

Memorandum

To: Commissioners, Members, and Attendees

From: Erin Bell, Temporary Stated Clerk, Middle Tennessee Presbytery (contact: sc@pbymidtn.org)

Re: Call to 164th Stated Meeting of the Middle Tennessee Presbytery to be held on May 2nd, 2026

Date: April 24th, 2026

Please find attached the agenda, reports, and other relevant documents pertaining to the 164th Stated Meeting of the Middle Tennessee Presbytery. In keeping with the standing rules of the presbytery, this packet is distributed at least seven days before the meeting.

The meeting will be hosted by First Presbyterian Church of Cookeville (20 N. Dixie Ave., Cookeville, TN, 38501) on Saturday, May 2nd, 2026. Registration begins at 9:00 a.m. Following a break for lunch, the meeting is scheduled to conclude by 2:15 p.m.

Register online via the presbytery website at: <https://pbymidtn.org/meeting-registration/>

The word will be proclaimed by Rev. Sherard Edington, Executive Presbyter.

In the packet, titled “164th Stated Meeting Main Agenda and Materials” you will find the following:

- Map and Parking instructions for Cookeville First Presbyterian Church
- Agenda
- Reports from various commissions, committees, task forces, and the Stated Clerk.
- Evaluation form to be submitted after the meeting

A second packet, entitled “164th Stated Meeting Consent Agenda and Materials” contains the consent agenda, the minutes and roll of the 163rd Stated Meeting, and the minutes and roll of the Called Meeting held via Zoom on March 27th, 2026. These are sent separately for your convenience in accessing them before and during the meeting.

Thank you for your time in reviewing these documents and attending the meeting. We look forward to being together in person as we move forward with the ministry of the congregations and the business of the Presbytery of Middle Tennessee.

Ways to Contribute to the Offering for the Guatemala-Peten Partnership Task Force

▲ Mail a Check to the Presbytery Office

The Presbytery of Middle Tennessee
1113 Murfreesboro Rd
Suite 106, #216
Franklin, TN 37064

▲ Visit the Presbytery Website

www.pbymidtn.org

Click the “Give Now” button

▲ Scan the QR Code

This link will take you to the donation page



▲ Designate your giving – Please specify that your donation is for the Guatemala Task Force.

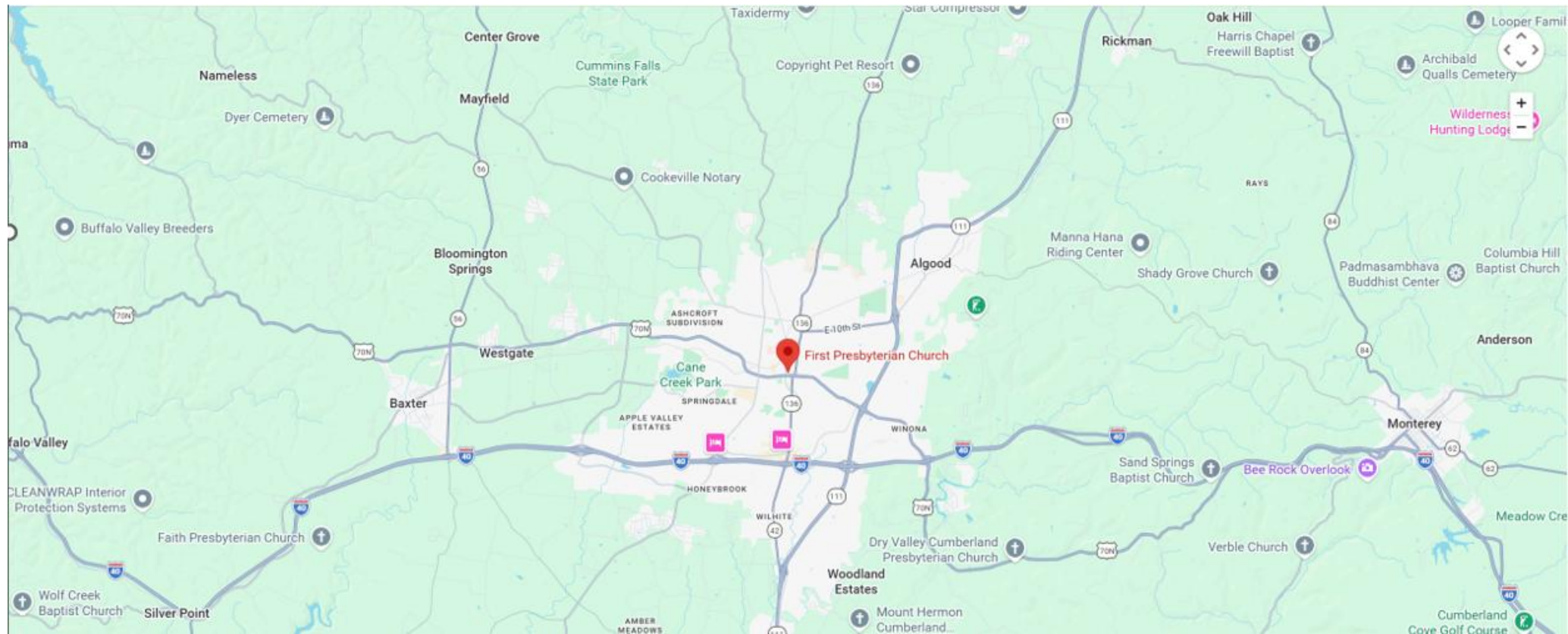


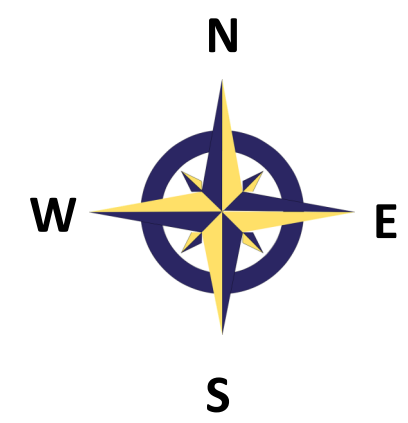
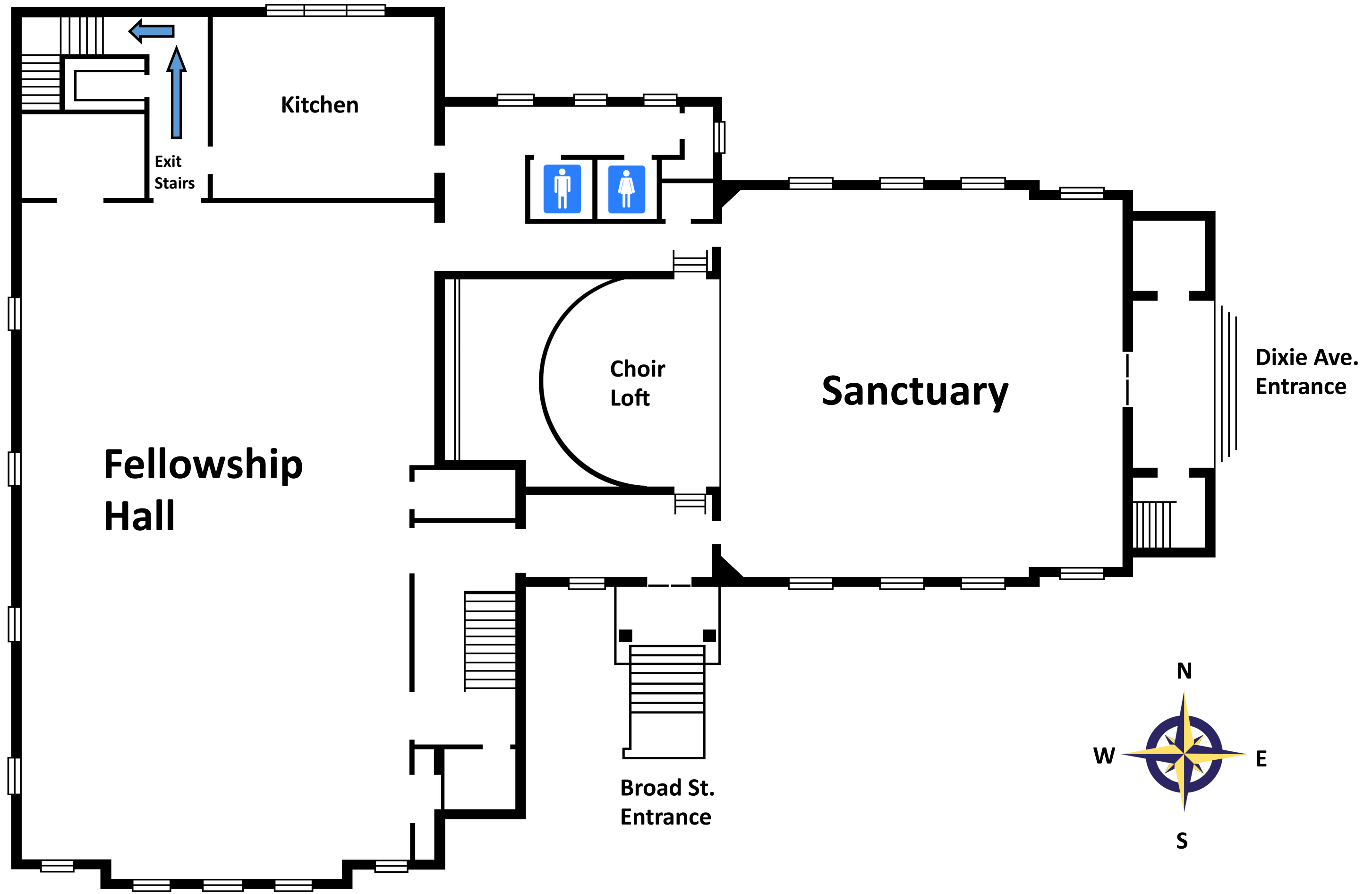
First Presbyterian Church

20 N. Dixie Ave.

Cookeville, TN 38501

(Corner of Dixie Ave. and Broad Ave.)





Presbytery of Middle Tennessee

164th 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-FOURTH STATED MEETING
THE PRESBYTERY OF MIDDLE TENNESSEE
AGENDA OF MAY 2nd, 2026
FIRST PRESBYTERIAN CHURCH OF COOKEVILLE, TN**

- 9:00 Registration (Order of the Day in CAPS)
- 9:15 Orientation for First Time Commissioners (Chris Adams)
- 9:30 CONVENE
- Establishment of Quorum
 - Adoption of Agenda and Consent Agenda
 - Seating of Corresponding Members
 - Recognition of First Time Presbyters
- 9:40 WORSHIP
- Sermon: Rev. Sherard Edington, Transitional Executive Presbyter
 - Offering: Guatemala-Peten Partnership Task Force
- 10:45 PRESBYTERIAN ASSOCIATION OF MUSICIANS (Elizabeth Deibert- 5 minutes)
- 10:50 BREAK (10 minutes)
- 11:00 REPORTS (numbers indicate order in packet)
- All speakers are advised to review the policies for oral reports and speaking during Stated and Called meetings of the Presbytery.*
- (1) Administrative Committee (Rev. Erin Howton-Angel - 10 minutes)
 - (2) Finance Committee (Rev. Bruce McVey - 10 minutes)
 - (3) PAC (RE Melinda Sanders - 20 minutes)
 - (4) Presentation on small and rural churches (Rev. Roger Speer - 30 minutes)
 - (5) Nominating Task Force (CRE Leonard Jordan - 5 minutes)
- 12:15 LUNCH - A few tables will be designated for attendees who would like to discuss church transitions. Roger Speer will also be available to answer questions or discuss his presentation.

- 1:30 RECONVENE
- (6) Joys, Concerns, & Announcements (Rev. Sherard Edington – 10 minutes)
 - (7) Commission on Ministry (RE Mickey Stueck – 10 minutes)
 - (8) Stated Clerk’s Report (Chris Adams - 5 minutes)
 - (9) Executive Presbyter’s Report (Rev. Sherard Edington – 5 minutes)

- 2:00 CLOSING PRAYER & ADJOURNMENT
- 165th Stated Meeting: Saturday, August 6th, 2026
Bellevue Presbyterian Church – Nashville, TN
 - Closing Prayer – RE Chris Williams
 - Adjournment

Ways to Contribute to Today’s Offering

▲ **Mail a Check to the Presbytery Office**
The Presbytery of Middle Tennessee
1113 Murfreesboro Rd
Suite 106, #216
Franklin, TN 37064

▲ **Visit the Presbytery Website**
www.pbymidtn.org
Click the “Give Now” button

▲ **Scan the QR Code**
This link will take you to the donation page.



▲ **Designate your giving** – Please specify that your donation is for the Guatemala Task Force.

Committee Oral Reports Policy at Stated and Called Meetings:

Committee chairs shall provide oral reports at Stated or Called Presbytery Meetings only if they have submitted a written report that is part of the meeting packet and only on work pertaining to their committee, including any action items requiring consideration.

As written reports are disseminated well before the presbytery meeting, keeping comments short when referring to (submitted written) information that does not require or inform an action is helpful. Reviewing and encouraging conversation around issues that do require action is welcome and fosters productive engagement.

Speaking during Stated or Called Presbytery Meetings Policy:

Any commissioner or member of Presbytery may speak to items under discussion during Stated Meetings. Speaking time is limited to five minutes per person. Per Roberts Rules of Order, individuals may not speak more than twice to a single issue unless the Moderator asks them a direct question.

Policies Approved by Middle Tennessee Presbytery May 3, 2025

ADMINISTRATIVE COMMITTEE
Report to the Presbytery of Middle Tennessee
May 8, 2026

INFORMATION

1. The Committee meets on the third Thursday of the month in hybrid format at 4:00 pm.

ADMIT TO RECORD

- RE Kathy Corlew volunteered to serve as Chair of the Personnel Task Force.
- Rev. Stephanie Boaz was appointed Chair of the Committee on Preparation for Ministry.
- The job description for a full-time Operations Coordinator for the Presbytery was approved. The Personnel Task Force was authorized to begin receiving applications.
- The search committee for the new Executive Presbyter was approved to begin its work.
- The request from the PAC to call a meeting of the Presbytery in order to approve the sale of the Brentwood First Presbyterian Church property was approved. The meeting was held on March 27, 2026, at 10:00 a.m. via Zoom.
- The following dates have been set for Stated Presbytery meetings in 2027:
 - Saturday, February 6th at Allardt Presbyterian Church
 - Saturday, August 7th, location to be confirmed
- The Admin. Committee received and reviewed a report from the Ad Hoc Committee to Review Requirements for Eligibility to Serve as GA Commissioners. The Committee finds that it is properly submitted for consideration by the Presbytery in an upcoming meeting.

RECOMMENDATIONS

- The committee reviewed the evaluation forms from the February Stated meeting. Based on this feedback, Admin. moves that Presbytery meetings be held only on Saturdays beginning in 2027. If approved, move that this change is reflected in the PMT's Missions and Operations Manual.
- Move to approve the Personnel Task Force's recommended changes to the Personnel manual. If approved, move that any necessary changes be reflected in the PMT's Missions and Operations Manual.
- Move to approve the Nominating Task Force's request to remove the requirement to be a member of the PMT for one year before being eligible to serve on a committee. If approved, move that this change is reflected in the PMT's Missions and Operations Manual. This change could better welcome new members to the Presbytery and enable them to engage with the Presbytery as soon as they feel comfortable.
- Move to approve amendments to the Mission and Operations manual proposed by the Commission on Ministry:

1. Addition to page 5 following line 44: The Commission on Ministry will maintain a current list of churches, which will be posted on the Presbytery of Middle Tennessee's website.
 2. Remove from the manual the table on pages 5 and 6 which lists the churches by neighborhood.
 3. Amendment to page 16 line 1: Replace seven (7) with four (4) as the minimum number of members of the pastoral care team in keeping with COM manual.
- Move to approve amendments to the Mission and Operations manual proposed by the Temporary Stated Clerk regarding maintaining membership rolls for the Presbytery of Middle Tennessee:
 1. Addition to page 5 following line 17: The Stated Clerk shall add members of dissolved congregations, who have not transferred to another congregation, to a temporary roll of the Presbytery. The membership shall be granted for two (2) years or until notice of transfer is received. It is the duty of the Stated Clerk to maintain this roll.

THE PRESBYTERY OF MIDDLE TENNESSEE PERSONNEL POLICIES.

PREFACE

In accord with the Book of Order G-3.0110, the Presbytery of Middle Tennessee (PMT) employs persons to assist its Administrative Committee and other committees in carrying out the mission of the whole church within its bounds. As Reformed Christians, we believe that God calls each one to service through our vocations. We believe that each staff member is called by God to serve the Presbytery and the Church through each person's work.

The purpose of this manual is to establish personnel policies for all persons employed by the Presbytery of Middle Tennessee to serve in the various categories of employment.

In accordance with the Book of Order G-3.0106, these policies and practices are subject to the Mission and Operations Manual of the Presbytery. The Presbytery reserves the right to modify, supplement, rescind, or revise any policy, procedure, standard, or benefit from time to time, without notice, as it deems necessary or appropriate. These personnel policies do not represent a contract. All employees are employees at will as defined by the State of Tennessee. The Presbytery does not enter into employment contracts. This manual, and the policies within, supersede any previous personnel manual or policy.

Our Mission Statement

The Presbytery of Middle Tennessee is a community of disciples that engages in worshipful work in order to further the mission of God.

Our Core Values

*Our identity as the Presbytery of Middle Tennessee is grounded in the Triune God:
in Jesus Christ,
who moves us from brokenness to shalom.
in God the Creator, whom Jesus called Abba, Father,
who moves us from fear to generosity.
in the Holy Spirit,
who moves us from isolation to relationship.*

Our Vision

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

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GENERAL EMPLOYMENT POLICIES

EMPLOYMENT AT WILL

Employment is with the mutual consent of the employee and the Presbytery. Consequently, both employees and the Presbytery have the right to terminate the employment relationship at any time, with or without cause or advance notice. These policies do not constitute or imply a contract.

EQUAL EMPLOYMENT OPPORTUNITY

The Presbytery is committed to equal employment opportunities for all qualified persons, without regard to race, color, ancestry, national origin, gender identity and sexual orientation, marital or familial status, physical or mental disability, medical condition (including pregnancy and related conditions), genetic information, age (40 or older), or religious affiliation, except when religious affiliation is determined to be a bona fide occupational qualification to the extent required by law, or any other characteristic protected by the law and within the doctrine of the Presbyterian Church. This applies to all employment practices, including hiring, promotions, training, disciplinary action, pay, termination and benefits.

EMPLOYEE JOB CLASSIFICATIONS AND WORK STATUS CATEGORIES

1. Job Classifications

- a. Exempt: refers to those persons ordained to the ministry by the Presbyterian Church, USA or other denominations, as well as those who meet the definition of exempt under FLSA guidelines. These positions are paid on a salaried basis—a fixed weekly rate of pay.
- b. Non-exempt: refers to employees who are not exempt from FLSA guidelines. These positions are paid an hourly rate of pay and required to maintain an Attendance Record listing specific hours worked.

2. Work Status

- a. Regular Full-time: those hired with the expectation that they will continue working for the PMT as long as the relationship is mutually satisfactory and who are regularly scheduled to work 40 hours per week.
- b. Regular Part-time I: those hired with the expectation that they will continue working for the PMT as long as the relationship is mutually satisfactory and who are regularly scheduled to work 30 - 39 hours per week.

- c. Regular Part-time II: those hired with the expectation that they will continue working for the PMT as long as the relationship is mutually satisfactory and who are regularly scheduled to work less than 30 hours per week.
- d. Temporary/Interim/Transitional: those hired for a limited duration. As needs emerge for additional administrative and/or program services, temporary staff may be appointed by the Executive Presbyter and/or the Personnel Task Force for limited terms to provide specific services provided funding is available and approved by the Administrative Committee.

Although the PMT may not employ individuals in all classification or work status categories at any one time, this information provides guidelines as hiring decisions are made.

Staff Positions:

Stated Clerk:

Per the Book of Order, the Presbytery elects a Stated Clerk. A Search Committee will be recommended by the Nominating Task Force and approved by the Presbytery. The terms of employment shall be consistent with the appropriate classification/work status category in the Personnel Policy with any exceptions noted in the Terms of Employment.

Executive Presbyter:

The Presbytery also has an Executive Presbyter (EP).

The Terms of Employment shall be consistent with the appropriate classification/work status category in the Personnel Policy with any exceptions noted in the Terms of Employment. Because of the pastoral responsibilities of this role, whether a Teaching Elder or Ruling Elder, the Presbytery minimums for Pastors of 4 weeks of vacation per year and 2 weeks of study leave will apply.

In the event of a vacancy, the Nominating Task Force will nominate a Search Team made up of seven (7) individuals, ruling and teaching elders as nearly equal as possible and being as representative of the Presbytery as possible, who are elected by the Presbytery. Position descriptions are recommended by the Personnel Task Force to the Administrative Committee for authorization and require approval by the Presbytery prior to starting a search.

The position opening will be posted throughout the denomination and the Presbytery. Every effort will be made to ensure that persons who wish to recommend nominees for these positions have ample opportunity to place names in nomination. The Search Team will review and verify the qualifications of each candidate, conduct thorough reference and background checks, and conduct personal interviews before placing a name in nomination. When nominees are teaching elders, the Presbytery's process for examination and approval of Terms of Employment are required.

Support Staff:

The EP and a member of the Personnel Task Force will recruit, interview, and select persons for Support Staff positions to be approved by the Personnel Task Force. Position descriptions will be recommended by Personnel Task Force to the Administrative Committee for approval. All Support Staff are eligible for some Board of Pension benefits through self-funded participation. Benefits and terms of employment will be defined in each position description. The Terms of Employment shall be consistent with the appropriate classification/work status category in the Personnel Policy Any changes in the requirements and/or hourly expectation could require a change in benefits. The position opening will be posted including throughout the Presbytery.

Independent Contractors: The Presbytery may hire support staff as Independent Contractors if the work, accountability, and schedule meet the guidelines for compensating the individual in this way—work is generally related to achieving a specific result verse detailed duties. These individuals will need to complete the screening steps of Application and Background Checks but relevant tax forms will be a W-9 and a 1099.

APPLICATIONS FOR EMPLOYMENT

All applicants for employment are required to submit a written application and references before an offer is made, employees are selected on their merit, and full consideration is given to education, skill, training, and experience. Prospective employees of Presbytery will be informed during the evaluation, interviewing, and selection process that a background check will be conducted and asked to sign a consent form and a release form, giving authorization for the background check.

Immigration & I-9 Requirements: In accordance with the Immigration Reform and Control Act of 1986, it is the policy of the PMT to hire only American citizens and legal aliens who are authorized to work in the United States. According to federal guidelines, all new hires must provide documents to prove both eligibility and identity no later than three days after starting work. Individuals who cannot provide the required supporting documentation will not be allowed to work until the necessary documentation is provided. The EP will complete the employer portion of the form. Any questions or discrepancies will be referred to the Chair of the Personnel Task Force.

The PMT relies on the accuracy and truthfulness of information contained in employment documents. Any misrepresentations, falsifications, or material omissions may result in the PMT's exclusion of the individual from further consideration for employment. If the individual has already been hired when the falsification or inaccuracies are identified, the employee may be subject to disciplinary action up to and including termination.

PERSONNEL RECORDS

The Presbytery maintains permanent personnel files which contain pertinent records relating to employment. The personnel file includes, but is not limited to, the employee's job application, resume, records of training, documentation of performance evaluations, salary adjustments, and other documents required by state or federal regulations. **Certain documents such as the I-9 will be maintained in an ancillary file for confidentiality.** It is important that the Presbytery always has current information about its employees. Staff members will inform the Presbytery immediately if there is a change of name, address, telephone number, marital status, etc.

Personnel files are confidential and are the property of the Presbytery. Access to the files is restricted to the EP and members of the Personnel Task Force who have legitimate reason to review the information in the file. Employees desiring to review their file should contact the Personnel Task Force Chair. With reasonable notice and sufficient rationale, employees may review personnel records deemed relevant to the request by, and in the presence of the Personnel Chair.

ATTENDANCE EXPECTATIONS AND RECORDS

All employees, in conversation with their supervisor, will establish a generally expected schedule of work for a routine week, with the understanding that there may be flexibility within this schedule, as needed to accomplish the work of the Presbytery or for employee needs. Each employee is required to discuss with their supervisor when they will be using any of the types of time off. Both the employee and supervisor will maintain a record of days/time worked, paid time-off showing type and benefit hours used (vacation, holidays, sick leave, personal days/leave, Family Leave or Other) which will be used as the year progresses to discuss benefit time-off that may need to be used or possible carry over to the next year. The Supervisor's summary will be maintained in the employee's file at year-end.

NON-DISCRIMINATION AND ANTI-HARRASSMENT

It is the policy of the PMT to provide a work environment for all of its employees that is free from discrimination and harassment based on characteristics outlined in the EEO section of this manual and within the doctrine of the Presbyterian PMT. To this end, the PMT will comply with and strictly enforce federal, state, and local laws that prohibit discrimination or harassment based on these protections. Employees who discriminate against or harass any employee based upon any of these shall be subject to disciplinary action, up to and including termination.

Reporting an Incident of Harassment, Discrimination or Retaliation: A person who feels harassed, discriminated or retaliated against may file a complaint in writing or orally with the EP or Chair of the PMT Personnel Task Force. We want to create a safe environment in which employees are not afraid to discuss concerns and complaints, or to seek general information about harassment and retaliation.

SEXUAL HARASSMENT

The Presbytery is committed to providing a work environment which is free of sexual harassment. The Presbytery affirms and abides by the *General Assembly PC(USA) Sexual Misconduct Policy and Its Procedures* and adopts the definition of sexual harassment contained therein. For further information see <https://pcusa.org/resource/sexual-misconduct-policy-and-its-procedures> The Presbytery also affirms and abides by the Presbytery of Middle Tennessee Sexual Misconduct Policy.

ALCOHOL, DRUGS, AND CONTROLLED SUBSTANCES

The use, sale, transfer, possession, or being "under the influence" of alcohol, illegal drugs, or controlled substances when on duty is prohibited. Violation of this policy will result in disciplinary action up to and including termination.

A drug test may be conducted for reasonable suspicion based upon specific objective and articulated facts leading to a belief that an employee has used drugs or alcohol in violation of this policy.

While the PMT does not condone the possession or abuse of alcohol or prescription and/or illegal drugs, it does recognize that addiction to drugs and alcohol can be treated. If an employee recognizes a personal addiction or abuse problem and seeks assistance from the EP or the Personnel Task Force in advance of detection, the PMT will consider this in evaluating disciplinary action and continued employment.

SMOKING AND TOBACCO USE

Tobacco use is not allowed in the Presbytery office at any time. This policy is for the health and safety of all employees and visitors, as well as protection of the facilities. Employees are also not allowed to smoke in the presence of youth or children during any PMT activities.

CONFIDENTIALITY

All employees must execute and abide by confidentiality agreements and other specific procedures that the Presbytery has established to safeguard its confidential information. The Presbytery absolutely prohibits the disclosure of confidential information to anyone

outside of Presbytery or anyone inside the Presbytery who does not have a need to know the information. The Presbytery absolutely prohibits the use of confidential information for any purpose other than in connection with Presbytery's business. This includes speaking, recording, writing, and all electronic forms of communication that contain confidential information. Failure to comply with this policy could result in disciplinary action up to and including termination.

EQUIPMENT, SYSTEMS, AND INTERNET USE

The PMT maintains equipment and electronic systems for internal and external communication in both verbal and written forms. As communication tools, their use must be consistent with the PMT mission and policies. They are also not intended for personal use. Software usage should be consistent with the license agreement.

Access to the Internet, E-mail and other systems that produce communications may be provided to employees based on business need. All communications and information transmitted by, received from, or stored in this system are the property of the PMT and the PMT reserves the right to monitor, access, retrieve and delete any items.

Computer Security: Where required, employees will maintain confidentiality of passwords and unique IDs for access to computer systems and not modify or remove computer equipment, software or peripherals without permission of the EP.

Use of Social Media: Social Media includes all means of communicating or posting information or content of any sort on the Internet, including to your own or someone else's web log or blog, journal or diary, personal web site, social networking or affinity web site, web bulletin board or a chat room, whether or not associated with the PMT as well as any other form of electronic communications. The same principles and guidelines found in the PMT policies and Mission apply to your activities on line: (1) Be respectful; (2) Be honest and accurate; and (3) Post or transmit only appropriate and respectful content.

Only designated individuals may update official PMT sites or speak to the media.

OUTSIDE EMPLOYMENT

Approval of any outside employment must be obtained from the EP. All employees are prohibited from engaging in outside employment, private business, or other activities, which might have an adverse effect on or create a conflict of interest with the Presbytery.

JOB DESCRIPTIONS

Job descriptions for the EP and Stated Clerk will be recommended by the Personnel Task Force to the Administrative Committee for authorization and approval by the Presbytery. Other staff

position descriptions, and any changes to staff position descriptions, are recommended by the Personnel Task Force to the Administrative Committee for approval.

COMPENSATION

Compensation is established by the Personnel Task Force, in consultation with the Executive Presbyter and Administrative Committee, and approved by Presbytery as part of the annual budget process. Payroll checks will be distributed to each employee on the 15th and the last day of each month. These checks will show gross wages, deductions, and net pay. Any adjustments in compensation required by absenteeism, etc., will be made in the following pay period. Overtime work is not permitted unless specifically requested or authorized by the EP.

GUIDELINES FOR REIMBURSEMENT

Reimbursable professional expenses for employees include mileage allowance at the current IRS Standard Mileage rate, parking fees, tolls, and meals incurred in the performance of duties.

Additional allowable professional expenses for employees include:

- Fees for local conferences and events, approved in advance by the EP or Personnel Task Force Chair.
- Dues to professional organizations approved in advance by the EP or Personnel Task Force Chair.
- Continuing education expenses (tuition, room, board, travel) approved in advance by the EP or Personnel Task Force Chair.
- Governing body events appropriate for the position, approved in advance by the EP or Personnel Task Force Chair.
- Meals for Presbytery leaders when Presbytery business is being discussed.
- Other expenses as approved by the Personnel Task Force.

Expenses for entertainment, alcohol, or tobacco products are not reimbursable. Employees are expected to monitor and respect the limits of annual professional expenses allocations as voted on by the Presbytery in the annual budget,

All expenses must be summarized on a Request for Reimbursement form, with supporting receipts attached, and submitted to the EP or Personnel Task Force Chair for approval within 45 days of when the expenses were incurred. After the supervisor has approved the Expense Report, it will be processed by the Bookkeeper. Failure to submit expenses within the stated time frame may result in expense reimbursement being delayed or denied.

WORKER'S COMPENSATION AND ACCIDENT REPORTING

All employees are covered by worker's compensation insurance in the event that they become injured while on the job. Employees who are involved in an accident or sustain an injury, no matter how slight in nature, must report it immediately to their supervisor. The PMT will provide the proper medical attention from the posted panel of providers and ensure that the workers' compensation claim is filed properly. If an accident or injury is not reported within 24 hours of its occurrence, the PMT may contest the validity of the claim and benefits may be denied.

Employees who sustain a work-related injury that prevents them from immediately performing the full scope of their normal duties, where possible may be asked to return to work for an alternate duty assignment.

SAFETY AND HOUSEKEEPING

Safety is an important part of everyone's job. Employees are responsible for maintaining their work area in a safe condition, and for practicing good housekeeping. Employees are also responsible for reporting any unsafe equipment, practices, or conditions immediately to their manager. If using a personal vehicle to conduct PMT business, employees should report work-related accidents immediately. Cell phones and other electronic devices should be used in a safe manner at all times.

BENEFITS

BENEFITS THROUGH THE BOARD OF PENSIONS (BOP)

The PMT makes available to employees various benefits of the BOP depending upon the employee's Classification and Work Status. These benefits will be outlined in the Terms of Employment.

- Regular Full-time employees (scheduled to work 40 hours per week) are eligible to enroll in the EPO Health Plan with 100% Member only paid for by the PMT.
- b. Regular Part-time I employees (scheduled to work 30 – 39 hours per week) are eligible to enroll in the EPO Health Plan with 80% Member only paid for by the PMT.
- c. Regular Part-time II employees (scheduled to work less than 30 hours per week) are eligible to enroll in the self-funded benefits of Retirement Savings, Dental, Vision, or Employee Assistance Plans.

- e. Temporary employees (those hired for a limited duration) are generally not eligible to participate in BOP benefits. Transitional/Interim EP's or Stated Clerks hired for more than 6 months may be considered for BOP benefits consistent with those offered a Regular employee working the same number of hours.
- d. Independent Contractors are not eligible to participate in the Benefit programs of the Board of Pensions.

CONTINUING EDUCATION

For the EP and Stated Clerk, continuing education will be stated in the Terms of Employment offer voted on by the Presbytery. As Support Staff are encouraged to improve their skills, any continuing education selected will be negotiated with the EP with expenses paid by the Presbytery.

HOLIDAYS

The following days are designated as holidays, and the Presbytery office will not be open: New Year's Eve Day; New Year's Day; Martin Luther King, Jr. Day; Good Friday; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; Friday following Thanksgiving; Christmas Eve Day; Christmas Day.

Regular employees receive holiday pay as follows for the week in which a holiday falls:

- All Full-time employees or Part-time Exempt employees receive their full pay for the week
- Part-time Non-exempt employees receive holiday pay if said holiday falls on their scheduled work day.

Interim/Temporary/Transitional employees do not receive pay for the holiday unless specified in the Terms of Employment.

ANNUAL VACATION

Vacation is granted to Regular staff members to refresh themselves from the routine of daily work. Vacation scheduling is subject to the approval of the EP. The EP will schedule vacations in such a manner that the operational efficiency of the Presbytery will not be impaired. Vacation should be taken in the year it is earned but carry over of an accumulated amount may be approved under unusual circumstances. Employees are required to record vacation days used on monthly time records. If an employee resigns or is terminated, vacation pay will be prorated.

The length of vacation is determined by the length of service. In the first two years of service, two weeks of equivalent pay are granted. After two years of service, three weeks of equivalent pay are earned.

At the start of each year, the employee accrues vacation according to the schedule identified for each position/category of position and may use any or all of the year's vacation at any time during the year. However, during the first year of employment, should the employee use all of that year's vacation and then leave the Presbytery's employment, the unearned vacation time must be repaid based on a prorated calculation of time earned.

For the EP, because of the pastoral responsibilities of this role, whether a Teaching Elder or Ruling Elder, the presbytery minimums of 4 weeks of vacation per year and 2 weeks of study leave will apply.

SICK LEAVE

Paid sick leave is granted to Regular staff members to protect them from endangering their health and that of their fellow workers. Paid sick leave may also be used for the care of an employee's immediate family members (spouse, domestic partner, child under 18, child 18 or older who is incapable of self-care because of a disability.) The employee must report the illness to the EP as soon as possible and thereafter report daily on his/her condition.

Sick leave is not a benefit to be used in place of personal days or vacation. All doctors, dentist or other appointments made outside an actual illness will be considered as personal time off. Employees are required to record sick days used on monthly time records. Sick leave may be taken only to the extent that it is earned in accordance with the provision of these rules and regulations.

Paid sick leave for full-time staff will accrue at the rate of one day per month of service and will be credited to each member's account as it is earned. After one full year of service, sick leave for part-time staff will accrue at the rate of one day every two months. Unused sick leave will be allowed to accumulate up to a maximum of ninety days. In the event of extended illness or physical disability, a staff member will be required to exhaust all earned and credited sick leave and annual vacation before other salary extension benefits, for which the employee may be eligible under the BOP, begin. Accrued sick leave is forfeited upon termination.

FAMILY LEAVE

Eligibility

This policy supports a shared understanding of faithfully safeguarding both needed support of the employee and their family, and the continued vitality of the PMT work. All PMT employees shall be covered by the Presbytery's Family Medical Leave Policy.

Parameters

- Within any 12-month period, a maximum of 12 weeks (total, regardless of precipitating event or circumstance) of Paid Leave may be agreed upon with as much advance notice as possible. Consecutive use of this leave with other types of leave (vacation, etc.) is discouraged. Specific circumstances which call for the family/medical leave will help guide the agreement reached about the length of the time for the family/medical leave. Possible partial performance of duties during the absence may be discussed.
- Paid Leave may be used consecutively or intermittently. Tracking use and substantiating documentation of intermittent absences is required.
- During Family Leave, the employee will continue to receive all benefits outlined in their Terms of Employment or this manual. The employee will be required to pay premiums during their absence for any self-funded benefits.
- Following the period of Paid Leave, the employee shall be entitled to return to the same position with the same title, and terms of employment. The EP or Personnel Task Force Liaison will conduct a reentry evaluation/conversation to facilitate a positive return to work.
- We recommend that all employees and a Personnel Task Force representative participate in a reentry/reevaluation conversation during the Paid Leave, before the employee returns to work.

Types of Leave

Employees who are covered under BOP Temporary Disability benefit should work with the EP or Personnel Task Force to determine the level of paid leave/salary continuation that may be available through that plan. Remaining compensation and benefits will be covered during these leaves by the PMT. Compensation support for other employees during a Family Leave will be covered by the PMT.

- **Medical Leave:** Defined as when an employee is unable to perform regular work duties because of sickness or injury as documented by a medical professional, including childbirth.
- **Parental Leave:** Within one year of birth or adoption, an employee may take up to twelve consecutive or intermittent weeks of time off for bonding and care for the new family member.
- **Caregiver/Family Leave:** When a family member requires care due to an illness or disability, an employee may take up to twelve weeks Paid Leave, either consecutively or intermittently, depending on the nature of illness and need. It is appropriate for the employee requesting the leave to clarify the necessity or relationship that requires caregiving.

PERSONAL DAYS

There are some instances where an employee may need to miss work other than sickness to care for personal matters. Paid Personal Days are available to Regular full-time staff members at a rate of two (2) days per year (non-accumulative). Personal Days must be requested in advance and approved by the EP.

BEREAVEMENT LEAVE

With the EP or Personnel Task Force permission, any Regular employee may take a reasonable amount of time off with pay, not to exceed five days, to attend or prepare for the funeral of an immediate family member (wife, husband, eligible domestic partner, * child, brother, sister, parent, parent-in-law, or relative in the same household). Eligible domestic partners are granted the same benefit as spouses. Bereavement is not treated as hours worked in calculating overtime for hourly employees.

*A domestic partner is any person with whom an employee has a domestic partnership currently registered with a governmental body pursuant to state or local law.

JURY DUTY/WITNESS SERVICE

All Regular employees will be granted time off with pay for jury duty and for witness service when subpoenaed by a court. Employees will receive their normal pay less any amount paid by the court (except for mileage), which may also be accomplished by the employee signing over the jury duty check to the PMT. While on jury duty or serving as a witness, employees are expected to check in with their manager daily and to come to work during any reasonable break in this duty or service.

LEAVE OF ABSENCE WITHOUT PAY

A Regular employee may request leave without pay. The employee's work record, length of service, reason for and length of requested leave, and the activities required by the job at the time will be considered in this decision. Final approval will be made by the Personnel Task Force in consultation with the EP. If the LOA is approved, benefits through the BOP, if applicable, will continue in accordance with the benefit Plan Documents. Employees on leave must continue to pay the premiums for the benefit plans within which they are enrolled at self-expense. Accrual for other benefits will not continue during the LWOP.

SABBATICAL

The Presbytery awards sabbatical leave as required by Presbytery's policy to the EP whether a Ruling or Teaching Elder.

MILITARY LEAVE

Presbytery grants a leave of absences for individuals to perform duties in the "uniform services" in accordance with applicable law. The Presbytery may provide up to two weeks of paid leave to individuals to engage in active training or active duty as a member of the National Guard or organized reserve of any branch of the United States Armed Forces.

PERFORMANCE SUPPORT

PERFORMANCE EVALUATION

All employees of the Presbytery will participate in a performance evaluation conducted by their supervisor(s) and others.

- New employees will participate in an evaluation toward the end of 90 days.
- All employees will participate in an annual evaluation normally in the third quarter of the calendar year.

The EP is supervised by the Administrative Committee. The Stated Clerk is supervised by the Presbytery on matters related to the Book of Order. All non-polity responsibilities and administrative duties are under the supervision of the EP. All other employees are supervised by the EP as Head of Staff. The primary consideration will be given to the evaluation by the supervisor. The Personnel Task Force may solicit additional input from members of the Presbytery and its committee members and may consider reports of concern or commendation in the evaluation process.

The performance evaluation will be documented in writing and presented to the employee at the time of the performance evaluation interview between the employee, the EP and a member of the Personnel Task Force.

The employee will be requested to sign the performance evaluation form to attest to the fact they have been advised regarding their level of performance. The employee's signature does not mean the employee accepts or agrees with the content of the evaluation, but that he or she has seen the evaluation and has discussed it with the EP and a member of the Personnel Task Force. A copy of the evaluations will be kept in the employee's personnel file for the entirety of employment plus seven years.

PROGRESSIVE DISCIPLINE POLICY AND PROCESS

Discharge of a staff member is always considered to be an action of last resort taken after remedial measures have proven ineffective or when the staff member's conduct is such as to preclude further employment.

Recommended Steps:

1. Verbal warning – A private meeting with the employee to explain the problem or violation, stating the expectation(s) and giving a time frame for correcting the situation.
2. Informal meeting – If the expectation is not met, an informal meeting may be needed to reiterate the problems and expectations and to discuss corrective actions. This meeting should be documented with notes in the supervisor's working file.
3. Formal warning – If, after the above communications, the expectation has not been met, a

formal meeting should be held, identifying the seriousness of the need for corrective action, any coaching or resource(s) that may be appropriate, the expectation(s) to be met, the time frame for correcting the performance or behavior, and the consequences for failure to meet the expectation(s). These elements are documented in a written letter of warning and given to the employee with a copy in the official personnel file. This letter must be signed by the supervisor and the employee (or, if the situation warrants, “refusal to sign” noted by the supervisor).

4. Implementation of consequences – If the expectations are not met by the designated time, the designated consequences are written in a letter to the employee and implemented, such as:
 - a. Suspension (administrative leave), with or without pay;
 - b. Demotion; or
 - c. Termination.

When consequences are less than termination, the employee is provided with a clearly written description of the performance or behavior that is expected for their employment to continue.

The Administration Committee should be notified when an individual reaches Step 3 above or if they feel an immediate termination is warranted.

FAIR TREATMENT POLICY

In the event an employee has an employment issue, the following steps will be taken;

Step One: The employee should report any issue as soon as possible. Most issues may be resolved through a conversation with the EP. In the event an employee has an issue with the EP, the issue should be presented to the Personnel Task Force Liaison who will attempt a resolution as soon as possible.

Step Two: In the event the issue is unresolved, the employee has seven (7) days to place the issue in writing and submit it to the Personnel Task Force Liaison who will have seven (7) working days to respond in writing.

Step Three: Should the response by the EP and/or Personnel Task Force Liaison be unsatisfactory the employee may request, in writing, that the full Personnel Task Force hear the issue. In a timely manner, the Personnel Task Force will meet to address the issue. The Personnel Task Force will deliberate and prepare a written response. The written response will be shared with the employee within seven (7) days of deliberation.

Step Four: Should the response by the Personnel Task Force be unsatisfactory, the employee may request, in writing, a hearing before the Administrative Committee on the issue. In a timely manner, the Administrative Committee will meet to address the issue. The Administrative

Committee will deliberate and prepare a written response. The written response will be shared with the employee within seven (7) days of deliberation.

Written Record: A written record of all issues, meetings, findings, and decisions will be kept in the personnel files including a signed verification by the complaining party to indicate his/her acceptance or rejection of the decision and outcome.

SEPARATION POLICY

The term "separation" shall refer to any and all terminations of the relationship between a staff member, exempt or non-exempt, and the -PMT.

A. Voluntary Resignation

An employee who has chosen to leave voluntarily is strongly encouraged to provide one month's written notice for Executive staff members, or two weeks written notice for support staff.

B. Involuntary Separation by the Presbytery

An employee's employment may be terminated by the Presbytery (through the EP or the Administrative Committee) for any reason not contrary to law or the *Book of Order*. For example, a change in circumstances may warrant a reduction in the number of persons employed by the Presbytery. Examples of a change in circumstance include, but not limited to, a budget reduction and/or a shift in program direction which require a change in staff structure, skills or organization. Examples of other reasons for which Presbytery may terminate the employment relationship include, but are not limited to:

1. Insubordination in the line of assigned duties.
2. Unsatisfactory performance of duties.
3. Neglect in the care and use of Presbytery property or funds.
4. Repeated unexcused absences and/or repeated tardiness.
5. Illegal, dishonest and/or unethical conduct.
6. Failure to observe the Personnel Policies.

Upon termination, all earned but unused Vacation will be paid to the employee. All PMT issued property must be returned in good condition. The employee's Supervisor will collect from the employee all property such as keys, credit cards, supplies, technology, etc. If the departing employee fails to return any assigned property at the time of termination, the PMT may take action to reclaim its property. A member of the Personnel Task Force will conduct an Exit Interview with the employee and continuation of any benefits under the Board of

Pension (BOP), if applicable, will be administered by the BOP.

NOTE: When an employee is a member of the PC(USA), (e.g., a member of a PC(USA) congregation, a minister of Word and Sacrament, or a commissioned ruling elder) and there is a possible offence against Scripture or the PC(USA) Constitution, the *Book of Order* governs the process. The judicial process outlined in the Rules of Discipline addresses the relationship of the individual and the PC(USA), but it does not necessarily impact the employment of the individual. Similarly, the effectiveness of the employee and the status of their employment is not always relevant in a judicial process. It is possible for an individual to be simultaneously engaged in a judicial process and in a progressive/corrective action process described above.

GENERAL OFFICE PROCEDURES

TARDINESS

It is the responsibility of each employee to be punctual. Repeated tardiness will be noted in the employee's personnel record and will subject the employee to disciplinary action.

UNSCHEDULED ABSENCES

Employees who are unable to report for work because of emergency must let the E P know as soon as possible.

VIOLATION OF FINANCIAL POLICIES

It is the responsibility of each employee to follow the Presbytery's financial procedures for fiscal responsibility of the Presbytery office. Failure to do so may lead to termination.

CONFLICT OF INTEREST

It is the policy of the Presbytery to maintain high standards of integrity, honesty, impartiality, industry, and conduct by employees. Avoidance of conflicts of interest, whether real or implied, by all staff is indispensable to the maintenance of these standards.

No employee of the Presbytery will accept any gift, gratuity, grant, service or any special favor from any person or persons, or businesses which provide or receive goods and services or which seek to provide or receive goods and services to or from the Presbytery. However, minor courtesies such as luncheons, dinners, or church publications in connection with business discussions may be received.

In addition, if an employee is called upon to participate in a decision in which the interests of the employer conflict with his or her personal interests, the employee must abstain from

participating in the decision.

All employees will avoid even the appearance of conflict of interest, special interest, or any other inappropriate conduct. If an employee discovers that he/she may be in a position of conflict of interest, he/she will immediately report this conflict to his/her supervisor.

AMENDMENTS

These personnel policies may be amended by recommendations made by the Personnel Task Force, approved by the Administrative Committee, and adopted by the Presbytery.

*Approved by the Presbytery of Middle Tennessee
May 3, 2012*

*Revised by the Presbytery of Middle Tennessee
May 17, 2014*

Editorial Revisions Authorized February 6, 2016

*Revised by Presbytery of Middle Tennessee
October 10, 2019*

Refreshed December 6, 2021

*Revised by the Presbytery of Middle Tennessee
May 2, 2026*

ADDENDUM

Individual Job Descriptions will not be part of the policy.

PRESBYTERY OF MIDDLE TENNESSEE

PERSONNEL POLICY ACKNOWLEDGEMENT

I acknowledge receipt of the Presbytery of Middle Tennessee Personnel Policy. I have reviewed the information and been given an opportunity to ask questions. I agree to abide by the provisions listed within and understand that it is a general overview of PMT policies. I understand that this manual is not a contractual agreement between the PMT and any employee. I also understand that this manual may be amended at any time and remains the property of the PMT.

Print Name

Signature

Date

**FINANCE COMMITTEE
REPORT TO THE PRESBYTERY OF MIDDLE TENNESSEE
May 2, 2026**

2

Bruce McVey
931-433-1905
brucemcvey@fpunet.com

INFORMATION

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

ADMIT TO RECORD

1. Financial statements are attached—including quarter to date activity through March 31, 2026.
2. The following members of the Legal Task Force were elected in the April meeting of the Finance Committee: Melinda Sanders and Christi Scott. George Crawford is the chair.
3. Four congregations received approval from the PDA for grants related to the winter storms in January (approximately \$8000 in total). The Finance Committee disbursed bridge loans (from 3002-09 Disaster Assistance Fund) to these four congregations until the presbytery receives the grant proceeds from PDA.
4. The Finance Committee disbursed approximately \$3500 for squirrel eradication from the Mary Neville restricted gift fund.

RECOMMENDATIONS

None.

The Presbytery of Middle Tennessee
Statement of Financial Position
As of Mar 31, 2026

	<u>Mar 31, 26</u>
ASSETS	
Current Assets	
Checking/Savings	
1005 - Pinnacle Bank - PMT	54,434.17
1007 - First Horizon - Brentwood 1st	4,634.94
1015 - Pinnacle Bank - NV	2,541.52
Total Checking/Savings	<u>61,610.63</u>
Other Current Assets	
1102 - Prior year pledges receivable	26,400.00
1300 - Investments	
1300-11 - Vanguard-Pooled	2,961,769.17
1300-12 - Vanguard-Default Reserve	629,766.84
1300-13 - Vanguard-Endowment	10,749.80
1300-14 - Vanguard-Cash Equivalent	1,004.53
Total 1300 - Investments	<u>3,603,290.34</u>
1400 - Miscellaneous receivables	-4,320.75
Total Other Current Assets	<u>3,625,369.59</u>
Total Current Assets	<u>3,686,980.22</u>
Fixed Assets	
1500 - Fixed Assets	
1500-02 - Furniture and Equipment	2,165.37
1500-10 - Accumulated Depreciation	-2,165.37
Total 1500 - Fixed Assets	<u>0.00</u>
Total Fixed Assets	<u>0.00</u>
TOTAL ASSETS	<u><u>3,686,980.22</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 - *Accounts Payable	38,582.02
Total Accounts Payable	<u>38,582.02</u>
Other Current Liabilities	
2500 - Designated gifts	
2500-23 - Old Hickory Neville Bequest	142,703.24
2500-30 - Other designated gifts	8,125.00
Total 2500 - Designated gifts	<u>150,828.24</u>
Total Other Current Liabilities	<u>150,828.24</u>
Total Current Liabilities	<u>189,410.26</u>
Total Liabilities	189,410.26
Equity	
3001 - Unrestricted Net Assets	
3001-01 - Allowance for church defaults	200,000.00
3001-04 - Designation - NCD (Properties)	
3001-08 - Designation - NCD Upper Cumberl	288,387.20
3001-44 - Decherd PC	-27,952.55
3001-47 - Hopewell PC, Milton	-2,500.00
3001-48 - Brentwood FPC	-531.27
3001-49 - Woodland PC	-3,000.00
3001-04 - Designation - NCD (Properties) - Other	222,459.79
Total 3001-04 - Designation - NCD (Properties)	<u>476,863.17</u>
3001-12 - Social Media & Technology Fund	535.00
3001-13 - Leadership Dev & Education Fund	12,933.68
3001-14 - Mediation Fund	18,980.00
3001-15 - Matthew 25 Fund	28,662.00
3001-17 - EP Transition Fund	16,526.74
3001-19 - Nueva Vida NCD - PMT Budget	21,999.96
3001-20 - Investment Income - PMT Budget	-4,740.79
3001-21 - NV Food Bank - PMT Budget	6,249.99
3001-22 - Sabbatical Assistance - COM	11,000.00
3001-23 - Centsability - COM	10,265.47
3001 - Unrestricted Net Assets - Other	2,578,120.94
Total 3001 - Unrestricted Net Assets	<u>3,377,396.16</u>
3002 - Temporarily restricted funds	
3002-01 - Centsability	13,811.26
3002-05 - Guatemalan Support Funds	10,639.69
3002-06 - Pastoral Care	1,470.00
3002-09 - Disaster Assistance Fund	14,269.02
3002-10 - Triennium	2,941.26
3002-26 - Sabbatical Assistance	5,877.82
3002-27 - Nueva Vida New Church Dev	16,471.57
3002-32 - CPM - Scholarships	5,574.18
3002-33 - Nueva Vida Food Bank	
3002-35 - NV Food Bank - Kharis Grant	39,000.01
3002-33 - Nueva Vida Food Bank - Other	7,947.94
Total 3002-33 - Nueva Vida Food Bank	<u>46,947.95</u>
3002-34 - Mburu Family Fund	141.15
3002-50 - St. Andrews Fund	56,636.75
3002-52 - Meeting scholar/preacher	5,000.00
Total 3002 - Temporarily restricted funds	<u>179,780.65</u>
3003 - Permanently restricted funds	10,749.80
3100 - Restricted/Designated income	-3,760.60
Net Income	-66,596.05
Total Equity	<u>3,497,569.96</u>
TOTAL LIABILITIES & EQUITY	<u><u>3,686,980.22</u></u>

The Presbytery of Middle Tennessee
Actual to Budget
Statement of Activity
 Period Ending March 2026

	MAR 2026			YTD 2026			2026 Annual	
	Actual	Budget	\$ Over Budget	Actual	Budget	\$ Over Budget	Budget	
Ordinary Income/Expense								
Income								
4000 - Pledged giving	31,083.11	28,367.34	2,715.77	58,207.49	58,977.05	-769.56	520,000.00	
4005 - Contributions	10.00			10.00				
4070 - Investment income								
4070-10 - Investment income	29,869.38	29,867.25	2.13	29,883.33	29,867.25	16.08	119,469.00	
Total 4070 - Investment income	29,869.38	29,867.25	2.13	29,883.33	29,867.25	16.08	119,469.00	
Total Income	60,962.49	58,234.59	2,727.90	88,100.82	88,844.30	-743.48	639,469.00	
Gross Profit	60,962.49	58,234.59	2,727.90	88,100.82	88,844.30	-743.48	639,469.00	
Expense								
5000 - Finance								
5000-01 - Occupancy	550.00	550.00	0.00	1,650.00	1,650.00	0.00	6,600.00	
5000-02 - Equipment	1,400.00	41.67	1,358.33	1,400.00	125.01	1,274.99	500.00	
5000-03 - Insurance	0.00	0.00	0.00	1,459.50	1,000.00	459.50	4,000.00	
5000-05 - Office Expense	564.25	250.00	314.25	1,130.30	750.00	380.30	3,000.00	
5000-06 - POMIA (Database)	0.00	0.00	0.00	830.00	1,750.00	-920.00	1,750.00	
5000-07 - Telephone	384.37	250.00	134.37	1,154.20	750.00	404.20	3,000.00	
5000-08 - Audit Fee	0.00	0.00	0.00	0.00	0.00	0.00	7,000.00	
5000-11 - Processing Fees (Bank Payroll)	206.45	233.33	-26.88	879.31	699.99	179.32	2,800.00	
5000-12 - Webpage	203.00	83.33	119.67	203.00	249.99	-46.99	1,000.00	
5070-01 - GA Per Capita	0.00	0.00	0.00	0.00	0.00	0.00	164,452.30	
5070-03 - Synod Per Capita	14,531.97	14,531.97	0.00	14,531.97	14,531.97	0.00	58,127.90	
Total 5000 - Finance	17,840.04	15,940.30	1,899.74	23,238.28	21,506.96	1,731.32	252,230.20	
5020 - Committee on Mutual Support								
5010-03 - NaCoMe Camp	6,000.00	6,000.00	0.00	18,000.00	18,000.00	0.00	30,000.00	
5020-01 - Nueva Vida Food Bank	2,083.33	2,083.33	0.00	6,249.99	6,249.99	0.00	25,000.00	
5020-02 - MTSU Campus Ministry	1,833.33	1,833.33	0.00	5,499.99	5,499.99	0.00	22,000.00	
5020-03 - TTU Campus Ministry	1,666.67	1,666.66	0.01	5,000.01	4,999.98	0.03	20,000.00	
5020-05 - Vanderbilt Campus Ministry	1,916.67	1,916.66	0.01	5,750.01	5,749.98	0.03	23,000.00	
5020-06 - Synod - Campus Ministry Support	-2,201.41	-2,201.41	0.00	-6,604.23	-6,604.23	0.00	-26,417.00	
Total 5020 - Committee on Mutual Support	11,298.59	11,298.57	0.02	33,895.77	33,895.71	0.06	93,583.00	
5030 - Committee on Ministry								
5030-04 - Background Checks	0.00	166.66	-166.66	0.00	499.98	-499.98	2,000.00	
Total 5030 - Committee on Ministry	0.00	166.66	-166.66	0.00	499.98	-499.98	2,000.00	
5040 - Comm. on Prep. for Ministry	0.00	33.33	-33.33	0.00	99.99	-99.99	400.00	
5060-01 - Comm. for Social Justice	0.00	83.33	-83.33	0.00	249.99	-249.99	1,000.00	
5100 - Administrative Committee								
5100-02 - Presbytery Meeting Expenses	0.00	166.66	-166.66	0.00	499.98	-499.98	2,000.00	
5100-03 - Moderator Conference	0.00	41.66	-41.66	0.00	124.98	-124.98	500.00	
5100-04 - EP expenses	-47.62	833.33	-880.95	2,882.94	2,499.99	382.95	10,000.00	
5100-05 - EP Salary	3,750.00	3,750.00	0.00	11,250.00	11,250.00	0.00	45,000.00	
5100-06 - EP Housing	4,500.00	4,500.00	0.00	13,500.00	13,500.00	0.00	54,000.00	
5100-07 - EP FICA	631.12	631.12	0.00	1,893.36	1,893.36	0.00	7,573.50	
5100-08 - EP Medical/Pension	1,803.80	2,145.00	-341.20	5,410.79	6,435.00	-1,024.21	25,740.00	
5100-20 - Stated Clerk Salary	3,750.00	3,750.00	0.00	11,250.00	11,250.00	0.00	45,000.00	
5100-21 - Stated Clerk FICA	286.82	286.87	-0.05	860.58	860.61	-0.03	3,442.50	
5100-23 - Stated Clerk expenses	0.00	333.33	-333.33	211.44	999.99	-788.55	4,000.00	
5100-30 - Operations Coord. Wages	2,000.00	4,416.66	-2,416.66	6,000.00	13,249.98	-7,249.98	53,000.00	
5100-31 - Operations Coord. FICA	153.00	337.87	-184.87	459.00	1,013.61	-554.61	4,054.50	
5100-32 - Operations Coord. Med/Pension	665.82	833.33	-167.51	1,997.46	2,499.99	-502.53	10,000.00	
5100-61 - Accounting	1,066.50	1,500.00	-433.50	4,698.45	4,500.00	198.45	18,000.00	
5100-70 - Legal Fees	0.00	833.33	-833.33	0.00	2,499.99	-2,499.99	10,000.00	
Total 5100 - Administrative Committee	18,559.44	24,359.16	-5,799.72	60,414.02	73,077.48	-12,663.46	292,310.50	
Total Expense	47,698.07	51,881.35	-4,183.28	117,548.07	129,330.11	-11,782.04	641,523.70	
Net Ordinary Income	13,264.42	6,353.24	6,911.18	-29,447.25	-40,485.81	11,038.56	-2,054.70	
Other Income/Expense								
Other Income								
7001 - Unbudgeted Income								
7001-15 - Unrealized gain/loss on Invest.	-178,956.33			-40,909.40				
7001-21 - Temp. Restricted-Receipts	4,172.48			47,687.64				
Total 7001 - Unbudgeted Income	-174,783.85			6,778.24				
Total Other Income	-174,783.85			6,778.24				
Other Expense								
7002 - Unbudgeted expenses								
7002-21 - Temp. Restricted disbursements	14,780.42			43,927.04				
Total 7002 - Unbudgeted expenses	14,780.42			43,927.04				
Total Other Expense	14,780.42			43,927.04				
Net Other Income	-189,564.27			-37,148.80				
Net Income	-176,299.85	6,353.24	-182,653.09	-66,596.05	-40,485.81	-26,110.24	-2,054.70	

**Report of the Permanent Administrative Commission
for the
Presbytery of Middle Tennessee
May 2, 2026**

3

We would like to begin our report with a status report on the merger of Hopewell Presbyterian Church into Northminster Presbyterian Church. This merger has already been approved by the Presbytery. A final worship service to commemorate the ministry of Hopewell Presbyterian Church at the Hopewell building will occur on April 19th, and the sale of the property will then be finalized. More details about this merger will be forthcoming at the Presbytery meeting. The PAC's work in this situation is now complete.

First Presbyterian Church, Mt. Pleasant, TN: The congregation of this church voted to close the church and had their last service on December 28, 2025. The PAC met with their clerk of session, treasurer, and various elders and members of the congregation. We received the records of the church as well as the keys. After the PAC receives an appraisal, we will place the property on the market. We will have someone speak to the ministry of this church at a Presbytery meeting that is closer in proximity to Mt. Pleasant.

MOTION: The PAC moves that the First Presbyterian Church of Mt. Pleasant, Tennessee, be dissolved and the membership roll of the church be transferred to the Presbytery of Middle Tennessee. We also request the Presbytery's permission to have the Stated Clerk attach a short history of the church in the minutes of the Presbytery meeting when it is provided.

Per the request of the Presbytery, the PAC presented at the last meeting of the Presbytery policies and procedures for receiving congregations into the Presbytery. Since the February meeting, we have received no comments or concerns, so we are bringing that Policy to the Presbytery for adoption.

MOTION: The PAC moves that the attached policy to receive churches be approved.

Respectfully submitted on April 16, 2026,
George Crawford, RE, Westminster, Nashville
Debbie Fraley, RE, First Pres, Fayetteville
Greg Glover, TE, First Pres, Clarksville
John Hinkle, TE, First Pres, Murfreesboro
Allen Kennedy, RE, First Pres., Nashville
Melinda Sanders, RE, Woodland, Nashville

PRESBYTERY OF MIDDLE TENNESSEE
POLICY GOVERNING RECEPTION OF CONGREGATIONS FROM OTHER DENOMINATIONS

The Presbytery of Middle Tennessee adopts the following policies, procedures, and standards in the event that a congregation requests to enter into relationship with and come under the authority of the Presbyterian Church (U.S.A.) in the district that The Presbytery of Middle Tennessee covers. These policies, procedures, and standards attempt to reflect the same attitude of reconciliation and forbearance that the Gracious Separation Policy strives to maintain and encourage for our own congregations. It is not our objective to ever encourage division or dissatisfaction between a congregation and its denomination.

I. Principles and Overview:

a. Presbytery's Authority

The Presbytery of Middle Tennessee has adopted this reception policy to guide the exercise of its constitutional responsibilities under G-1.02, G-3.0101, G-3.0303, and G-5.0101 on the Constitution of the Presbyterian Church (U.S.A.) commonly called the Book of Order:

G-1.02 The Organizing of a Congregation

A congregation in the Presbyterian Church (U.S.A.) can be organized only by the authority of a presbytery and shall function under the provisions of this Constitution.

G-3.0101 Councils as an Expression of Unity of the Church

Powers not mentioned in this Constitution are reserved to the presbyteries.

G-3.0303 Relations with Sessions

Presbytery has a particular responsibility to coordinate, guide, encourage, support, and resource the work of its congregations

for the most effective witness to the broader community. In order to accomplish this responsibility, the presbytery has authority to:

- a. **develop strategy for the mission of the church in its district;**
- b. **control the location of new congregations and of congregations desiring to move** as well as to divide, dismiss, or dissolve congregations in consultation with their members;
- c. establish minimum compensation standards;
- d. counsel with a session concerning reported difficulties within a congregation, including:
 - (1.) advising the session as to appropriate actions to be taken to resolve the reported difficulties,
 - (2.) offering to help as a mediator, and
 - (3.) acting to correct the difficulties if requested to do so by the session or if the session is unable or unwilling to do so, following the procedural safeguards of the Church Discipline;
- e. assume original jurisdiction in any situation in which it determines that a session cannot exercise its authority.
- f. consider and act upon requests from congregations for permission to take the actions regarding real property as described in G-4.0206.

G-5.0101 Ecumenicity

The Presbyterian Church (U.S.A.) at all levels seeks to manifest more visibly the unity of the body of Christ and will be open to opportunities for conversation, cooperation, and action with other ecclesiastical groups. It will seek to initiate, maintain, and strengthen relations with other Reformed and Christian entities.

b. Presbytery's Initial Responsibilities:

- i. Strategy. Identify the strategy for the mission of the church within the boundaries of the Presbytery of Middle Tennessee and evaluate any request by a session, or the governing body of the congregation, to be recognized by the Presbytery as a member congregation in light of that strategy, especially whether the location, membership, and property of the transferring congregation are desirable for the fulfillment of the Presbytery's strategy for mission.

- ii. Ecumenism. Determine in conversation with the responsible officers of the transferring denomination what are the reasons for disaffiliation and, if every opportunity for reconciliation has been exhausted, whether the transferring council concurs with the request of the transferring session.
- II. Eligible Denominations:

The Presbytery shall consider requests by churches for transfer to the PC(USA) from any Reformed denomination, specifically any member of the World Communion of Reformed Churches, to which we may consider transferring a congregation under the Gracious Separation Policy. The Presbytery may also consider the transfer of a church from a denomination covered by the Formula of Agreement for full communion. The Presbytery shall not consider transfer of a congregation from independency.
- III. New Church Development:

Special consideration shall be given to any congregation currently located in proximity to an area identified by the Presbytery as desirable for New Church Development.
- IV. Responsibilities Delineated:
 - a. The Stated Clerk shall be the official correspondent with the sending denomination. The moderator of the Administrative Committee, the Commission on Ministry and the Permanent Administrative Commission for Congregational Change of the shall be notified of the request by a congregation to be received by the Presbytery.
 - b. The Administrative Committee shall determine the alignment of the entering congregation with the Presbytery's mission and goals for our region and recommend action regarding the request to the Presbytery of Middle Tennessee.
 - c. The Finance Committee shall review the financial statements, obligations, etc. of the entering congregation and determine the fiscal health of the congregation.
 - d. The Commission on Ministry shall examine the qualification of all transferring elders and ministers.
 - e. The Permanent Administrative Commission for Congregational Change shall help manage terms of dismissal, transfer of title, name, by-laws, policies, incorporation status, refinancing of debt, determine the disposition of the congregation's physical assets, etc.
- V. Initiating the Process for Receiving a Congregation:
 - a. A session, or the governing body of a congregation, may initiate the process by sending a letter to the stated clerk requesting to be received as a congregation into the Presbytery. The stated clerk shall contact the equivalent officer of the transferring council to determine whether the council is in concurrence with the request and the reasons for the request.
 - b. An officer of the transferring council may contact the stated clerk requesting that a congregation be received by the Presbytery.
- VI. Dissolution:

If the Stated Clerk determines that a congregation has been dissolved by the "sending" denomination, the request shall be received by Presbytery as the request to form a new congregation.
- VII. Disciplinary Process:

The Presbytery shall not receive the transfer of any church or minister against whom there is an ongoing disciplinary case in another denomination. The Presbytery shall not receive ministers or elders of another denomination who have renounced jurisdiction of that denomination.

- VIII. The Administrative Committee:
- a. The Administrative Committee shall make an initial determination as to the advisability and desirability of receiving the congregation based on potential impact to existing congregations and the Presbytery's strategy for mission. With the help of the Permanent Administrative Commission for Congregational Change and the Finance Committee, this shall include an evaluation of the costs and benefits of aiding members of the transferring church to join existing congregations of the Presbytery. If the congregation would cause substantial costs to the Presbytery, such as needing to pay off mortgages, buying property, and underwriting other obligations, that will be adequate reasons to not recommend moving forward in the process. If the initial determination is positive for transfer and recognition of the congregation as a congregation, the Administrative Committee shall request additional determinations by the Commission on Ministry and the Permanent Administrative Commission for Congregational Change. The Administrative Committee shall make a final recommendation to Presbytery as to the request by the congregation for transfer to the Presbytery. (This final recommendation shall include the recommendations of the Commission on Ministry and the Permanent Administrative Commission for Congregational Change.
- IX. Permanent Administrative Commission for Congregational Change (PACCC):
- a. Examine any negotiated terms of dismissal between the congregation and the dismissing council regarding their potential financial (or other) impact on the Presbytery.
 - b. Review and recommend to the Presbytery actions related to the transferring church's name, records, property, liabilities, and debts.
 - c. Determine the value of transferring church property, other assets and resources and communicate those to the Administrative Committee and Finance Committee.
 - d. Review and make recommendations to the Presbytery regarding the transferring congregation's articles of incorporation, bylaws, and policies.
- X. The Commission on Ministry:
- a. The Commission on Ministry shall determine whether there is an existing congregation of our Presbytery within a ten mile radius of the congregation that is requesting transfer and, in conversation with the pastor(s) and session(s) of the affected church(es), shall make a determination as to the significance and likely impact on the life and ministry of the church(es) in the neighborhood.
 - b. The Commission on Ministry, through its Mediation Team, shall lead at least one Town Hall Meeting with the congregation that is requesting transfer. There must be at least one town hall meeting to which the entire church family is invited. The purpose is to provide an opportunity for members of the congregation to engage in dialogue with each other and with representatives of presbytery concerning the desire of members of the congregation to be received by the Presbytery. All recent members of the congregation should be invited to attend and, if feasible, the meeting(s) should precede any congregational vote for transfer by at least 30 days. No formal action may be taken at the informational town hall meeting(s).
 - c. The Commission on Ministry shall determine whether the transferring body is doctrinally consistent with the essentials of Reformed theology, as those are understood by this presbytery, and whether the transferring congregation has been governed by a polity that is consistent in form and structure with that of the Presbyterian Church (U.S.A.).
 - d. The Commission on Ministry shall determine if the transferring body understands and agrees to the financial obligations of membership in the Presbyterian Church (U.S.A.) and the Presbytery including per capita, support of the mission and ministry of the Presbytery, minimum salary requirements, and obligations for the Board of Pension.

- e. The Commission on Ministry shall examine the pastor who is requesting transfer for membership in Presbytery, inquire as to the minister's collegiality in the transferring council, review the appropriateness of the terms of call, and examine and recommend either continuation or dissolution of the existing pastoral relationship.
- f. The Commission on Ministry shall determine if the incoming pastor and elders should undergo an educational process to understand the Presbyterian Church (U.S.A.) Constitution to ensure that the vows that are taken are done with understanding and comprehension.

XI. Presbytery Action (upon final recommendation from the Administrative Committee):

- a. Approve the reception of the new congregation when the way be clear.
- b. Provide for a vote by the congregation and transfer of individual memberships by signature: "We, the undersigned, in response to the grace of God, desire to be **received** as a congregation of the Presbyterian Church (U.S.A.), to be known as _____. We promise and covenant to live together in unity and to work together in ministry as disciples of Jesus Christ, bound to him and to one another as a part of the body of Christ in this place according to the principles of faith, mission, and order of the Presbyterian Church (U.S.A.)"
- c. Provide for the examination by the Presbytery of members of the congregations governing body who will be transferred in as elders who are active on Session.
- d. Examine and receive the pastor(s) of the congregation and approve terms of call.
- e. Provide for a worship service of the Presbytery in the location where the congregation will regularly worship to celebrate the recognition of the new congregation.

**Policy drafted by the PAC of the PMT
01/2026**

Mickey Stueck, EdD.
Mickey.stueck@gmail.com
Rev. Dr. Amy Busse Stoker
Amyweezie@gmail.com

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COMMISSION ON MINISTRY
Report to the Presbytery of Middle Tennessee
May 2, 2026

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 Temporary Stated Clerk.
2. The Commission hears reports from active Administrative Commissions on a quarterly basis and reports those to the Presbytery.

ADMIT TO RECORD

1. Approved Mission Discernment Profile for Calvary, Big Lick; First, Tullahoma; Priest Lake, Nashville; and First, Smyrna.
2. Referred request from Westminster, Fairfield Glade in Cumberland County to transfer to the Presbytery of East Tennessee to the higher councils.
3. Approved CRE Teresa Burns, to moderate Ardmore, Bethany session with RE Bill Patterson as alternate.
4. Approved Terms of Call for Rev. Dr. Darren Kennedy to be Associate Pastor for Discipleship at First, Nashville.
5. Approved request of the Chicago Presbytery to grant Rev. Eddie Bellis permission to labor outside the bounds of the Presbytery for the purpose of performing a wedding in Chicago on April 25, 2026.
6. Approved Rev. John Smith to be mentor/ministry colleague for Rev. Gage Arnold.
7. Approved the supply contract for Dakota Norris (Disciples of Christ) to serve Milldale Presbyterian Church in Springfield.
8. Approved Terms of Call for Rev. Sarah Bird Kneff to be Associate Pastor for Adult Faith Formation at Nashville, Westminster.
9. Approved First, Franklin's Mission Study.
10. Approved Rev. Sally Hughes to moderate Columbia Westminster's called congregational meeting to approve the dissolution of the relationship with Rev. Jeff Kane.
11. Approved the sabbatical grant for the maximum \$1,500 to First, Pulaski for Rev. Dr. Amy Stoker's sabbatical June 1 to August 16, 2026.
12. Approved the ordination/installation commission for Rev. Gage Arnold to Director of Youth Programming at First, Nashville.
13. Ratified the e-mail approval of Darren Kennedy's installation commission at First, Nashville.
14. Approved the supply contract of Rev. Dr. Michael Andrew Ingram for First, Smyrna.
15. Approved adding a signature and date line to the sexual misconduct self-certification on page 7 of the Validated Ministry Request form.
16. Ratified email vote to dismiss the Rev. Lynn Carroll to the Presbytery of New York City.
17. Approved the retirement status for Rev. Linda White.

18. Approved Rev. Jeannie Hunter as Interim Pastor at Shelbyville Presbyterian pending positive background check and completion of boundary training.
19. Approved updated neighborhood list of churches.
20. Recommended changes to the Missions and Operations Manual to the Administrative Committee for consideration.

RECOMMENDATIONS

- Move that Roger Speer be added to the roll of the Presbytery as a temporary member.

**TEMPORARY STATED CLERK
REPORT TO THE PRESBYTERY OF MIDDLE TENNESSEE
MAY 2, 2026**

INFORMATION

1. Much gratitude is due to everyone who helped with church statistics reporting for 2025.
2. Collaborative sessions to review the 2025 session minutes and share best practices or special challenges will be planned for the summer and early fall months.
3. Supplemental reports are in the meeting packet; please read them, as they contain important information about the work of the Presbytery committees, commissions, and taskforces.
4. The Temporary Stated Clerk, along with the Executive Presbyter attended the Mid Council Leaders Orientation March 17-19 at the PC(USA) headquarters in Louisville, KY. The training was immensely informative and beneficial to the work of the Stated Clerk.
5. Per the Book of Order, councils are mandated to require certificates of completion of boundary training, particularly around sexual misconduct and child sexual abuse prevention, every 36 months from its members, all Certified Christian Educators, all Commissioned Ruling Elders, and all Inquirers and Candidates. Sessions must require boundary training for their active members as well.

The presbytery has approved training content by Praesidium Academy, Inc. This material is provided to church leadership at no additional cost. The training consists of on-demand video modules that take 15-20 minutes to complete. A certificate of completion is provided at the conclusion of each module.

6. The fourth quarter PMA giving report is attached to this report.

ADMIT TO RECORD

1. The Stated Clerk received the minutes of the Commission to Install the Rev. Patrick Woolsey as pastor of First Presbyterian Church, McMinnville. The service took place on Sunday, December 14th at 3:00 pm at First McMinnville with the following commission members: Rev. Sally Hughes, Trinity chair, the Rev. C.J. Thompson, First Manchester, Ruling Elders Barry Barnes, First McMinnville, Deidra Goins, First Manchester, Bethany Sterling, First Tullahoma, Debra Vandever, Historic Franklin, and Betsy Bond, Trinity. Guests of the commission included Dr. Dan Spross of the Nazarene denomination and the Rev. Sherry Cothran of the United Methodist denomination.
2. The Stated Clerk received the minutes of the Commission to Install Rev. Dr. Darren Kennedy as Associate Pastor for Discipleship at First Presbyterian Church, Nashville, TN. The service took place on Sunday, March 8th at 11:00 a.m. at First Presbyterian Church, Nashville with the following commission members: Chris Williams, chair of the commission; Dr. Ryan Moore (FPC), Ms. Jane Smith (FPC), the Rev. Sara Hill (FPC), the Rev. Sally Hughes (HR), the Rev. Sherard Edington (Executive Presbyter), the Rev. Sandra Randleman (FPC) and guests of the commission: Dr. Mark Labberton, Dr. Adam Neder, Dr. Shane Berg, Dr. Elisabeth Kennedy, and Dr. Jeff O'Grady.

3. The Stated Clerk was informed of the passing of ministers with close connections to the Presbytery of Middle Tennessee. We give thanks for the life, ministry, and remembrances of these men:
 - Rev. Charles Moffatt passed away on April 14th at the age of 101. Services were held at First Presbyterian Church of Gallatin, where we served as Pastor for 29 years.
 - Rev. David Garth passed away on Saturday, February 28th. Rev. Garth served as the Senior Pastor of First Presbyterian Church - Murfreesboro from 1994-2006. He and his wife, Debbie, returned to Virginia when he retired.
 - On January 28, Rev. Diarmuid O’Hara passed away in Murfreesboro, TN. As a retired minister, Rev. O’Hara had been a valued member of the First, Murfreesboro Church family.

4. As part of the 2025 year-end reporting to the PC(USA), annual statistics reports were received from the following congregations: Alexandria, Liberty Hill; Allardt, Allardt; Alpine, Christ Church; Ardmore, Bethany; Belfast, Belfast; Bethpage, Oak Grove; Brentwood, East Brentwood; Brentwood, Harpeth; Buffalo Valley, Buffalo Valley; Clarksville, First; Columbia, First; Columbia, Westminster; Cookeville, First; Cookeville, Double Springs; Crossville, Calvary of Big Lick; Dickson, First; Fairfield Glade, Westminster; Fayetteville, First; Franklin, First; Franklin, Historic Franklin; Gallatin, Sudanese American Nur; Hendersonville, First; Hendersonville, New Creation; Hermitage, Hermitage; Lawrenceburg, First; Lebanon, First; Lewisburg, First; Manchester, First; McMinnville, First; Mt. Pleasant, First; Murfreesboro, First; Murfreesboro, Northminster; Nashville, Bellevue; Nashville, Donelson; Nashville, Downtown; Nashville, Eastminster; Nashville, Emmanuel; Nashville, First; Nashville, Glen Leven; Nashville, Glencliff; Nashville, Hillwood; Nashville, Korean; Nashville, Priest Lake; Nashville, Second; Nashville, Southminster; Nashville, Trinity; Nashville, Westminster; Nashville, Woodland; Normandy, Normandy; Old Hickory, Old Hickory; Petersburg, First; Pulaski, First; Shelbyville, First; Smyrna, First; Sparta, Blue Spring; Spring Hill, First; Springfield, Milldale; Thompson Station, Bethesda; Tullahoma, First; Waverly, Ellis Grove.

RECOMMENDATIONS

None at this time.

MINUTES
Ordination/Installation Commission for Patrick James Woolsey
First Presbyterian Church
McMinnville, Tennessee

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

The Ordination/Installation Commission appointed by the Presbytery of Middle Tennessee to ordain and install the Teaching Elder Patrick Woolsey as Pastor met at the First Presbyterian Church of McMinnville, Tennessee, on Dec 14 at First Presbyterian Church at 2:30 P.M. Members present were:

Teaching Elders

The Rev. Sally Hughes, Pastor of Trinity Presbyterian Church of Nashville, TN
The Rev. C.J. Thompson, Pastor of First Presbyterian Church of Manchester, TN
The Rev. _____, Pastor of _____ Presbyterian Church of _____

Ruling Elders

Barry Barnes First Presbyterian Church of McMinnville, TN
Debra Vandervoer Historic Franklin Presbyterian Church, Franklin, TN
Debra Vandervoer Historic Franklin Presbyterian Church, Franklin, TN

Invitation to sit with the Commission:

Dr Dan Spross Presbyterian Church of Nazarene Church
Rev Sherry Cothran Presbyterian Church of United Methodist Church

The Commission was called to order by the Chair of the Commission Sally Hughes and Debra 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 Dan Spross. The constitutional Questions were propounded to Patrick Woolsey by the Chair and they were answered in the affirmative. The Constitutional Questions were propounded to the Congregation by Ruling Elder Barry Barnes and answered in the affirmative by the Congregation. A prayer was offered by Rev Sherry Cothran

Patrick J. Woolsey was duly installed as pastor of First Presbyterian Church, McMinnville, TN

A Charge was delivered to the pastor by Debra Vandervoer and the Rev C.J. Thompson charged the congregation. The Service was closed with the Benediction pronounced by the Rev Patrick Woolsey. The Commission was adjourned at the benediction of the worship service.

Respectfully submitted:

Debra Vandervoer, Clerk of the Commission

to set at liberty those who are oppressed,
 and to announce that the time had come
 when you would save your people.
 He healed the sick, fed the hungry, and ate with sinners.
 By the baptism of his suffering, death, and resurrection
 you gave birth to your Church, delivered us from slavery to sin and death,
 and made with us a new covenant by water and the Spirit.
 When the Lord Jesus ascended, He promised to be with us always,
 In the power of your Word and Holy Spirit.

On the night in which he gave himself up for us,
 he took bread, gave thanks to you, broke the bread,
 gave it to his disciples, and said:
 "Take, eat; this is my body which is given for you.
 Do this in remembrance of me."
 When the supper was over he took the cup,
 gave thanks to you, gave it to his disciples, and said:
 "Drink from this, all of you; this is my blood of the new covenant,
 poured out for you and for many for the forgiveness of sins.
 Do this, as often as you drink it, in remembrance of me."
 And so, in remembrance of these your mighty acts in Jesus Christ,
 we offer ourselves in praise and thanksgiving
 as a holy and living sacrifice, in union with Christ's offering for us,
 as we proclaim the mystery of faith.

Christ has died; Christ is risen; Christ will come again.

Pour out your Holy Spirit on us gathered here,
 and on these gifts of bread and wine.
 Make them be for us the body and blood of Christ,
 that we may be for the world the body of Christ,
 redeemed by his blood.

By your Spirit make us one with Christ,
 one with each other, and one in ministry to all the world,
 until Christ comes in final victory,
 and we feast at his heavenly banquet.
 Through your Son Jesus Christ,
 with the Holy Spirit in your holy Church,
 all honor and glory is yours,
 Almighty God, now and forever. Amen.

LORD'S PRAYER

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

**Our Father in heaven, hallowed be your name,
 your kingdom come, your will be done, on earth as in heaven.
 Give us today our daily bread.
 Forgive us our sins 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.**

COMMUNION OF THE PEOPLE

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

— SENDING —

PRAYER AFTER COMMUNION

CHARGE & BLESSING Rev. Patrick Woolsey

HYMN "Lift High The Cross" PH 371

POSTLUDE † † †



First Presbyterian Church McMinnville
 205 w Main St McMinnville TN 37110
 (931)473-2690
 firstpresmcminn@gmail.com
Pastor: Rev. Patrick J. Woolsey



**THE ORDINATION
 AND INSTALLATION OF
 PATRICK J. WOOLSEY**

— GATHERING —

PRESENTATION Rev. Sally Hughes

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.**

In baptism, Patrick was clothed with Christ, and is now called by God
 through the voice of the church to enter into ministry as a teaching elder.

**We remember with joy our common calling to serve Christ, and we
 celebrate God's particular call to our brother, Patrick.**

— CALL TO WORSHIP —

GREETING Bethany Sterling

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.

Proclaim with me the greatness of the Lord;
let us exalt the name of the Lord together.

PRAYER OF THE DAY

HYMN "God of Grace, God of Glory" PH 420

CONFESSION and PARDON Rev. Sally Hughes

CALL TO CONFESSION

CONFESSION OF SIN

Mighty and merciful God, you have call us to be your people,
 to live boldly in the way of Jesus Christ.
 But we confess, we have been cautious when you ask for courage,
 silent when you called for witness,
 fearful when you promised your Spirit's power.
 Forgive us, O God, our timid hearts,
 our small faith, our unfinished obedience.
 By the waters of our baptism, stir up your restless Spirit within us.
 Renew our strength to follow Christ's risky way, with courage,
 compassion, and joy, through Jesus Christ our Lord.

Lord, have mercy. Christ, have mercy. Lord, have mercy.

BOLD PRINT—congregational response

THE PEACE

Let the peace of Christ rule in your hearts.
To this peace we were called as member of a single body.
The peace of Christ be with you. **And also with you.**
*(people may exchange with one another, by words and gesture,
signs of peace and reconciliation.)*

— THE WORD —

PRAYER FOR ILLUMINATION

Dr. Dan Spross

FIRST READING — 1 Kings 19:15-21

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

SECOND READING — Philippians 2:5-11

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

SERMON

Dr. Dan Spross

HYMN

“Here I Am Lord”

PH 525

ORDINATION and INSTALLATION

Rev. Sally Hughes

There are varieties of gifts, but is the same Spirit who gives them.
**There are different ways of serving God,
but it is the same Lord who is served.**
God works through each person in a unique way,
but it is God’s purpose that is accomplished.
To each is given a gift of the Spirit to be used for the common good.
Together we are the body of Christ, and individually members of it.

STATEMENT OF ORDINATION

REAFFIRMATION OF THE BAPTISMAL COVENANT

RENUNCIATIONS

Trusting in the gracious mercy of God, do you turn from the ways of sin
and renounce evil and its power in the world? **I do.**

Do you turn to Jesus Christ and accept him as your Lord and Savior,
trusting in his grace and love? **I do.**

Will you be Christ’s faithful disciple, obeying his Word and showing
his love? **I will, with God’s help.**

PROFESSION OF FAITH

With the whole church let us confess our faith.

Do you believe in God the Father?
I believe in God, the Father almighty, creator of heaven and earth.
Do you believe in Jesus Christ, the Son of God?
**I believe in Jesus Christ, God’s only Son, our Lord,
who was conceived by the Holy Spirit, born of the Virgin Mary,**

Do you believe in God the Holy Spirit?
**I believe in the Holy Spirit, the holy catholic church,
the communion of saints, the forgiveness of sins,
the resurrection of the body, and the life everlasting. Amen.**

THANKSGIVING FOR BAPTISM

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.
Eternal and gracious God... be all glory and honor, now and forever.
Amen.
Remember your baptism and be thankful.
In the name of the Father and of the Son and of the Holy Spirit. **Amen.**

CONSTITUTIONAL QUESTIONS

CONGREGATIONAL QUESTIONS

Barry Barnes

Do we, the members of the church, accept Patrick J. Woolsey 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, 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 do and we will.**

PRAYER OF ORDINATION

PRAYER OVER CANDIDATE

Rev. Sherry Cothran

**Gracious God, pour out your Spirit upon your servant Patrick,
whom you called by baptism as your own.
Grant him the same mind that was in Christ Jesus.
Give him a spirit of truthfulness rightly to proclaim your Word in
Christ from pulpit, table, and font, and in the words and actions of
daily living. Give him the gifts of your Holy Spirit 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, grant to Patrick,
and to all who bear the burden and joy of pastoral calling,
gladness that overcomes weariness, discipline that refines devotion,
hope that resists despair, humility to know their limits,
humor to bear with their own pretensions,
courage to act faithfully when outcomes are uncertain.
that amid both achievement and failure,
they may find rest in the sovereignty of God’s grace.**

PRAYER

Rev. Sally Hughes

DECLARATION OF ORDINATION AND INSTALLATION

Patrick, you are now a teaching elder in the church of Jesus Christ and for
this congregation. Be faithful and true in your ministry so that your whole
life will bear witness to the crucified and risen Christ. Amen.

WELCOME

CHARGE TO THE NEWLY ORDAINED

CHARGE TO THE CONGREGATION

HYMN

“The Church’s One Foundation”

PH 442

—THE EUCHARIST—

INVITATION TO THE LORD’S TABLE

Rev. Patrick Woolsey

GREAT THANKSGIVING

The Lord be with you.
And also with you.
Lift up your hearts.
We lift them to the Lord.
Let us give thanks to the Lord our God.
It is right to give our thanks and praise.

It is right, and a good and joyful thing,
always and everywhere to give thanks to you,
Almighty God, creator of heaven and earth.
You formed us in your image
and breathed into us the breath of life.
When we turned away, and our love failed, your love remained steadfast.
You delivered us from captivity,
made covenant to be our sovereign God,
and spoke to us through your prophets,
And so, with your people on earth
and all the company of heaven
we praise your name and join their unending hymn:

**Holy, holy, holy Lord, God of power and might,
heaven and earth are full of your glory.
Hosanna in the highest.
Blessed is he who comes in the name of the Lord.
Hosanna in the highest.**

Holy are you, and blessed is your Son Jesus Christ.
Your Spirit anointed him to preach good news to the poor,
to proclaim release to the captives
and recovering of sight to the blind,

**Minutes of the Commission for the Installation of Dr. Darren Kennedy as Associate
Pastor for Discipleship at First Presbyterian Church, Nashville, Tennessee
March 8, 2026**

The members of the commission, and staff of FPC, gathered in the outer office of Dr. Ryan Moore at 10:30 AM, March 8, 2026.

Present: Chris Williams, chair of the commission; Dr. Ryan Moore (FPC), Ms. Jane Smith (FPC), the Rev Sara Hill (FPC), the Rev. Sally Hughes (HR), the Rev. Sherard Edington (Executive Presbyter), the Rev. Sandra Randleman (FPC) and guests of the commission: Dr. Mark Labberton, Dr. Adam Neder, Dr. Shane Berg, Dr. Elisabeth Kennedy, Dr. Jeff O'Grady

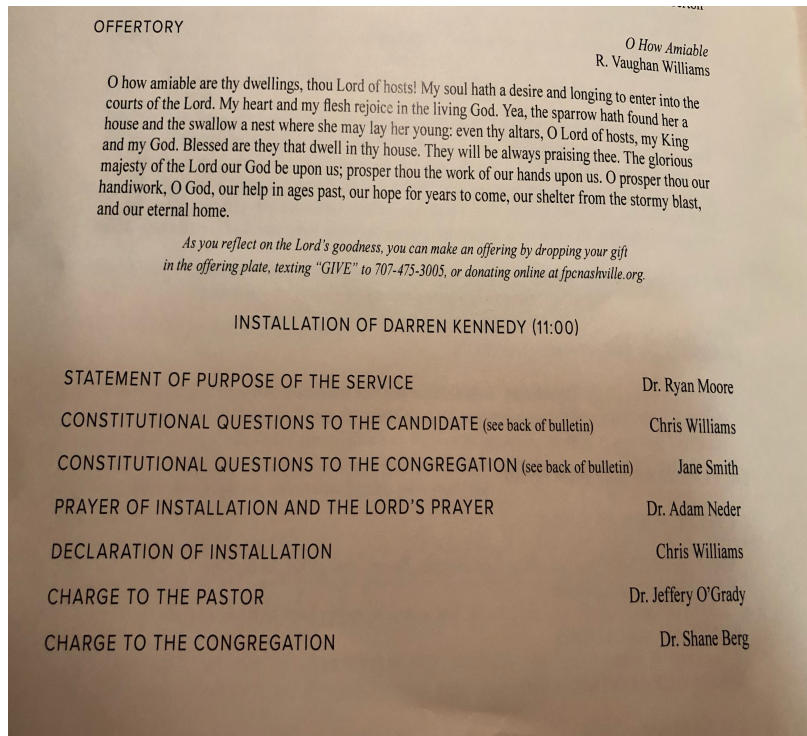
The commission was called to order by Chris Williams. Ryan Moore opened with prayer, and then went over the worship service. At 11 AM, the commission and guests gathered at the back of the sanctuary and processed into the sanctuary.

Following the sermon, which was delivered by Dr. Labberton, Mr. Williams propounded the constitutional questions to Dr. Kennedy. Ms. Smith propounded the questions to the congregation. Dr. Neder presided and prayed during the laying on of hands. Dr. O'Grady delivered the charge to the pastor. Dr. Berg delivered the charge to the congregation.

Dr. Darren Kennedy gave the benediction, which concluded the work of the commission as well as the worship service.

Respectfully submitted,
Sally Hughes

Since the worship bulletin is 8 pages long, I have attached just the installation portion.



CPM Report to the Presbytery of Middle Tennessee for May 2, 2026

Committee Chair: Stephanie Boaz, TE Westminster-Nashville

Vice Chair: Sandra Randleman, TE First-Nashville

Clerk: Judy Tygard, RE Bellevue PC

In addition to our work with those in the Call process, in 2026, the CPM’s goal is to help congregations and their sessions understand the role of the CPM. More importantly, the committee hopes to impress upon the churches and their leadership that the Call to be a Teaching Elder/Minister of Word and Sacrament always begins in the local church. In order to help congregations understand and embrace their role, the committee is happy to send a team to your session meeting or special meeting to give a presentation and answer questions. If your church is interested in receiving a visit, please reach out to: Stephanie Boaz, sboaz@nashvillewpc.org.

Nothing to be Recorded:

No action Items

Presbytery of Middle Tennessee
Committee on Mutual Support
May 2026

INFORMATION

The Committee on Mutual Support and the Committee on Social Justice have begun meeting together as a combined team. These meetings have been encouraging and productive. Early conversations involved discussing both committees' purpose and goals for the coming year and how they might combine to a more unified vision. Mutual Support's proposal for the new "Missions and Ministries Grant" was shared with Social Justice, and both committees are excited to move forward with this plan in the very near future.

Specific goals, in addition to our typical work, were discussed and ultimately stated as: 1) Set and implement a communications strategy for mutual support and social justice, so that information effectively reaches and engages churches. 2) Finalize plans for Mission and Ministries Grant and set application process in motion. 3) Further analyze the Hunger Grant process and reform as necessary for effectiveness. 4) Make our internal communications more effective so that new members are quickly oriented and empowered.

ADMIT TO RECORD

Hunger Grants Awarded:

\$4000 to Priest Lake Presbyterian Church (March 2026). A special timeline exception was granted because their original application (mailed in November 2025 for the January deadline) was lost in the mail. Funds will be used to maintain their "Blessing Box" ministry, which provides food to the community in need. This ministry is volunteer-run and operates outside the church's general budget.

RECOMMENDATIONS

No Recommendations

Presbytery of Middle Tennessee

164th Stated Meeting
Consent Agenda & Materials

Consent Agenda

164th Stated Meeting, Presbytery of Middle Tennessee

May 7th, 2026

Item #	Title
(1)	Approval of Minutes and Roll of the Called Meeting of the Presbytery on March 27 th , 2026
(2)	Approval of Minutes and Roll of the 163 rd Stated Meeting of February 7 th , 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.

**PRESBYTERY OF MIDDLE TENNESSEE
MINUTES OF CALLED MEETING
MARCH 27, 2026**

A Called Meeting of the Presbytery of Middle Tennessee was held electronically via Zoom at 10:00 a.m. on Friday, March 27th, 2026.

**STATEMENT OF PROCEDURES / DECLARATION OF QUORUM/
SEATING OF CORRESPONDING MEMBERS/ADOPTION OF AGENDA**

Temporary Stated Clerk Erin Bell provided Zoom tips to attendees. The poll feature within Zoom was used to verify attendance and confirm a quorum. Moderator Chris Williams called the meeting to order at 10:08 a.m. and opened with prayer.

Moderator Williams declared a quorum was present. The Presbytery's Mission and Operations Manual provides that a called meeting may be held providing the Administrative Committee has called it by submitting the call in writing to the Stated Clerk and the call has gone out 7 days before the meeting. The quorum for called meetings is 12 Teaching Elders and 12 Ruling Elders from different congregations. 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 stated that without objection the RE Barbara Halverstadt was serving as Assistant Parliamentarian at the Stated Clerk's request.

AGENDA

The Moderator stated that the only item of business which could be properly considered was the approval of the sale of the property of the former Brentwood First Presbyterian Church. This business item was stated in the call.

OFFER TO PURCHASE PROPERTY

The Moderator recognized Rev. Dr. John Hinkle, Jr., member of the Permanent Administrative Commission, to speak to the business at hand.

Rev. Hinkle stated the following motion: The Permanent Administrative Commission moves that the Presbytery accept the offer of \$2,750,000 for the property and building of the former Brentwood First Presbyterian Church, and that the Presbytery authorize the trustees and the Stated Clerk of the Presbytery to execute the necessary paperwork, including signing the deed.

The Moderator recognized Rev. Hinkle to speak to the motion. Rev. Hinkle noted that the PAC had the land and building appraised for highest and best use. The contract is for a cash offer with no contingencies including no inspection and no appraisal. The Moderator noted that the motion was out of commission and did not require a second and asked for discussion. Following a brief clarifying question, the motion was approved.

ADJOURNMENT

The Moderator thanked everyone for their time and asked for a motion to adjourn. It passed unanimously. The Moderator announced that the next stated meeting of the Presbytery of Middle

Tennessee will be held on Saturday, May 2nd at First Presbyterian Church in Cookeville, TN. He then closed the meeting with prayer and declared the meeting adjourned at 10:28 am.

Erin Bell
Temporary Stated Clerk
Presbytery of Middle Tennessee

DRAFT

Teaching Elders

_P_Adams, Chris	_E_Gilliss, Martha Schull	_E_Knight, Carolyn	_E_Rouquie, Richard
_E_Anderson, David	_P_Glover, Gregory	_E_Larson, John	_E_Salyer, Carson
_P_Anderson, Rosanna	_E_Glover, Leslie	_E_Leftwich, Phil	_E_Salyer, Janet
_E_Angel, Erin Howton	_E_Graham, M. Evelyn	_E_Lipsey, McCurdy	_P_Sasser, Zach
_E_Angel, Jonathan	_P_Griffith, Guy D.	_E_Loscuito, Jason	_E_Sawyer, David
_E_Arnold, Judith	_E_Gung, Justin	_E_Logan, Gail	_E_Schultz, Harris
_E_Bagley, Tom	_E_Gunter, Keith	_E_Magee, Michael J.	_E_Schwartz, Cindy
_E_Bellis, Eddie	_E_Hamman, Jaco	_E_Mayes, Jim	_E_Shaw, Mary Sellers
_E_Berger, Will	_E_Hammond, Mallory	_E_McCaw, Beth	_E_Skelly, John J., III
_E_Berry, Claire	_E_Handlson, Pat	_E_McClure, Annie	_E_Smith, Jimmy D.
_P_Boaz, Stephanie Hanson	_E_Harding, Bobby	_E_McCormack, Robert E.	_P_Smith, John A.
_E_Bradley, Michael	_E_Harrell, James E.	_E_McCullough, John	_P_Smith, Shane
_E_Bray, Linda	_E_Harris Kramer, Claire	_E_McKinsey Sisk, Sally Ann	_E_Soderquist, Ann
_E_Bryan, Mark S.	_E_Hermann, Lisa C.	_P_McLaughlin, Michael D.	_P_Stoker, Amy B.
_E_Burgener, John "Bo"	_E_Herring, Jane	_P_McVey, Bruce	_E_Tate, Carol
_E_Caldwell, Elizabeth	_E_Higgins, Ashley	_E_Moffatt, III, Charles L.	_P_Tennyson, Walt
_E_Canon, Amelia	_E_Hill, Austin	_E_Montgomery, Robert	_E_Thomas, C. S. (Steve) III
_P_Casner, Paul	_E_Hill, Ellen	_E_Moore, Ryan	_E_Thomas, Ray
_E_Catoe, Lee	_E_Hill, Sara	_P_Moran, James A.	_E_Thompson, C.J.
_E_Cejka, III, Joseph	_P_Hilley, John R.	_P_Muse, Perry	_E_Thompson, Marjorie
_E_Cheetham, John T.	_P_Hinkle, Jr., John	_E_Musgrave, John	_E_Todd, John
_E_Chuchuimia, Teddy	_E_Hodgson, Peter	_E_Musick, Steve	_E_Traylor, Leslie
_E_Coates, Coleman Lewis	_E_Hoehst, Jeanne	_E_Nally, Sara	_E_Tuck, Janet
_E_Cox, Meredith	_E_Hudnut-Beumler, Heidi	_E_Neil, Richard	_E_Tyndall, Thomas B.
_E_Crawford, John	_E_Hudnut-Beumler, James	_E_Newsom, Ernest B.	_P_Vasquez-Paredes, Gustavo
_E_Danner, Charles	_E_Hughes, Sally	_E_Nichols, James A.	_E_Veazey, Courtney
_P_Davis, Michael	_E_Huie, Scott	_P_Nyhuis, Jule	_E_Venable, III, Sid
_E_DeVries, Adam	_E_Hunter, Jeannie	_E_Paddon, Richard	_E_Wallace, Morgan
_E_DeVries, Mark	_E_Johnson, Charles N.	_E_Page, Fred	_P_Warren, Joy
_E_Drake, Donovan	_E_Jones, Todd B.	_E_Park, Inhye	_E>Weingartner, Robert J.
_E_Durnell, Warner R.	_E_Kane, Jeff	_E_Paterik, Roy	_E_Wellman, Will
_E_Early, Kim Maphis	_E_Kang, Se Bong	_E_Patton, Tom	_E_White, Jack
_E_Early, Robert	_E_Kang, Shin	_E_Pentecost, Mike	_E_White, Linda
_P_Edington, Sherard	_E_Kaufman, John E.	_E_Picard, John Paul	_E_Wilson, Amos L.
_E_Eisenmenger, David	_E_Kelly, Gary	_P_Ramirez-Jimenez, Lilia M.	_E_Woolsey, Patrick
_E_Fraser, Carrie	_E_Kidd, David	_E_Randleman, Sandra	_E_Yang, Sunggu
_E_Gasser, Anna D.	_E_Kim, Eun Joo	_P_Rector, Stacy	_E_Young, Taylor
_E_Gay, Andy	_P_Kim, Il Sun	_E_Ritchie, Jeff	_E_Zeigler, Richard
_E_Gerber, David	_E_Klein, Candice	_E_Ritchie, Megan	
_E_Gilliam, Elizabeth	_E_Kneff, Sarah Bird	_E_Rogers-Vaughn, Annette	

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	1.	Hendersonville, New Creation	3.
Allardt, First	1.		4.
Alpine, Christ	1.	Hermitage, Hermitage	1.
Ardmore, Bethany	1.	Lawrenceburg, First	1.
Belfast, Belfast	1.	Lebanon, First	1.
Bethpage, Oak Grove	1.		2.
Brentwood, East	1. Bill Phillips		3.
	2.	Lebanon, Spring Creek	1.
	3.	Lewisburg, Bethberei	1.
Brentwood, Harpeth	1.	Lewisburg, First	1.
	2.		2.
	3.		3.
Buffalo Valley, Buffalo Valley	1.	Lynnville, First	1.
Clarksville, First	1. Ken Giles	Manchester, First	1.
	2. Phil Kemmerly	McMinnville, First	1.
	3. Doug Young	Mt. Pleasant, First	1.
	4.	Murfreesboro, First	1.
Clarksville, Macedonia	1.		2.
Columbia, First	1.		3.
	2.		4.
	3.	Murfreesboro, Northminster	1.
	4.	Nashville, Bellevue	1.
Columbia, Westminster	1.		2.
Cookeville, Double Springs	1.		3.
Cookeville, First	1. Cade Arnold	Nashville, Donelson	1.
	2. Sidonie Sansom		2.
	3. Dee Tompkins		3.
Cookeville, Post Oak	1.	Nashville, Downtown	1. Dixie Williamson
Cowan, Fellowship	1.	Nashville, Eastminster	1.
Crossville, Calvary	1.		2.
Dickson, First	1.	Nashville, Emmanuel	1. Barbara Halverstadt
	2.	Nashville, First	1. Allen Kennedy
	3.		2. Hal Sauer
Dickson, Pond	1.		3.
Fairfield Glade, Westminster	1.		4.
Fayetteville, First	1.		5.
	2.	Nashville, Glen Leven	1.
	3.		2.
Franklin, First	1.		3.
	2.	Nashville, Glenclyff	1.
	3.	Nashville, Hillsboro	1.
	4.		2.
Franklin, Historic	1.		3.
	2.		4.
	3.	Nashville, Hillwood	1. Bob Cooper
Gallatin, First	1.	Nashville, Korean	1.
Gallatin, Sudanese	1.		2.
	2.		3.
Hendersonville, First	1. Becca Pendergrast		4.
	2.	Nashville, Priest Lake	1.
	3.		
Hendersonville, New Creation	1. Keith Denner		
	2.		

Ruling Elder Commissioners

Church

Represented By

Nashville, Second	1.
	2.
	3.
	4.
Nashville, Southminster	1.
Nashville, St. Andrews	1.
	2.
Nashville, Trinity	1.
Nashville, Westminster	1. Anders Hall
	2.
	3.
	4.
	5.
Nashville, Woodland	1.
Normandy, Normandy	1.
Old Hickory, Old Hickory	1.
Petersburg, First	1.
Pulaski, First	1.
	2.
	3.
Readyville, Cripple Creek	1.
Shelbyville, First	1.
	2.
	3.
Smyrna, First	1.
Sparta, Blue Spring	1.
Sparta, Hickory Valley	1.
Sparta, Robinson Chapel	1.
Spring Hill, First	1.
	2.
	3.
Springfield, First	1.
Springfield, Milldale	1.
Thompson Station, Bethesda	1.
Tullahoma, First	1.
	2.
	3.
Watertown, First	1.
Waverly, Ellis Grove	1.

Commissioned Ruling Elders

Rhonda Banasiak - Clarksville, First

Ruling Elders, Voice and Vote by Virtue of Office:

Erin Bell (Nashville, Downtown), Temp. Stated Clerk
 Debbie Fraley (Fayetteville, First), Member of PAC
 Dave Nock (Nashville, Priest Lake), Chair of CLE
 Melinda Sanders (Nashville, Woodland), Chair of PAC
 Mickey Stueck (Lebanon, First), Co-Chair of COM
 Chris Williams (Pulaski, First), Member of Admin.

Moderator within five years of office:

N/A

Corresponding Members, Voice, without Vote:

N/A

Visitors with voice:

N/A

Visitors:

N/A

**PRESBYTERY OF MIDDLE TENNESSEE
MINUTES OF ONE HUNDRED SIXTY-THIRD STATED MEETING
FEBRUARY 7, 2026**

The 163rd Stated Meeting of the Presbytery of Middle Tennessee was held in person at Nashville Korean Presbyterian Church on Saturday February 7th, 2026. Temporary Stated Clerk Erin Bell provided an orientation for first-time commissioners. Moderator Chris Williams called the meeting to order at 10:00 a.m. and opened with prayer.

DECLARATION OF QUORUM / STATEMENT OF PROCEDURES

Moderator Williams 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, members of the Permanent Administrative Commission, 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. The Moderator also announced that the Stated Clerk had requested that Rev. John Smith of First Presbyterian Church in Dickson, serve as parliamentarian and time keeper. 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 162nd Stated Meeting, were sent to the commissioners on January 30th, 2026. The main agenda was amended to include a report from the Nominating Task Force and then approved. The consent agenda was approved without objection.

SEATING OF CORRESPONDING MEMBERS

Corresponding members were seated without objection and are listed with the roll (Attachment A).

RECOGNITION OF FIRST-TIME COMMISSIONERS

The moderator welcomed first time commissioners and invited them to introduce themselves.

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-THIRD STATED MEETING
THE PRESBYTERY OF MIDDLE TENNESSEE
AGENDA OF FEBRUARY 7th, 2026
NASHVILLE KOREAN PRESBYTERIAN CHURCH**

- 9:30 Registration (Order of the Day in CAPS)
- 9:45 Orientation for First Time Commissioners (Erin Bell)
- 10:00 CONVENE
- Establishment of Quorum
 - Adoption of Agenda and Consent Agenda
 - Seating of Corresponding Members
 - Recognition of First Time Presbyters
- 10:10 WORSHIP
- Sermon: Gage Arnold, Candidate for Ordination
 - Offering: Nueva Vida Food Bank
- 11:15 PRESBYTERY FOUNDATION (Erin Skinner, Ministry Relations Officer - 5 minutes)
- 11:20 REPORTS (numbers indicate order in packet)
- All speakers are advised to review the policies for oral reports and speaking during Stated and Called meetings of the Presbytery.*
- (1) Commission on Ministry (Mickey Stueck - 30 minutes)
 - (2) Finance (Jim Moran - 15 minutes)
 - (3) Committee on Church Transformation (John Hilley - 10 minutes)
 - (4) Ad Hoc Appointing Group (Erin Bell - 5 minutes)
 - (5) Human Trafficking Awareness (Dave Nock – 5 minutes)
 - (6) Transitional Executive Presbyter’s Report (Sherard Edington - 5 minutes)
- 12:30 BREAK/LUNCH

- 1:30 RECONVENE
- (7) PAC (Melinda Sanders - 20 minutes)
 - (8) Temporary Stated Clerk's Report (Erin Bell - 5 minutes)
 - (9) Joys and Concerns (Sherard Edington – 10 minutes)
- 2:05 ANNOUNCEMENTS & ADJOURNMENT
- 164th Stated Meeting: Saturday, May 2, 2026,
First Presbyterian Church - Cookeville, TN
 - Closing Prayer
 - Adjournment

Ways to Contribute to Today's Offering

▲ Mail a Check to the Presbytery Office

The Presbytery of Middle Tennessee
1113 Murfreesboro Rd
Suite 106, #216
Franklin, TN 37064

▲ Visit the Presbytery Website

www.pbymidtn.org

Click the "Give Now" button

▲ Scan the QR Code

This link will take you to the donation page



Committee Oral Reports Policy at Stated and Called Meetings:

Committee chairs shall provide oral reports at Stated or Called Presbytery Meetings only if they have submitted a written report that is part of the meeting packet and only on work pertaining to their committee, including any action items requiring consideration.

As written reports are disseminated well before the presbytery meeting, keeping comments short when referring to (submitted written) information that does not require or inform an action is helpful. Reviewing and encouraging conversation around issues that do require action is welcome and fosters productive engagement.

Speaking during Stated or Called Presbytery Meetings Policy:

Any commissioner or member of Presbytery may speak to items under discussion during Stated Meetings. Speaking time is limited to five minutes per person. Per Roberts Rules of Order, individuals may not speak more than twice to a single issue unless the Moderator asks them a direct question.

Policies Approved by Middle Tennessee Presbytery May 3, 2025

Consent Agenda
163rd Stated Meeting, Presbytery of Middle Tennessee
February 7th, 2026

Item #	Title
(1)	Approval of Minutes and Roll of the 162 st Stated Meeting of November 8, 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.

WORSHIP

Rev. Ilsun (PK) Kim led the body in worship. Worship music was provided by Nashville Korean Church's talented musicians and singers - specifically the N Praise Band and the Mahanaim Choir. Nashville Korean Church's leadership led the liturgy and prayers. Gage Arnold, candidate for ordination, preached an engaging sermon titled "Come and See". The sermon centered on John 1:43-51. Rev. Evelyn Graham, Executive Director of Nueva Vida Food Project, shared a brief overview of the ministry, along with its joys and challenges. An offering of \$2,417.00 was collected for The Nueva Vida Food Project.

A particular highlight of the worship service was the installation of the 2026 Moderator, RE Chris Williams of First Presbyterian Church of Pulaski, and Vice-Moderator, Rev. Erin Howton-Angel of Allardt Presbyterian Church. Rev. Amy Stoker of First Presbyterian Church of Pulaski led the installation liturgy.

REMARKS FROM ERIN SKINNER

Erin Skinner, Ministry Relations Officer for the Presbytery Foundation, shared a brief overview of the Foundation's resources available to churches.

COMMISSION ON MINISTRY

The Moderator recognized RE Mickey Stueck of First Lebanon and Co-chair of the COM to present the Commission's report.

Sabbatical Policy

The COM approved the Sabbatical Policy as amended at the November 2025 COM meeting. COM approved the following change to the Sabbatical Leave Fund policy to read: "The Pastoral Care Team shall receive applications from January 1–March 1 of each year from sessions wishing to be considered for financial support during sabbaticals taking place in that calendar year. Such applications must be consistent with the Sabbatical Assistance Policy found in the Appendices to this Manual. The Pastoral Care Team shall review and recommend action on each application to COM at the March meeting."

Exception to the Former Pastor Policy

The COM approved an exception to the Former Pastor Policy which states that former pastors do not have contact with their old church. Since Rev. Edington, former pastor at Lebanon FPC, is now Executive Presbyter, he will need to have contact with them.

Misc. Terminology Update

The COM approved the change in general terminology from “mentor” to “ministry colleague”.

Ministerial Compensation

The COM approved ministerial compensation at 80% of the national standard of \$71,100, which is \$56,800.

Delegation of COM Teams

Members of the commission were delegated to fill leadership roles: Examinations - (Retired TE) Sally Hughes; Transitions - (RE) Susan Carey; Mediation - (RE) Barbara Halverstadt; Pastoral Care - (TE) Beth McCaw; Review - (CRE) David Sadler.

Resignations from COM

With regret, the COM accepted the resignation of (TE) Judy Arnold and (RE) Rob Tudor from the Commission on Ministry.

Moderator Appointments

The COM approved Rev. Dr. Leslie Traylor to continue moderating First Presbyterian Church of Lebanon. CRE David Sadler has been assigned as their liaison. Rev. Beth McCaw was approved to moderate Woodland Presbyterian Church in Nashville.

Old Hickory Presbyterian Church Task Force

The COM approved a three-person task force to Old Hickory Presbyterian Church to oversee approximately \$145,000 from a restricted bequest received from Mary Field Neville. Task Force members are Mickey Stueck, COM liaison; Bernie Steen, First Murfreesboro Presbyterian Church; John Laws, Old Hickory. Ex-officio members are Rev. Sherard Edington, Transitional EP, and CRE Ray Handisides, TE at Old Hickory Presbyterian Church.

Church Referrals to the PAC

The COM referred the dissolution of Brentwood First Presbyterian Church and Mt. Pleasant Presbyterian Church to the PAC. The COM also approved Woodland Presbyterian Church’s request for the PAC to conduct a study of the sustainability of their ministry.

Normandy Presbyterian Church’s MDP

The COM approved the following amendments to Normandy Presbyterian Church’s MDP: membership under 100, average worship attendance of 40, and Sunday School attendance of 8.

First Nashville Associate Pastor Nominating Committee

The COM approved request from First Presbyterian Church of Nashville to form an APNC.

Examination of Darren Kennedy

Sustained the COM examination of Darren Kennedy.

Validated Ministries

The COM approved validated ministry for Rev. Evelyn Graham as part-time Director of Operations at Nueva Vida Food Project and Inhye Park as Children’s Pastor at Nashville Korean Presbyterian Church.

Terms of Call for Andrew Gage Arnold

The COM approved Terms of Call for Andrew Gage Arnold as Associate Pastor for Youth and Their Families at First Presbyterian Church of Nashville.

Contract for Rev. Lilia Ramirez

The COM approved the combined position of Rev. Lilia Ramirez as stated supply at Eastminster Presbyterian Church and as pastoral coordinator of Inglesia Presbyterians Nuevo Vida, effective January 1, 2026, half time (20 hours per week). The Eastminster AC will contract with her. COM approved the Nueva Vida task force contracting with her as well.

Contract for Michael Bradley

The COM approved Normandy's contract with Dr. Michael Bradley for one year as interim pastor, effective January 1, 2026.

Contract for Jason Loscuito

The COM approved the renewal of a 6-month (effective Feb. 1 – July 31, 2026) contract for Rev. Jason Loscuito at Glencliff Presbyterian Church.

Contract for Edward Bellis IV

The COM approved the one-year (effective Feb. 1, 2026) interim contract of Edward Allen Bellis IV at Franklin First Presbyterian Church.

Pastoral Dissolution for Retirement

The COM approved the dissolution of the pastoral relationship between Rev. Sally Hughes and Trinity Presbyterian Church, effective December 28, 2025.

Retirement of Ed Keith

The COM acknowledged the retirement of Ed Keith from Bethany Presbyterian Church in Ardmore and First Presbyterian Church in Petersburg, effective December 31st, 2025.

Update to the Pulpit Supply List

The COM approved the addition of Retired Rev. Paul Casner, Rev. Perry Muse, and RE Cade Arnold to the Pulpit Supply List.

Presbytery Change Request

The COM approved the dismissal of Rev. Chuck Taber, pastoring at Calvary PC at Big Lick until December 24, 2025, to the Presbytery of East Tennessee, pending his acceptance by PET.

Minister Compensation Policy Approved

The minister compensation policy of 80% of the national standard of \$71,100, which is \$56,800, was approved.

Examination of Andrew Gage Arnold

RE Stueck moved that Gage Arnold, Candidate Certified Ready for Ordination Pending Receipt of a Call and called to the position of Associate Pastor for Youth at First, Nashville be approved for ordination, pending congregational approval. The congregational meeting scheduled for February 1st to approve the call for Mr. Arnold was postponed to February 8th due to the impact of Winter Storm Fern. Mr. Arnold's service of installation and ordination was approved for May 3, 2026 at the 11:00 a.m. service at First Presbyterian Church, Nashville. Ms. Stueck invited Mr. Arnold to the floor and opened the examination. Following the examination, the Moderator asked Mr. Arnold to leave the sanctuary during the vote. The Motion was approved, Mr. Arnold 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.

Recognition of Retiring Teaching Elders

The Presbytery is blessed by a number of church leaders. Four recently-retired Pastoral leaders were recognized during the meeting. Rev. Will Berger spoke to the ministry of Rev. Sally Hughes. Rev. Donald Drake and Rev. Guy Griffith spoke to the ministries of Rev. Jim Hudnut-Buemler and Heidi Hudnut-Buemler. Unfortunately, CRE Ed. Keith could not attend the meeting. RE Mickey Stueck shared a brief reflection on his ministry.

REPORT OF THE FINANCE COMMITTEE

The Moderator recognized Rev. Jim Moran of First, Tullahoma, member of the Finance Committee, to make the report.

Financial Statements

Financial statements including year to date activity through December 2025 and monthly activity for December 2025 were provided with the February packet.

2024 Accounts Reviewed

The Finance Committee received the finalized document from the independent accounts' review of the Presbytery of Middle Tennessee's 2024 financial statements.

Legal Task Force Chair

George Crawford was elected chair of the Legal Task Force.

Collaboration with the Committee on Church Transformation

The Finance Committee approved two motions and referred them to the Committee on Church Transformation. The CCT will present the rationale and history of the project before placing these recommendations before the body of the presbytery.

1. That Southminster Presbyterian Church in Nashville be allowed to sell 6 lots for a total cost of \$1,200,000 to Woodbine Community Organization for the purpose of constructing homes for persons with disabilities.
2. That the Finance Committee approves the release of the below funding from account 3001-04 (balance as of 12/31/25 is \$222,459.79) per the Committee on Church Transformation's plan.
 - a. CCT approved \$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 agreement commences, CCT will encourage a repayment schedule to be able to assist other churches.

Motion to Amend the 2026 PMT Budget

The approved 2026 budget assumed a GA per capita amount per member of \$11.08; however, the actual per capita amount should be \$11.26. The GA per capita number will go from \$161,823 to \$164,452.30. The finance committee has amended the budget to reflect this change. Due to a request from Sherard Edington, Interim EP, \$54,000 of his effective salary should be housing allowance and \$45,000 should be salary. Rev. Moran presented a motion out of committee to approve the amendments to the budget; the motion was approved.

Motion to Adopt a Policy for Long-Term Leases

Rev. Moran then brought forward a motion from the Finance Committee that the following policy regarding long-term leases of church property be approved and added to the Financial Policy and Procedures:

- a. Long Term Leases of Church Property: A church may wish to lease a portion of its real property to produce income or advance a mission of the church. Pursuant to G-4.0206b, Presbytery approval is required for non-exempt churches, and recommended for exempt churches, if the lease term exceeds five years. Exempt churches are urged to submit proposed long term leases for Presbytery review (a) to ensure the completeness of Presbytery's church property records, (b) to take advantage of Presbytery's experience and broader perspective in dealing with church property issues, and (c) to determine if the lease raises any concerns with respect to the constitution's trust clause, G-4.0203, which applies equally to exempt and nonexempt churches.
- b. If a church seeks approval for a lease lasting more than five years, Presbytery will normally require, at a minimum, that the lease be terminable by the church—or by Presbytery should it succeed to ownership of the property pursuant to G-4.0203 or G-4.0204—at intervals of no more than five years. This period is long enough to satisfy a tenant's need for stability but short enough to allow the church the flexibility it needs to adapt to changed circumstances. It also preserves Presbytery's ability to redeploy the property to other uses, including a new church plant, should the existing church fail or leave the denomination.

Following discussion of the long-term lease policy and its implications, the motion was not approved.

COMMITTEE ON CHURCH TRANSFORMATION

The Moderator recognized Rev. John Hilley of East Brentwood, and Chair of the Committee on Church Transformation to make the report.

Rev. Hilley shared that Southminster Presbyterian Church has been diligently engaged in significant predevelopment work for several years as they have discerned how their building and land might best serve their mission as a church of Jesus Christ while sustaining their future. Southminster utilized a CCT Innovation Grant to partner with Cyclical and consultant Drew Peterson. In 2025, Southminster entered into conversation with Woodbine Community Organization (WCO) and Our Place Nashville, a nonprofit providing services and housing for adults with intellectual disabilities. The envisioned project will result in six homes on church property, sold to WCO and managed by Our Place Nashville, providing stable and supportive residential housing for individuals with intellectual and developmental disabilities. When CCT presented Southminster's situation at the October 2025 meeting of the Presbytery, the terms under consideration involved a long-term land lease. Since that time, negotiations have evolved, and new information regarding funding guidelines from granting bodies has required a shift from a lease to an outright sale. The intent and spirit of partnership, however, remain unchanged.

On behalf of the CCT, Rev. Hilley moved that Southminster Presbyterian Church in Nashville be allowed to sell 6 lots for a total cost of \$1,200,000 to Woodbine Community Organization for the purpose of constructing homes for persons with disabilities. The motion was approved. The terms include that Woodbine Community Organization has a 2-year option on the project to secure funding. Rev. Hilley then brought forward a second motion from the committee: that the body of the Presbytery approve the release of \$50,000 in funds (\$25,000 in 2026 and \$25,000 in 2027) from account 3001-04 per the Committee on Church Transformation's plan. This request has been affirmed by the finance committee. The motion was approved. Rev. Hilley noted that the funds will be used to help Southminster prepare for the new ministry and will bridge the church financially while the property sale is pending. Moderator Williams commended the work of the Church Transformation Committee along with the Southminster staff and congregation to see this project to fruition.

On behalf of the CCT, Rev. Hilley commended Southminster Presbyterian Church, especially its pastor, Rev. Beth McCaw, and its dedicated treasurer and faithful leader, Jennifer Maxwell, for their perseverance, transparency, and unwavering desire to serve their neighbors in Christ's name. He also noted the committee's gratitude to the Finance Committee for giving of their time and talents to support this effort. Rev. Hilley closed his report by noting that the CCT welcomes the opportunity to assist any congregation in taking next steps toward creative, mission-aligned use of their land and building resources.

REPORT FROM THE AD HOC APPOINTING GROUP

The Moderator recognized Temporary Stated Clerk, Erin Bell, RE at The Downtown Presbyterian Church of Nashville, to present a report from the Ad Hoc Appointing Group. Ms. Bell has been serving as the Chair of the Appointing Group due to a vacancy in the Moderator-in-Nomination position. She shared that the Appointing Group was formed from the Committee Chairs and is tasked with appointing the 2026 Nominating Task Force. The group met by Zoom on January 10th at the conclusion of the Committee Leaders' Orientation and has been working via email since that time. The group had hoped to announce the 2026 Nominating Task Force in the stated meeting, but are still in the process of confirming volunteers to fill certain vacancies.

NOMINATING TASK FORCE

The Moderator recognized Commissioned Ruling Elder Leonard Jordan of Nashville, St. Andrews and Chair of the Nominating Task Force. Mr. Jordan moved to amend the standing rules to allow a vote on the Moderator-in-Nomination, whose name was not included in the report for this meeting, and therefore has not been in the

hands of the body for 7 days. The Missions and Operations Manual allows suspension of the standing rules by a three-quarters vote of members present at the meeting. The motion was from the Nominating Task Force and did not require a second. The motion was approved.

Election of Suzanne McLemore to Moderator-in-Nomination

Mr. Jordan then nominated and moved that Suzanne McLemore, Ruling Elder at Westminster Presbyterian Church, be elected to the position of Moderator-in-Nomination. The motion was from the Nominating Task Force, and did not require a second. The motion carried.

Election of Geeta McMillan to the COM

Mr. Jordan then nominated and moved that the Presbytery elect Geeta McMillan to the Commission on Ministry. The motion was from the Nominating Task Force, and did not require a second. The motion carried.

The PMT's Missions and Operations Manual directs the Nominating Task Force to include a list of all current members of presbytery committees and commissions with every report to presbytery. This information is located at the conclusions of the minutes.

Mr. Jordan encouraged those present to get involved with the Presbytery's many committees, commissions, and task forces. There are a number of vacancies that need to be filled. Mr. Jordan noted that he would be available to answer questions after the meeting. He concluded his report by asking members to contact him if they know someone that the Nominating Task Force should consider contacting.

RECESS FOR LUNCH

The Moderator invited the body to recess for lunch, a Korean buffet which was graciously and bountifully provided by the meeting hosts. Rev. Sherard Edington provided a blessing of the meal. Erin Skinner, Ministry Relations Officer for the Presbytery Foundation, and Cindy Fisher and Suzanne Cornett of the Presbyterian Home for Children were available during the lunch break for conversations about their work. Many attendees visited their display tables to learn more about their ministries.

RECONVENE AND REPORT OF THE PAC

Following the lunch recess, the Moderator re-convened the body and recognized Melinda Sanders, RE from Woodland, Nashville and PAC Chair. Ms. Sanders began her report by noting that the PAC is currently supporting the work of 7 churches, two of which have business requiring action by the Presbytery.

Sale of Milton Hopewell Presbyterian Church

On behalf of the PAC, Ms. Sanders asked that the Presbytery body give permission to sell the Hopewell site for no less than \$150,000, to allow the merger of Hopewell Presbyterian Church into Northminster Presbyterian Church, and to dissolve Hopewell Presbyterian Church. Ms. Sanders also requested the Presbytery's permission to have the Stated Clerk attach a short history of the church in the minutes of the meeting. The motion was approved.

Dissolution of Brentwood First Presbyterian Church

Ms. Sanders then requested on behalf of the PCA that Brentwood First Presbyterian Church be dissolved and the membership roll of the church be transferred to the Presbytery of Middle Tennessee. She further requested the Presbytery's permission to have the Stated Clerk attach a short history of the church in the minutes of the meeting. The motion was approved.

Recognition of the Missions and Ministries of Brentwood First Presbyterian Church

Ms. Sanders asked the Moderator to invite Barb Hall and Rev. Perry Muse forward to recognize the missions and ministries of Brentwood First Presbyterian Church. Each took a few moments to reflect on their personal experiences at Brentwood First and shared their hopes for its legacy. Barb Hall then offered a prayer of Thanksgiving. Rev. Muse also noted that a beloved member of Brentwood First who had served as the church pianist for many years had very recently passed away. In addition to the prayer of thanksgiving for the legacy

of Brentwood First, particular condolences were offered for the church members who are mourning his loss. Moderator Williams thanked Ms. Sanders, Ms. Hall, and Rev. Muse for their reflections.

Ms. Sanders concluded her report by noting that the PAC has been tasked by the Presbytery with drafting a policy for receiving non-PC(USA) congregations to the Presbytery of Middle Tennessee. The policy has been drafted and was shared with the other materials for this meeting. It is included in these minutes as well.

**PRESBYTERY OF MIDDLE TENNESSEE
POLICY GOVERNING RECEPTION OF CONGREGATIONS FROM OTHER DENOMINATIONS**

The Presbytery of Middle Tennessee adopts the following policies, procedures, and standards in the event that a congregation requests to enter into relationship with and come under the authority of the Presbyterian Church (U.S.A.) in the district that The Presbytery of Middle Tennessee covers. These policies, procedures, and standards attempt to reflect the same attitude of reconciliation and forbearance that the Gracious Separation Policy strives to maintain and encourage for our own congregations. It is not our objective to ever encourage division or dissatisfaction between a congregation and its denomination.

I. Principles and Overview:

a. Presbytery's Authority

The Presbytery of Middle Tennessee has adopted this reception policy to guide the exercise of its constitutional responsibilities under G-1.02, G-3.0101, G-3.0303, and G-5.0101 on the Constitution of the Presbyterian Church (U.S.A.) commonly called the Book of Order:

G-1.02 The Organizing of a Congregation

A congregation in the Presbyterian Church (U.S.A.) can be organized only by the authority of a presbytery and shall function under the provisions of this Constitution.

G-3.0101 Councils as an Expression of Unity of the Church

Powers not mentioned in this Constitution are reserved to the presbyteries.

G-3.0303 Relations with Sessions

Presbytery has a particular responsibility to coordinate, guide, encourage, support, and resource the work of its congregations for the most effective witness to the broader community. In order to accomplish this responsibility, the presbytery has authority to:

a. develop strategy for the mission of the church in its district;

b. control the location of new congregations and of congregations desiring to move as well as to divide, dismiss, or dissolve congregations in consultation with their members;

c. establish minimum compensation standards;

d. counsel with a session concerning reported difficulties within a congregation, including:

(1.) advising the session as to appropriate actions to be taken to resolve the reported difficulties,

(2.) offering to help as a mediator, and

(3.) acting to correct the difficulties if requested to do so by the session or if the session is unable or unwilling to do so, following the procedural safeguards of the Church Discipline;

e. assume original jurisdiction in any situation in which it determines that a session cannot exercise its authority.

f. consider and act upon requests from congregations for permission to take the actions regarding real property as described in G-4.0206.

G-5.0101 Ecumenicity

The Presbyterian Church (U.S.A.) at all levels seeks to manifest more visibly the unity of the body of Christ and will be open to opportunities for conversation, cooperation, and action with other ecclesiastical groups. It will seek to initiate, maintain, and strengthen relations with other Reformed and Christian entities.

b. Presbytery's Initial Responsibilities:

- i. Strategy.** Identify the strategy for the mission of the church within the boundaries of the Presbytery of Middle Tennessee and evaluate any request by a session, or the governing body of the congregation, to be recognized by the Presbytery as a member congregation in light of that strategy, especially whether the location, membership, and property of the transferring congregation are desirable for the fulfilment of the Presbytery's strategy for mission.

boundaries of the Presbytery of Middle Tennessee and evaluate any request by a session, or the governing body of the congregation, to be recognized by the Presbytery as a member congregation in light of that strategy, especially whether the location, membership, and property of the transferring congregation are desirable for the fulfilment of the Presbytery's strategy for mission.

- ii. Ecumenism. Determine in conversation with the responsible officers of the transferring denomination what are the reasons for disaffiliation and, if every opportunity for reconciliation has been exhausted, whether the transferring council concurs with the request of the transferring session.

II. Eligible Denominations:

The Presbytery shall consider requests by churches for transfer to the PC(USA) from any Reformed denomination, specifically any member of the World Communion of Reformed Churches, to which we may consider transferring a congregation under the Gracious Separation Policy. The Presbytery may also consider the transfer of a church from a denomination covered by the Formula of Agreement for full communion. The Presbytery shall not consider transfer of a congregation from independency.

III. New Church Development:

Special consideration shall be given to any congregation currently located in proximity to an area identified by the Presbytery as desirable for New Church Development.

IV. Responsibilities Delineated:

- a. The Stated Clerk shall be the official correspondent with the sending denomination. The moderator of the Administrative Committee, the Commission on Ministry and the Permanent Administrative Commission for Congregational Change of the shall be notified of the request by a congregation to be received by the Presbytery.
- b. The Administrative Committee shall determine the alignment of the entering congregation with the Presbytery's mission and goals for our region and recommend action regarding the request to the Presbytery of Middle Tennessee.
- c. The Finance Committee shall review the financial statements, obligations, etc. of the entering congregation and determine the fiscal health of the congregation.
- d. The Commission on Ministry shall examine the qualification of all transferring elders and ministers.
- e. The Permanent Administrative Commission for Congregational Change shall help manage terms of dismissal, transfer of title, name, by-laws, policies, incorporation status, refinancing of debt, determine the disposition of the congregation's physical assets, etc.

V. Initiating the Process for Receiving a Congregation:

- a. A session, or the governing body of a congregation, may initiate the process by sending a letter to the stated clerk requesting to be received as a congregation into the Presbytery. The stated clerk shall contact the equivalent officer of the transferring council to determine whether the council is in concurrence with the request and the reasons for the request.
- b. An officer of the transferring council may contact the stated clerk requesting that a congregation be received by the Presbytery.

- VIII. The Administrative Committee:
- a. The Administrative Committee shall make an initial determination as to the advisability and desirability of receiving the congregation based on potential impact to existing congregations and the Presbytery's strategy for mission. With the help of the Permanent Administrative Commission for Congregational Change and the Finance Committee, this shall include an evaluation of the costs and benefits of aiding members of the transferring church to join existing congregations of the Presbytery. If the congregation would cause substantial costs to the Presbytery, such as needing to pay off mortgages, buying property, and underwriting other obligations, that will be adequate reasons to not recommend moving forward in the process. If the initial determination is positive for transfer and recognition of the congregation as a congregation, the Administrative Committee shall request additional determinations by the Commission on Ministry and the Permanent Administrative Commission for Congregational Change. The Administrative Committee shall make a final recommendation to Presbytery as to the request by the congregation for transfer to the Presbytery. (This final recommendation shall include the recommendations of the Commission on Ministry and the Permanent Administrative Commission for Congregational Change.
- IX. Permanent Administrative Commission for Congregational Change (PACCC):
- a. Examine any negotiated terms of dismissal between the congregation and the dismissing council regarding their potential financial (or other) impact on the Presbytery.
 - b. Review and recommend to the Presbytery actions related to the transferring church's name, records, property, liabilities, and debts.
 - c. Determine the value of transferring church property, other assets and resources and communicate those to the Administrative Committee and Finance Committee.
 - d. Review and make recommendations to the Presbytery regarding the transferring congregation's articles of incorporation, bylaws, and policies.
- X. The Commission on Ministry:
- a. The Commission on Ministry shall determine whether there is an existing congregation of our Presbytery within a ten mile radius of the congregation that is requesting transfer and, in conversation with the pastor(s) and session(s) of the affected church(es), shall make a determination as to the significance and likely impact on the life and ministry of the church(es) in the neighborhood.
 - b. The Commission on Ministry, through its Mediation Team, shall lead at least one Town Hall Meeting with the congregation that is requesting transfer. There must be at least one town hall meeting to which the entire church family is invited. The purpose is to provide an opportunity for members of the congregation to engage in dialogue with each other and with representatives of presbytery concerning the desire of members of the congregation to be received by the Presbytery. All recent members of the congregation should be invited to attend and, if feasible, the meeting(s) should precede any congregational vote for transfer by at least 30 days. No formal action may be taken at the informational town hall meeting(s).
 - c. The Commission on Ministry shall determine whether the transferring body is doctrinally consistent with the essentials of Reformed theology, as those are understood by this presbytery, and whether the transferring congregation has been governed by a polity that is consistent in form and structure with that of the Presbyterian Church (U.S.A.).
 - d. The Commission on Ministry shall determine if the transferring body understands and agrees to the financial obligations of membership in the Presbyterian Church (U.S.A.) and the Presbytery including per capita, support of the mission and ministry of the Presbytery, minimum salary requirements, and obligations for the Board of Pension.

- e. The Commission on Ministry shall examine the pastor who is requesting transfer for membership in Presbytery, inquire as to the minister's collegiality in the transferring council, review the appropriateness of the terms of call, and examine and recommend either continuation or dissolution of the existing pastoral relationship.
 - f. The Commission on Ministry shall determine if the incoming pastor and elders should undergo an educational process to understand the Presbyterian Church (U.S.A.) Constitution to ensure that the vows that are taken are done with understanding and comprehension.
- XI. Presbytery Action (upon final recommendation from the Administrative Committee):
- a. Approve the reception of the new congregation when the way be clear.
 - b. Provide for a vote by the congregation and transfer of individual memberships by signature: "We, the undersigned, in response to the grace of God, desire to be **received** as a congregation of the Presbyterian Church (U.S.A.), to be known as _____. We promise and covenant to live together in unity and to work together in ministry as disciples of Jesus Christ, bound to him and to one another as a part of the body of Christ in this place according to the principles of faith, mission, and order of the Presbyterian Church (U.S.A.)"
 - c. Provide for the examination by the Presbytery of members of the congregations governing body who will be transferred in as elders who are active on Session.
 - d. Examine and receive the pastor(s) of the congregation and approve terms of call.
 - e. Provide for a worship service of the Presbytery in the location where the congregation will regularly worship to celebrate the recognition of the new congregation.

**Policy drafted by the PAC of the PMT
01/2026**

REPORT OF THE TEMPORARY STATED CLERK

Moderator Williams again recognized RE Erin Bell of Nashville, Downtown, to give the Stated Clerk's report. She noted with gratitude the warm welcome she has received to the Presbytery.

Ms. Bell shared a few brief announcements with the Presbytery:

1. Annual Statistical Reports are underway. Each Clerk of Session of record with PMT has received information. The portal for statistics entry by clerks closes on February 20; clerks may send data to the Temporary Stated Clerk by February 27 to be entered by her.
2. The Temporary Stated Clerk, along with the Operations Coordinator and the Transitional Executive Presbyter, held a Committee Orientation via Zoom on January 10, 2026. The event was well attended, and all committees have begun their work.
3. Per the Book of Order, councils are mandated to require certificates of completion of boundary training, particularly around sexual misconduct and child sexual abuse prevention, every 36 months from its members, all Certified Christian Educators, all Commissioned Ruling Elders, and all Inquirers and Candidates. Sessions must require boundary training for their active members as well. The presbytery has approved training content by Praesidium Academy. This material is provided to church leadership at no additional cost. The training consists of on-demand video modules that take 15-20 minutes to complete. A certificate of completion is provided at the conclusion of each module. Each Clerk of Session of record with PMT has received registration information.
4. The Temporary Stated Clerk has been working diligently with Jay Wittmeyer of the Lombard Mennonite Peace Center, RE Barbara Halverstadt, and TE Leslie Traylor on the Presbytery's plans to host a 5-day Mediation Workshop. The training is scheduled for March 2nd through 6th. The ideal maximum attendance is 12-15 people. The cost for members of the Presbytery is \$500. Pending availability, registration ends on February 23rd. For more information, email sc@pbymidtn.org.
5. The Presbytery welcomes invitations from member churches interested in hosting meetings in 2027.

Visioning Report Education Team

In the November meeting of the Presbytery, Rev. John Smith amended a motion related to the Visioning Report: "that deliberate and intentional education and discussion opportunities be undertaken throughout the Presbytery, led by a team nominated by our regular process and elected at the February meeting of presbytery and that a vote on the vision report and plan of implementation be taken no later than the August 2026 Stated Meeting." That amendment was seconded and approved. Through no fault of the Nominating Task Force, members of this team have not yet been confirmed. The Clerk moved that this team be elected in the May meeting of the Presbytery. In the meantime, Presbytery leadership will begin a plan to provide educational opportunities related to the visioning report. The motion was approved. The Nominating Task Force is working to fill this slate of volunteers. The Clerk encouraged anyone who is interested in this project to speak with her or Mr. Jordan after the meeting.

Committee Resignations

The Temporary Stated Clerk received the resignation of the Chair of the Committee on Preparation and two members of the Commission on Ministry. The Vice-Moderator and the Chair of the Nominating Task Force have been notified of the leadership vacancies.

Correction to Minutes Review List

First Presbyterian Church, Franklin, was inadvertently omitted from the list of Sessions whose 2024 minutes were reviewed and approved.

Commission to Install the Rev. Joy Warren

The Stated Clerk received the minutes of the Commission to Install the Rev. Joy Warren as pastor of Trinity Presbyterian Church, Nashville. The members of the commission were: The Rev. John Smith, First Presbyterian Church of Dickson, Ellis Grove; The Rev. Stacy Rector, PMT validated minister; Ms. Mickey Stueck, RE, First Presbyterian Church of Lebanon; Ms. Jackie Elbert, RE, Trinity Presbyterian Church; and The Rev. Taylor Young, First Presbyterian Church of Gallatin.

Condolences & Bereavement

The Stated Clerk was informed of the passing of Kathy Long, Clerk of Session at First Presbyterian Church, McMinnville. Condolences are also extended to the family of Ray Ratliff, former Music Director and Pianist at Brentwood First Presbyterian Church.

Synod Annual Meeting

The annual meeting of the Synod of Living Waters was postponed from January 26th due to the impact of winter storm Fern. A new date has not yet been announced.

The Clerk closed her report by reiterating her appreciation for the support she has received in preparing for this meeting.

REPORT OF THE TRANSITIONAL EXECUTIVE PRESBYTER

The Moderator recognized Rev. Sherard Edington, Transitional Executive Presbyter to give his report to the Presbytery. As with the Stated Clerk, he expressed appreciation to the members for their kind reception. He highlighted the strengths of the Presbytery of Middle Tennessee and shared several examples of good news of God's work within our communities.

Disaster Assistance

Rev. Edington has been receiving information from organizations offering support to churches and individuals who suffered damages or unexpected costs due to the Winter Storm Fern that struck Middle Tennessee in late January. He is compiling those resources and will send out a newsletter with the information and links of note to share with the members of the Presbytery. Those who are in need of particular assistance are asked to notify Gregory Taylor, Operations Manager for the Presbytery, so the Presbytery can track support claims.

JOYS AND CONCERNS

Rev. Edington then asking attendees to share their joys and concerns with one another. Highlights included successful Advent/Christmas services and activities. The Downtown Presbyterian Church in Nashville held their 101st Waffle Shop. Rev. David Paduil invited everyone to attend a mortgage-burning celebration at the Sudanese Church in Gallatin on April 4th. Diane Thurston, Moderator of Presbyterian Women, noted they will have a spring gathering on April 18th. Concerns were noted for those who have passed away since the most recent Presbytery meeting. Expressions of care/concern were offered for those in churches that are dissolving and merging as they lean into a new season of faith. Prayers were requested for those who were or still are impacted by Winter Storm Fern. Rev. Edington led the body in prayer.

ANNOUNCEMENTS

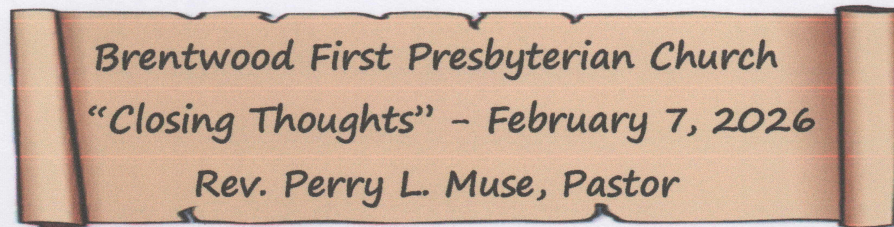
The moderator next called RE Dave Nock of Nashville, Priest Lake, forward to share a brief announcement about Human Trafficking Prevention Month. Resources from the DHS's Center for Faith were included with the materials for the meeting. Mr. Nock also expressed an interest in collaborating on church safety and crisis plans. Interested individuals are encouraged to speak with Mr. Nock.

Barbara Halverstadt, RE at Nashville, Emmanuel, and Chair of the COM Mediation Team provided information about a week-long mediation training that the Presbytery will host in May. Information is available on the website, which registration opening soon.

ADJOURNMENT

There being no other items on the agenda, Moderator Williams announced that the 164rd Stated Meeting of the Presbytery will take place on Saturday May 2nd at First Presbyterian Church, Cookeville. He then asked for a motion to adjourn which was seconded and approved. After a closing prayer, the meeting adjourned the meeting at 2:36 p.m.

Erin Bell
Temporary Stated Clerk



Brentwood First Presbyterian Church has been a witness to God's enduring and steadfast love since 1979. Through these 46+ years, the church has also persevered ups and downs, like many churches filled with God's people. I am thankful to have served as their pastor for the last 14+ years.

The Presbytery of Peten in Guatemala, Mission of the Good Shepherd in Belize, Mission work of Dr Selena Headley in South Africa, Jacaranda Mission in Nairobi Kenya, Monroe Harding Children's Home in Nashville, Nueva Vida Congregation in Nashville, partnered with East Brentwood to provide school supplies & backpacks for children, AA Ladies Groups, GraceWorks in Franklin, Greenhouse Ministries in Murfreesboro, Soccer Camp, The University of Georgia Rowing Club, piano recitals, and Girl Scouts:

These are some of the missions we have supported. B1st knows that we are a part of something larger than our small congregation. We are a part of something much bigger, the Kingdom of God. We have understood that our task is not to be the biggest. Certainly, there are plenty of congregations who do that very well. The mission of B1st is simply to be faithful to God's call and spread the Good News of Jesus Christ.

In worship, our praise bands involved a variety of youth, led by David Toledo and Kent Burnside. Karen Puterbaugh directed our choir and at the heart of our music was our pianist, Ray Ratliff. Karen and Ray were "musical soul mates". When Karen would play violin, keyboard, Celtic flute, or any other instrument, she and Ray could simply glance at each other and know where the music would take them. Their gifts of music added a "spiritual and holy" dimension to our worship.

At the beginning of CoVid, B1st began streaming our worship on social media, specifically Face Book. As our viewership grew, we realized that viewers were from over 20 states and 3 countries. In an average week, we would reach about 150-175, with Holy Days peaking well above 200. Our worship and praise were enhanced through special events like visits from a Messianic Dance team and our annual Seder Meal. The fourth Sunday of each month was meaningful as we celebrated Lord's Supper. The Sacrament of Holy Communion was especially significant in services during Holy Week and Christmas Eve.

Our vision of God's Kingdom was enlarged when God brought us different groups to shared our facilities: The United Church of God, St Mark's Reformed Church, Redeeming Grace Church (nondenominational), and St Barbara Coptic Church. While scheduling Holy Days could be a challenge with the Gregorian Western, Eastern, and Hebrew Calendars, it was a joy to see a broader spectrum of the Body of Christ.

Brentwood First was a place of nurturing and spiritual growth. In Sunday School a variety of Biblical and theological topics were discussed, as we studied the writings from theologians such as C.S. Lewis, A.J. Levine, N.T. Wright. Bible study and Church history were also an important part of our sharing. B1st experienced spiritual growth as we learned from the Holy Spirit that dwells in each of us.

The B1st family always looked forward to our second Sunday potluck meal. Whether there were 10 or 20, or more, there was always plenty of good food to share. More importantly, though, it was the fellowship that brought us together. It was not uncommon for our fellowship to extend as much as an hour after we had finished eating. During this time our devotion and love for each other was deepened. We simply had fun in sharing and experienced joy in God's gift of fellowship.

Attached, you will find the agenda for the November 23, 2025, congregational meeting, when it was decided to close the church. Let it be noted that the vote was unanimous. The people of Brentwood First Presbyterian church sought discernment through the Holy Spirit and understood the wisdom in ceasing as a formal congregation. We felt like it was God's will that we close this chapter in our journey.

Tragically, on January 13th, when the home of Ray and Dorothy Ratliff was burned, we also lost Ray when he died of smoke inhalation. The B1st family has rallied to support Dorothy as she rebuilds her life and grieve the death of Ray. We are all grieving with Dorothy and finding ways to be her family. A "Go Fund Me" account has been established and we welcome anyone in the PMT to join in support Dorothy; in honor of over 20 years that Ray served the Church. A "Go Fund Me" has been set up:


<https://www.gofundme.com/f/help-dorothy-rebiuld-her-life-and-home>

[Fundraiser by JD Pritchett : Help Dorothy Rebuild Her Life and Home](#)

The B1st church family has not stopped being the Church. We continue our relationships in different ways. May God bless the Presbytery of Middle Tennessee and God's family of B1st. May we continue to embody "The Church Jesus left to us."

May the Peace of Christ be with you all,

Rev. Perry L. Muse, Pastor
Brentwood First Presbyterian Church
Respectfully submitted to the Presbytery of Middle Tennessee
February 7, 2026



Brentwood Presbyterian Church
Congregation Meeting

2025 November 23

Quorum & recognition of guests

Purpose of Called Meeting

- **Background & Summary:** Over the last 2 to 3 years, B1st has experienced several significant losses. New people have become a part of our church family and left. Some long-term members in positions of leadership have left. We have experienced the deaths of key people, including once active elders. Most recently, the B1st congregation has experienced loss in the deaths of Bill Kan and Stella McDonald as well as other personal factors of the members. These cumulative events have brought into question the continued viability of B1st.
- On November 7 & 8, 2025, The Session explored the options and came to one conclusion: For several reasons the sustainability of ministry at Brentwood First Presbyterian Church is not realistic.
- The Session discussed scheduling a special worship service for B1st on December 28th, 2025. This service will include a celebration of the 46-year ministry of B1st.
- Proper procedures according to the PCUSA Book of Order were followed by announcing the meeting during worship for 2 weeks in advance. Phone calls were also made to members who were not present.

[Loss: Dave & Sandra Gerber, David & Pam Robbins, Jaime Woodard, Jennifer Matthews]

[Deaths: Ed Whitaker, Joyce Keistler, Bill Kan, Stella McDonald]

On Motion, the Brentwood First Presbyterian Church of The Presbytery of Middle Tennessee (PCUSA) will hold its final worship service on December 28, 2025. The Pastor, Perry L. Muse, will continue appropriate pastoral duties until the Presbytery of Middle TN officially dissolves the pastoral relationship. In accordance with the Book of Order, the Session will work with the Presbytery of Middle TN to provide the smoothest possible transition/transfer of member care, business and/or assets and property to the Presbytery of Middle TN.

Closing Prayer

Adjournment

A Brief History of Hopewell Presbyterian Church

April 1, 1816 – April 19, 2026

Teresa Davenport, Ruling Elder, Hopewell Presbyterian Church

- **April 1, 1816** Hopewell Presbyterian Church was organized just outside the community of Milton, Tennessee. Members in communion were 28, 6 elected and installed elders. Rev. Jesse Alexander was supply for 1 year and ordained as pastor on April 7, 1817
- **1830's** Hopewell and Stones River would hold Camp Meetings in an area between the two churches called McKnight's campground. Hundreds would attend these meetings with several visiting Presbyterian ministers.
- **1893** Hopewell owned a store in the village of Milton believed to have been given by W.B. White
- **1840** Hopewell bought four acres of land closer to Milton for \$60. A frame building was built with a masonic hall overhead.
- **May 6, 1923** A committee was appointed to investigate the purchasing of a lot in the village of Milton and eventually move the church to this location. This piece of property belonged to Cumberland Presbyterian Church whose church burned in 1917 and never rebuilt.
- **July 4, 1937** A congressional meeting was held to decide on moving the church to property bought from CPC. It was voted to move the church's location and to sell the land and manse for \$750.
- **Oct 3, 1937** Members were chosen to dismantle second church and begin building new one in Milton.
- **March 25, 1954** Hopewell's property consisting of a store house and lot located in Milton was sold for \$1,000.
- **May 1954** Upgrades made to the church were finished. They came to a total of \$1,200. Also new pews were installed for the total of \$1,887
- **2000 to present** Several upgrades were made as in installing a bathroom, replacement windows, new wiring, new HVAC system, paving of the parking lot, metal railing installed, and the proudest was the fellowship hall addition.
- **April 25, 2010** Dedication of new fellowship hall
- **2015** The process of unyoking with Cripple Creek has been completed. The Woodbury Church and Stones River had previously disbanded, but I don't have those dates.
- **April 19, 2026** Last service by Pastor Dennis Buckley of Northminster Presbyterian Church, Murfreesboro, Tennessee

TRINITY PRESBYTERIAN CHURCH

THE INSTALLATION OF REV. JOY WARREN

3:00 p.m.

November 23, 2025



Artwork by Megan Rutherford

TRINITY PRESBYTERIAN CHURCH

3201 Hillsboro Pike
Nashville, Tennessee 37215
615-297-6513

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YouTube Channel: @TrinityPresbyterianChurch-o8g

SESSION

Sara J. (Sally) Hughes - Co-Pastor/Moderator
Joy Warren - Co-Pastor/Co-Moderator

Class of 2024: Betsy Bond, Roger Cunningham, Jackie Elbert
Class of 2025: Joe Brady, Jay Norman
Class of 2026: Doug Betty, Gail Crider, Paul Ladd

Clerk of session for 2025: Vira Baker

STAFF

Sara J. (Sally) Hughes
Co-Pastor
sally.hughes@trinitypresnashville.org
615-594-5765 cell

Joy Warren
Co-Pastor
pastorjoy@trinitypresnashville.org
615-828-0407

Will Berger
Minister of Music
will_berger@bellsouth.net
615-828-3108

Roe Guerrero
Office Manager
office@trinitypresnashville.org
615-297-6513
Ben Tioaquen
Facilities Manager



Scan the QR Code to visit Trinity Presbyterian Church's Vanco Online Giving Portal, where you can make a financial contribution from your smartphone! We're grateful for your support!

WELCOME

* Please sign the attendance book found in each pew.

PRELUDE "TAKE, O, TAKE ME AS I AM" CHANCEL CHOIR

CALL TO WORSHIP

Leader: You are the light of the world. A town built on a hill cannot be hidden.
People: We are here to be light, bringing out the God-colors in the world.
Leader: God is not a secret to be kept.
People: We're going public with this, as public as a city on a hill.
Leader: If God made us light-bearers, God will not hide us under a bucket!
People: We are on a hilltop and will shine! We will open our house and be generous with our lives!

*HYMN NO. 315 "IN THE MIDST OF NEW DIMENSIONS"

CALL TO CONFESSION

PRAYER OF CONFESSION (IN UNISON)

Eternal and merciful God, you have loved us with a love beyond our understanding, and you have set us on paths of righteousness for your name's sake; Yet, we have strayed from your way; we have sinned against you in thought, word, and deed, through what we have done and what we have left undone, and we have wandered from your pathway. As we remember the cleansing water of baptism, O God, we praise you and give you thanks that you forgive us yet again. Grant us now, we pray, the grace to die daily to sin, and to rise daily to new life in Christ, who lives and reigns with you, and in whose strong name we pray. Amen.

ASSURANCE OF PARDON

SPECIAL MUSIC "THE LORD'S PRAYER" REV. CHRIS WARREN

SCRIPTURE READING LUKE 23: 32-44

SERMON REV. STACY RECTOR

INVITATION TO OFFERING FOR CENTSABILITY REV. ZACH SASSER

OFFERTORY HYMN NO. 710 "WE LIFT OUR VOICES (WE ARE AN OFFERING)"

OFFERTORY PRAYER

INSTALLATION OF REV. JOY WARREN

COMMISSION TO INSTALL
Rev. Stacy Rector, Teaching Elder, Tennesseans for Alternatives to the Death Penalty
Rev. John Smith, Teaching Elder, First Presbyterian Church of Dickson & Ellis Grove
Jackie Elbert, Ruling Elder, Trinity Presbyterian Church
Mickey Stueck, Ruling Elder, First Presbyterian Church of Lebanon
Rev. Taylor Young, Teaching Elder, First Presbyterian Church of Gallatin

*HYMN NO. 698 "TAKE, O, TAKE ME AS I AM"

* Congregation joins on third and fourth repeat

*BLESSING AND BENEDICTION
POSTLUDE "WHOSOEVER WILL MAY COME"

Thank you to the members of the Commission to Install from the Presbytery of Middle Tennessee and to the following guests of the Commission and Trinity Presbyterian Church:
Rev. Sherard Edington, Teaching Elder, Interim Executive Presbyter of The Presbytery of Middle Tennessee
Rev. Zach Sasser, Teaching Elder, Downtown Presbyterian Church, Liaison with Commission on the Ministry
Rev. Will Berger, Teaching Elder, Music Minister of Trinity Presbyterian Church
Trinity Presbyterian Church Choir
Rev. Chris Warren, Pastor of First Cumberland Presbyterian Church of Murfreesboro

*The flowers in the sanctuary are in honor of the Rev. Joy Warren, Trinity's co-pastor

Minutes from the Installation Commission for Rev. Joy Warren:

MINUTES
Installation Commission for Rev. Joy Warren
Trinity Presbyterian Church
Nashville, Tennessee

Sunday, November 23, 2025 at 3:00 P.M.

The Installation Commission appointed by the Presbytery of Middle Tennessee to install the Teaching Elder Rev. Joy Warren as Pastor met at the Trinity Presbyterian Church of Nashville, Tennessee, on Nov 23, 2025 at Trinity Presbyterian Church at 3:00 P.M. Members present were:

Teaching Elders

The Rev. John Smith, Pastor of First Presbyterian Church of Dickson, TN
The Rev. Stacy Rector, Pastor of Tennesseans for Alternatives to the Death Penalty
The Rev. Taylor Young, Pastor of First Presbyterian Church of Gallatin

Ruling Elders

Jackie Elbert, Trinity Presbyterian Church of Nashville, TN
Mickey Stueck, First Presbyterian Church of Lebanon

Invitation to sit with the Commission:

Rev. Sherard Edington, First Presbyterian Church of Lebanon
Rev. Will Berger, Trinity Presbyterian Church of Nashville
Rev. Zach Sasser, Downtown Presbyterian Church of Nashville
Rev. Chris Warren, First Cumberland Presbyterian Church of Murfreesboro

The Commission was called to order by the Chair of the Commission Rev. John Smith and Rev. Taylor Young 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. Joy Warren by the Chair and they were answered in the affirmative. The Constitutional Questions were propounded to the Congregation by Ruling Elder Jackie Elbert and answered in the affirmative by the Congregation. A prayer was offered by Mickie Stueck.

Rev. Joy Warren was duly installed as Co-Pastor of Trinity Presbyterian Church, Nashville, TN.

A Charge was delivered to the Co – Pastor by Rev. John Smith and Rev. Taylor Young charged the congregation. The Service was closed with the Benediction pronounced by Rev. Hughes and Rev. Warren. The Commission was adjourned at the benediction of the worship service.

Respectfully submitted:

Rev. Taylor Young, Clerk of the Commission

**Presbytery of Middle Tennessee
Committee Membership 2026-2028**

Administration Committee		
Class of 2026	Class of 2027	Class of 2028
Donovan Drake (TE) Nashville, Westminster	*Betsy Bond (RE) Nashville, Trinity	*Leonard Jordan (CRE) Nashville, St. Andrews
	*Mark Bryan, (TE) Nashville, Glen Leven	*Kathy Corlew (RE) Murfreesboro, First
		Suzanne McLemore (RE) Westminster, Nashville Moderator-in-Nomination

Trustees of the Presbytery of Middle Tennessee		
Trustees serve as members of both Admin. and Finance Committees by virtue of office.		
Presbytery Moderator (President)	Presbytery Vice-Moderator (Chair of Admin.)	Presbytery Treasurer (Chair of Finance)
Chris Williams (RE) Pulaski, First	Erin Howton-Angel (TE) Allardt, First	Bruce McVey (TE) Fayetteville, First

Finance Committee		
Class of 2026	Class of 2027	Class of 2028
*Anders Hall (RE) Nashville, Westminster	*Hal Sauer First, Nashville	George Crawford (RE) Nashville, Westminster
(VACANT TE)	*Jim Moran First, Tullahoma	Greg Glover, TE Clarksville, First

Committee on Church Transformation		
Class of 2026	Class of 2027	Class of 2028
* John Hilley (TE) Brentwood, East Brentwood	*Keith Gunter (TE) Hendersonville, New Creation	Jane Herring (TE) Nashville, Emmanuel
Lori Sain Smith (RE) Shelbyville, First	Kim Luther (RE) Allardt, Allardt	

Committee on Leadership Excellence		
Class of 2026	Class of 2027	Class of 2028
Denise Moran (RE) Tullahoma, First	Sara Hill (TE) Nashville, First -Validated	
Dave Nock (RE) Nashville, Priest Lake		

Commission on Ministry		
Class of 2026	Class of 2027	Class of 2028
Carrie Fraser (TE) Member-at-large	Brett Withers (RE) Nashville, Woodland	Beth McCaw (TE) Nashville, Southminster Co-chair of Pastoral Care
*Sally Hughes (TE) Retired Chair of Examinations	*Bill Patterson (RE) Murfreesboro, First	Rhonda Banasiak (CRE) Clarksville, First Co-chair of Pastoral Care
*Amy Stoker (TE) First, Pulaski Co-chair of COM	Zach Sasser (TE) Nashville, Downtown	*Todd Jones (TE) Retired
David Sadler (CRE) Nashville, Priest Lake Chair of Review	Cade Arnold, (RE) Cookeville, First	*Mickey Stueck (RE) Lebanon, First Co-chair of COM
Susan Carey (RE) Westminster, Nashville Chair of Transitions	Steve Thomas (TE) Retired	Barbara Halverstadt (RE) Nashville, Emmanuel Chair of Mediation
VACANT (TE)	VACANT (RE)	Geeta McMillan (RE) Sparta, Blue Spring

Committee on Mutual Support		
Class of 2026	Class of 2027	Class of 2028
* Bobby Harding (TE) Murfreesboro, First	Samara Zavarro (RE) Nashville, Downtown	*Will Wellman (TE) Nashville, Westminster - Validated
Claire Harris-Kramer (TE) NCCC - Validated		*Spencer Truett (RE) Dickson, First
		Charles Jordan (RE) Nashville, St. Andrews

Committee on Social Justice		
Class of 2026	Class of 2027	Class of 2028
*Andrea Elkins Murfreesboro, First	*Henry Deaderick (RE) Nashville, St. Andrews	Greta McClain (RE) Nashville, Southminster
*Claire Berry, TE Historic Franklin	*Adam Devries, TE Nashville, Westminster - Validated	

Permanent Administrative Commission		
Class of 2026	Class of 2027	Class of 2028
Debbie Fraley (RE) First, Fayetteville	John Hinkle (TE) First, Murfreesboro	Melinda Sanders (RE) Nashville, Woodland
Greg Glover (TE) First Clarksville	George Crawford (RE) Westminster, Nashville	Allen Kennedy (RE) Nashville, First

Committee on Preparation for Ministry		
Class of 2026	Class of 2027	Class of 2028
*James Peeler (RE) Brentwood, Harpeth	Marilee Meschefske (RE) Columbia, Westminster	*Stephanie Boaz, TE Nashville, Westminster
Debra Gentry (RE) Nashville, Downtown	CJ Thompson (TE) Manchester, First	*Judy Tygard (RE) Nashville, Bellevue
VACANT (TE or RE)	Rosanna Anderson (TE) Fisher Island Union Chapel, NY- Validated	Sandra Randleman (TE) Nashville, First

Ordination Exam Readers			
Class of 2026	Class of 2027	Class of 2028	Alternates:
PK Kim (TE) Nashville, Korean	Gloria Dale (RE) Columbia, First		Sally Hughes (TE) Retired
	Annesse Ashton (RE) Nashville, St. Andrews		Joyce Harris (RE) Nashville, St. Andrews
	Greg Glover (TE) Clarksville, First		
	Guy Griffith (TE) Nashville, Westminster		

Permanent Judicial Commission		
Class of 2026	Class of 2028	Class of 2030
Michael Bradley (TE) Retired	Bill Russell (RE) First, Spring Hill	John Smith (TE) Dickson, First Waverly, Ellis Grove
James Hudnut-Beumler (TE) Retired	Walt Tennyson (TE) Alive Hospice - Validated	Keith Dennen, RE Hendersonville, New Creation
J.B. Smith, RE First, Pulaski	Terry Denton (RE) Nashville, Emmanuel	Ryan Moore (TE) Nashville, First

Presbytery of Middle Tennessee Commissioners 2026

General Assembly Commissioners - 2026			
Spencer Truett (RE) Dickson, First	Bruce McVey (TE) Fayetteville, First	Jim Moran (TE) Tulahoma, First	Alternate: Leslie Traylor (TE) Hermitage, Hermitage
Betsy Bond (RE) Nashville, Trinity	Mickey Stueck (RE) Lebanon, First	Mary Sellers Shaw (TE) UKIRK - Validated	

Synod of Living Waters Commissioners - 2026			
* Donovan Drake (TE) Nashville, Westminster	Vickie Harwell (RE) Pulaski, First	Gary Kelly (TE) HR	Anne Keener (CRE) Franklin, First

revised 2/8/2026

Attachment A

February 7, 2026 Stated Meeting Roll

Teaching Elders

<u>P</u> Adams, Chris	<u>E</u> Gilliss, Martha Schull	<u>P</u> Kneff, Sarah Bird	<u>P</u> Rogers-Vaughn, Annette
<u>E</u> Anderson, David	<u>P</u> Glover, Gregory	<u>E</u> Knight, Carolyn	<u>E</u> Rouquie, Richard
<u>E</u> Anderson, Rosanna	<u>E</u> Glover, Leslie	<u>P</u> Larson, John	<u>E</u> Salyer, Carson
<u>P</u> Angel, Erin Howton	<u>P</u> Graham, M. Evelyn	<u>E</u> Leftwich, Phil	<u>P</u> Salyer, Janet
<u>P</u> Angel, Jonathan	<u>P</u> Griffith, Guy D.	<u>E</u> Lipsey, McCurdy	<u>P</u> Sasser, Zach
<u>E</u> Arnold, Judith	<u>P</u> Gung, Justin	<u>E</u> Loscuito, Jason	<u>E</u> Sawyer, David
<u>E</u> Bagley, Tom	<u>E</u> Gunter, Keith	<u>E</u> Logan, Gail	<u>E</u> Schultz, Harris
<u>P</u> Bellis, Eddie	<u>P</u> Hamman, Jaco	<u>E</u> Magee, Michael J.	<u>E</u> Schwartz, Cindy
<u>P</u> Berger, Will	<u>P</u> Hammond, Mallory	<u>E</u> Mayes, Jim	<u>P</u> Shaw, Mary Sellers
<u>E</u> Berry, Claire	<u>E</u> Handlson, Pat	<u>P</u> McCaw, Beth	<u>E</u> Skelly, John J., III
<u>E</u> Bradley, Michael	<u>E</u> Hanson Boaz, Stephanie	<u>E</u> McClure, Annie	<u>E</u> Smith, Jimmy D.
<u>E</u> Bray, Linda	<u>P</u> Harding, Bobby	<u>E</u> McCormack, Robert E.	<u>P</u> Smith, John A.
<u>P</u> Bryan, Mark S.	<u>E</u> Harrell, James E.	<u>E</u> McCullough, John	<u>P</u> Smith, Shane
<u>E</u> Burgener, John "Bo"	<u>E</u> Harris Kramer, Claire	<u>E</u> McKinsey Sisk, Sally A.	<u>E</u> Soderquist, Ann
<u>E</u> Caldwell, Elizabeth	<u>E</u> Hermann, Lisa C.	<u>P</u> McLaughlin, Michael D.	<u>P</u> Stoker, Amy B.
<u>E</u> Canon, Amelia	<u>E</u> Herring, Jane	<u>E</u> McVey, Bruce	<u>E</u> Taber, Chuck
<u>E</u> Carrell, Len	<u>P</u> Higgins, Ashley	<u>E</u> Moffatt, III, Charles L.	<u>E</u> Tate, Carol
<u>E</u> Casner, Paul	<u>E</u> Hill, Austin	<u>P</u> Montgomery, Robert	<u>E</u> Tennyson, Walt
<u>E</u> Catoe, Lee	<u>E</u> Hill, Ellen	<u>E</u> Moore, Ryan	<u>P</u> Thomas, C. S. (Steve) III
<u>E</u> Cejka, III, Joseph	<u>P</u> Hill, Sara	<u>P</u> Moran, James A.	<u>E</u> Thomas, Ray
<u>E</u> Cheetham, John T.	<u>P</u> Hilley, John R.	<u>P</u> Muse, Perry	<u>E</u> Thompson, C.J.
<u>E</u> Chuquimia, Teddy	<u>P</u> Hinkle, Jr., John	<u>P</u> Musgrave, John	<u>E</u> Thompson, Marjorie
<u>E</u> Coates, Coleman Lewis	<u>E</u> Hodgson, Peter	<u>E</u> Nalick, Steve	<u>E</u> Todd, John
<u>E</u> Cox, Meredith	<u>E</u> Hoechst, Jeanne	<u>E</u> Nally, Sara	<u>P</u> Traylor, Leslie
<u>E</u> Crawford, John	<u>P</u> Hudnut-Beumler, Heidi	<u>E</u> Neil, Richard	<u>E</u> Tuck, Janet
<u>E</u> Danner, Charles	<u>P</u> Hudnut-Beumler, James	<u>E</u> Newsom, Ernest B.	<u>E</u> Tyndall, Thomas B.
<u>E</u> Davis, Michael	<u>P</u> Hughes, Sally	<u>E</u> Nichols, James A.	<u>E</u> Vasquez-Paredes, Gustavo
<u>E</u> DeVries, Adam	<u>P</u> Huie, Scott	<u>E</u> Nyhuis, Jule	<u>P</u> Veazey, Courtney
<u>E</u> DeVries, Mark	<u>E</u> Hunter, Jeannie	<u>E</u> Paddon, Richard	<u>E</u> Venable, III, Sid
<u>P</u> Drake, Donovan	<u>E</u> Johnson, Charles N.	<u>E</u> Page, Fred	<u>E</u> Wallace, Morgan
<u>E</u> Durnell, Warner R.	<u>E</u> Jones, Todd B.	<u>P</u> Park, Inhye	<u>P</u> Warren, Joy
<u>E</u> Early, Kim Maphis	<u>P</u> Kane, Jeff	<u>E</u> Paterik, Roy	<u>P</u> Weingartner, Robert J.
<u>E</u> Early, Robert	<u>E</u> Kang, Se Bong	<u>E</u> Patton, Tom	<u>E</u> Wellman, Will
<u>P</u> Edington, Sherard	<u>E</u> Kang, Shin	<u>E</u> Pentecost, Mike	<u>E</u> White, Jack
<u>E</u> Eisenmenger, David	<u>E</u> Kaufman, John E.	<u>E</u> Picard, John Paul	<u>E</u> White, Linda
<u>E</u> Fraser, Carrie	<u>E</u> Kelly, Gary	<u>E</u> Ramirez-Jimenez, Lilia	<u>E</u> Wilson, Amos L.
<u>E</u> Gasser, Anna D.	<u>E</u> Kidd, David	<u>E</u> Randleman, Sandra	<u>P</u> Woolsey, Patrick
<u>E</u> Gay, Andy	<u>P</u> Kim, Eun Joo	<u>E</u> Rector, Stacy	<u>E</u> Yang, Sunggu
<u>E</u> Gerber, David	<u>P</u> Kim, Il Sun	<u>E</u> Ritchie, Jeff	<u>E</u> Young, Taylor
<u>E</u> Gilliam, Elizabeth	<u>E</u> Klein, Candice	<u>E</u> Ritchie, Megan	<u>E</u> Zeigler, Richard

P - Present
 E - Excused
 A - Absent
 I - Inactive

Ruling Elder Commissioners

<u>Church</u>	<u>Represented By</u>
Alexandria, Liberty Hill	1.
Allardt, First	1.
Alpine, Christ	1.
Ardmore, Bethany	1.
Belfast, Belfast	1.
Bethpage, Oak Grove	1.
Brentwood, East	1. Lavona Russell
	2.
	3.
Brentwood First	1.
Brentwood, Harpeth	1.
	2.
	3.
Buffalo Valley	1. DeeDee Lopes
Clarksville, First	1. Mary Johnson
	2. Phil Kemmerly
	3. Doug Young
	4.
Clarksville, Macedonia	1.
Columbia, First	1. Jean Mac Ball
	2. Jenny Sloan
	3. Carey Powers
	4.
Columbia, Westminster	1. Joshua Hardison
Cookeville, Double Springs	1.
Cookeville, First	1. Cade Arnold
	2. Donna Simpsom
	3.
Cookeville, Post Oak	1.
Cowan, Fellowship	1.
Crossville, Calvary	1.
Dickson, First	1. Martha Gerdeman
	2. Sarah Fennell
	3. Spencer Truett
Dickson, Pond	1.
Fairfield Glade, Westminster	1.
Fayetteville, First	1. Elaine McGarry
	2. Claire Wells
	3.
Franklin, First	1. Phillip Otts
	2. Martha Johnson
	3. Starr Nolan
	4. Greg Bennorth
Franklin, Historic	1. Lynne Welch
	2. Paul D. Trapeni
	3.
Gallatin, First	1. Therese Ball
Gallatin, Sudanese	1. Tut Lam
	2.
Hendersonville, First	1.
	2.
	3.
Hendersonville, New Creation	1. Keith Dennen
	2.

Church

<u>Church</u>	<u>Represented By</u>
Hendersonville, New Creation	3.
	4.
Hermitage, Hermitage	1. Nancy Abbott
Lawrenceburg, First	1. Jim Havard
Lebanon, First	1. Margaret Ann Trail
	2. Rachel Low
	3.
Lebanon, Spring Creek	1.
Lewisburg, Bethberei	1.
Lewisburg, First	1.
	2.
	3.
Lynnville, First	1.
Manchester, First	1.
McMinnville, First	1.
Milton, Hopewell	1.
Mt. Pleasant, First	1.
Murfreesboro, First	1. Rogers Harrison
	2. Patsy Coleman
	3. Steve Elkins
	4.
Murfreesboro, Northminster	1. Larry McElroy
Nashville, Bellevue	1.
	2.
	3.
Nashville, Donelson	1.
	2.
	3.
Nashville, Downtown	1. Dennis Shepard
Nashville, Eastminster	1.
	2.
Nashville, Emmanuel	1. Barbara Halverstadt
Nashville, First	1. Deeann Stone
	2. Cathryn Rolfe
	3. Bob Rolfe
	4. Rick (illegible)
	5. Kerri Gay
Nashville, Glen Leven	1. Maxine Rowe
	2. Emily Townes
	3. Ronnie Townes
Nashville, Glencliff	1. Betty Currey
Nashville, Hillsboro	1.
	2.
	3.
	4.
Nashville, Hillwood	1. Bob Cooper
Nashville, Korean	1. Hyu Shin
	2. TJ JU
	3.
	4.
Nashville, Priest Lake	1.
Nashville, Second	1. Suzanne Boone
	2.
	3.
	4.

