted that TE Stephen Yates, First Tullahoma, had accepted a call to the Presbytery of East Tennessee, and that he was attending his last Stated Meeting as pastor of First Tullahoma. Rev. Yates was thanked for his years of commitment to PMT including stints as Moderator and Chair of the Administrative Committee and Co-Chair of the Commission on Ministry.

Rev. John Smith asked how congregations could assist Calvary at Big Lick in its recovery from tornado damage. Rev. John Hilley then moved that up to \$20,000 be made available to the church from the Committee on Church Transformation. The motion was seconded. CRE David Sadler, Priest Lake, moved to refer the motion to the Finance Committee to determine whether the funds generated by the sale of the former First Sparta and restricted for the use of churches in the Upper Cumberland could be used for this purpose, and if not, what funds could be secured to assist in the monetary shortfall which the church is experiencing between insurance coverage and damage costs. The motion was seconded and approved.

ADJOURNMENT

Moderator Herring made announcements regarding upcoming events and led the body in a closing prayer. She then asked for a motion to adjourn which was seconded and approved. After announcing that the 162nd Stated Meeting will be November 8, 2025, at NaCoMe, she adjourned the meeting at 1:40 pm.

Mary Catherine Sevier
Stated Clerk

Teaching Elders

_E_Adams, Chris
 _E_Anderson, David
 _E_Anderson, Rosanna
 _P_Angel, Erin Howton
 _E_Angel, Jonathan
 _E_Arnold, Judith
 _E_Bagley, Tom
 P_Bellis, Eddie
 _P_Berry, Claire
 _P_Berger, Will
 _P_Boaz, Stephanie Hanson
 _E_Bradley, Michael
 _E_Bray, Linda
 _P_Bryan, Mark S.
 _E_Burgener, John "Bo"
 _E_Caldwell, Elizabeth
 _E_Canon, Amelia
 _E_Carrell, Len
 _P_Casner, Paul
 _E_Catoe, Lee
 _E_Cejka, III, Joseph
 _E_Cheetham, John T.
 _E_Chucquimia, Teddy
 _E_Coates, Coleman Lewis
 _E_Cox, M. Elian
 _E_Crawford, John
 _E_Crumpler, David
 _E_Danner, Charles
 _E_Davis, Michael
 _P_DeVries, Adam
 _P_DeVries, Mark
 _P_Drake, Donovan
 _P_Durnell, Warner R.
 _E_Early, Kim Maphis
 _E_Early, Robert
 _E_Edington, Sherard
 _E_Eisenmenger, David
 _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
 _P_Graham, M. Evelyn
 _P_Griffith, Guy D.
 _E_Gung, Justin
 _P_Gunter, Keith
 _E_Hamman, Jaco
 _E_Handlson, Pat
 _P_Harding, Bobby
 _E_Harrell, James E.
 _E_Hassall, Harry S.
 E_Hermann, Lisa C.
 _P_Herring, Jane
 P_Higgins, Ashley
 _P_Hill, Austin
 _E_Hill, Ellen
 _P_Hill, Sara
 _P_Hilley, John R.
 _P_Hinkle, Jr., John
 _E_Hodgson, Peter
 _E_Hoehst, Jeanne'
 _E_Hudnut-Beumler, Heidi
 _E_Hudnut-Beumler, James
 _P_Hughes, Sally
 _P_Huie, Scott
 _E_Hunter, Jeannie
 _E_Johnson, Charles N.
 _E_Jones, Todd B.
 _E_Kane, Jeff
 _E_Kang, Se Bong
 _E_Kang, Shin
 _E_Kaufman, John E.
 _E_Kelly, Gary
 _E_Kidd, David
 E_Kim, Eunjoo
 P_Kim, Il Sun (PK)
 _E_Klein, Candice
 _E_Kneff, Sarah Bird

August 7, 2025 Stated Meeting Roll

_E_Knight, Carole
 E_Kramer, Claire Harris
 _E_Larson, John
 _E_Leftwich, Phil
 _E_Lewis, John
 _E_Lipsey, McCurdy
 _E_Logan, Gail
 E_Mayes, Jim
 _P_McCaw, Beth
 _E_McClure, Annie
 _E_McCormack, Robert E.
 _E_McCullough, John
 _E_McKinsey, Sally Ann
 _E_McLaughlin, Michael D.
 _E_McVey, Bruce
 _E_Moffatt, III, Charles L.
 _E_Montgomery, Robert
 _P_Moore, Ryan
 _P_Moran, James A.
 _E_Muse, Perry
 _E_Musgrave, John
 _E_Musick, Steve
 _E_Nally, Sara
 _E_Neil, Richard
 _E_Newsom, Ernest B.
 _E_Nichols, James A.
 _E_Nyhuis, Jule
 _E_Orfield, Rachel Thompson
 _E_Paddon, Richard
 _E_Page, Fred
 _P_Park, Inhye
 _P_Paterik, Roy
 _E_Patton, Tom
 _E_Pentecost, Mike
 _E_Picard, John Paul
 _E_Ramirez, Lilia M.
 _E_Randleman, Sandra
 _P_Rector, Stacy
 _E_Richardson, W. W.
 _E_Ritchie, Jeff
 _E_Ritchie, Megan
 _E_Rodriguez, Josh
 _E_Rogers-Vaughn, Annette
 _E_Rouquie, Richard
 _E_Salyer, Carson
 _E_Salyer, Janet
 _P_Sasser, Zach
 _E_Sawyer, David
 _E_Schultz, Harris
 _E_Schwartz, Cindy
 _P_Shaw, Mary Sellers
 _E_Skelly, John J., III
 _E_Smith, Jimmy D.
 _P_Smith, John A.
 _E_Smith, Shane
 _E_Soderquist, Ann
 _E_Stauffer, Aaron
 _P_Stoker, Amy B.
 P_Taber, Chuck
 _E_Tate, Carol
 _P_Tennyson, Walt
 _E_Thomas, C. S. (Steve) III
 _P_Thomas, Ray
 _P_Thompson, C.J.
 _E_Thompson, Marjorie
 _E_Todd, John
 _E_Traylor, Leslie
 _E_Tuck, Janet
 _E_Tyndall, Thomas B.
 _E_Vasquez-Paredes, Gustavo
 _E_Venable, III, Sid
 _E_Wallace, Morgan
 _E>Weingartner, Robert J.
 _P_Wellman, Will
 _E_White, Jack
 _E_White, Linda
 _E_Wilson, Amos L.
 _E_Yang, Sunggu
 _P_Yates, Stephen
 _E_Zeigler, Richard

P - Present

E – Excused

A – Absent

I - Inactive

Ruling Elder Commissioners

<u>Church</u>	<u>Represented By</u>	<u>Church</u>	<u>Represented By</u>
Alexandria, Liberty Hill		Lawrenceburg, First	1. Kay Skillington
Allardt, First		Lebanon, First	1. Margaret Ann Trail
Alpine, Christ	1. Beau Carr	Spring Creek	2. Carol B. Hill
Ardmore, Bethany			
Belfast		<u>Church</u>	<u>Represented By</u>
Bethpage, Oak Grove		Lewisburg, Bethberei	
Brentwood, Brentwood First	1. Lavona Russell	First	1.
East	2. Susan Roeleder		2.
	3. Bill Phillips	Lynnville, First	
Harpeth	1.	Manchester, First	
	2.	McMinnville, First	
Buffalo Valley	1. Shirley Puckett	Milton, Hopewell	
Clarksville, First	1. Doug Young	Mt. Pleasant, First	
	2. Phil Kemmerly	Murfreesboro, First	1. Nena Egli
	3. Ross Hicks		2. Dave Davis
	4.		3.
Macedonia			4.
Columbia, First	1. Angie Satterwhite	Northminster	1. Larry McElroy
	2. Andy Crichton	Nashville, Bellevue	1. Linda Bozzo
	3.		2. Debbie Cannon
	4.	Donelson	1. Tina O'Connor
Westminster			2.
Cookeville, Double Springs		Downtown	1.
First	1.		2.
	2.	Eastminster	1.
Post Oak			2.
Cowan, Fellowship		Emmanuel	1. Barb Halverstadt
Crossville, Calvary	1.	First	1. Hal Sauer
	2.		2. Cathy Rolfe
Culleoka, Central			3.
Decherd			4.
Dickson, First			5.
Pond			6.
Fairfield Glade, Westminster			
Fayetteville, First	1. Debbie Fraley	Glen Leven	1. Irene Hansen
	2. Bonnie Howford		2. Margie McCulloch
			3. John Stanton
Franklin, First	1. John Koval	Glenclyff	1. Betty Curry
	2. Jason Coleman	Hillsboro	1.
	3. Starr Nolan		2.
Historic	1. Anne Batt	Hillwood	1. Bob Cooper
	2. Paul Trapini		2.
New Hope		Korean	1.
Gallatin, First	1. Susan Johnson		2.
		Priest Lake	1. Amy Holt Aviles
Sudanese		Second	1. David Stone
Hendersonville, First	1.		2. John Bradford
	2.		3. Nancy Morris
	3.		4. Brian Overton
New Creation	1.		
	2.	Southminster	1. Greta McClain
	3.	St. Andrews	1. Ronald King
	4.		2.
Hermitage	1. Margaret Carfull	Trinity	1.
	2.		2.