

1 The motion was made, seconded, and unanimously approved to receive Rev. Thomas as a
2 minister member of the Presbytery of Middle Tennessee. Rev. Yates stated the call and related matters
3 would be handled during the report of the Executive Presbyter Search Committee.

4 Rev. Huizenga and Rev. Thomas returned to the sanctuary, and the Moderator reported the
5 Presbytery's decision.

6 **REPORT OF THE ADMINISTRATIVE COMMITTEE**

7 Ruling Elder Theresa Denton, Vice-Moderator and chair of the Administrative Committee,
8 presented the committee's report

9 Amendment to the Mission and Operations Manual

10 At the request of the Executive Presbyter Search Committee, the Administrative Committee
11 recommended the following amendment to the *Mission and Operations Manual*, page 3, line 34, as
12 follows (language to be added is underlined):

13 "The Stated Clerk of presbytery is also authorized to enroll as member of Presbytery (G-3.0301),
14 any ruling elders serving as presbytery's Executive Presbyter, Moderator, Vice-Moderator,
15 Moderator-in-Nomination, chairs of committees, members of the Administrative Committee,
16 members of the Finance Committee, and the Moderator of Presbyterian Women."

17 There were no questions or discussion, and this amendment was approved by two-thirds vote.

18 **EXECUTIVE PRESBYTER SEARCH COMMITTEE REPORT**

19 The Rev. Dr. Sally Hughes, chair of the Executive Presbyter Search Committee, recognized the
20 members of the search committee: Ruling Elder Steve Douse (First, Nashville); The Rev. Dr. Donovan
21 Drake (Westminster Nashville); Ruling Elder Ed Lancaster (First, Columbia); and Ruling Elder Melinda
22 Sanders (Woodland Nashville).

23 Dr. Hughes reported the search committee had extended a call to The Rev. Raymond Thomas
24 and Ruling Elder Robin Thomas to serve as co-executive presbyters. The committee shared "Ten Things
25 We Like About Ray and Robin." Dr. Hughes reported there were three common themes as the search
26 committee considered this call: (1) there were no weaknesses in these candidates; (2) both were great
27 individually, and even greater together – one sees the forest, and one sees the trees; and (2) Ray and
28 Robin would be greatly missed – their presbytery wondered why they didn't think of this!

29 Dr. Hughes, on behalf of the search committee, moved that presbytery call co-executive
30 presbyters. Dr. Hughes stressed the three key areas in which the presbytery served its churches and
31 minister members: fostering connections of mutual support; leadership development; and church
32 transformation. There was no discussion, and this was approved.

33 Dr. Hughes spoke of the terms of call. On the understanding that the work week for a full time
34 executive presbyter would normally exceed 50 hours, each co-executive presbyter position will be three-
35 quarters time, or approximately 40 hours per week. This will include, on most Sundays, visiting churches
36 for worship and spending time getting to know the ministers and members of the congregation. The call
37 will begin on April 22, 2019. Dr. Hughes moved approval of the terms of call as follows: \$68,000 each in
38 salary / housing annually; \$2,000 each in 403(b) retirement payments annually; up to \$10,000 total for
39 moving expenses; medical coverage for Raymond Thomas (currently \$18,800 annually); pension /
40 disability contributions (currently \$9,024 for Raymond and \$9,600 for Robin); annual FICA payments
41 (currently \$11,169 combined); professional expenses of \$5,000 each; four weeks of vacation and two
42 weeks of continuing education each.

43 The search committee members responded to questions about the search process, the
44 workload, and the sustainability of the financial package. A concern was expressed that the Presbytery
45 did not have an opportunity to hear from Robin Thomas. The motion was made, seconded, and
46 approved without objection to ask Robin Thomas to come into the meeting, share her faith journey, and
47 respond to questions.

1 Robin Thomas joined the meeting, and spoke of her work with the Synod of the Southwest. She
2 stated she began work with the synod in 2004, and felt called to be here to work with the Presbytery,
3 with God's help.

4 There were additional questions concerning how to address the deficit budget. Search
5 committee members reported the Thomases were good at stewardship, and spoke of their belief that
6 this was a good investment.

7 There was no other discussion, and the terms of call as presented were approved.

8 The search committee recommended the following installation committee to install Raymond
9 and Robin Thomas as Co-Executive Presbyters at the May 23, 2019 Presbytery meeting: Teaching Elders
10 The Rev. Dr. Sally Hughes (Trinity); The Rev. Dr. Donovan Drake (Westminster Nashville); The Rev. Dr.
11 John Hinkle (First Murfreesboro); The Rev. Warner Durnell (First Springfield); The Rev. Ashley McFaul-
12 Erwin (Nashville CPE Partnership); Ruling Elders Steve Douse (First Nashville); Ed Lancaster (First
13 Columbia); Melinda Sanders (Woodland); Barry Barnes (First McMinnville); Guest – Ruling Elder Conrad
14 Rocha (Executive/Stated Clerk, Synod of the Southwest). There was no discussion, and this was
15 approved.

16 The search committee requested they be dismissed, and its members reconstituted as a
17 committee of support for the new co-executive presbyters for a period of one year. There was no
18 discussion, and this was approved.

19 Dr. Drake spoke of the difficulty of leaving a call, and the excitement of a new call, and
20 encouraged the presbytery to welcome the Thomases. The Presbytery offered applause and a standing
21 ovation for Raymond and Robin Thomas, as well as their family.

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23 There was no further business, and the meeting was adjourned with prayer by Robin Thomas.
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27 Therese P. Howell
28 Stated Clerk
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