

Administrative Commission of Heartland Presbytery
For the Korean United Presbyterian Church of Kansas
 Report to Presbytery – April 14, 2018

At the February meeting of presbytery, the commission reported, both verbally and in our written report, on the considerable challenges facing the Korean United Presbyterian Church of Kansas. These difficulties, manifesting primarily as conflicts between members but also in deteriorating finances, have not seen considerable improvement since our last report. Indeed, the congregation continues to be bitterly divided, with individuals lining up for or against the pastor and on occasion open conflict and hostility, even in the Sanctuary on Sunday morning. Meanwhile, some members have used reduction in financial giving to express their displeasure, further exacerbating the crisis.

Some in the congregation continue to welcome the Administrative Commission's efforts to intervene and seek a way forward. Others resent our presence and regularly express their objections and anger. Since our last meeting, the A.C. has invited a member of the General Assembly staff (who specializes in Korean-language congregations and councils) to come in a consulting role. After talking with various parties, he offered his perspectives and suggestions. He shared that this congregation and its travails are well known throughout the denomination, noting their reputation as a "pastor killer." He attributed to the Rev. Syngman Rhee, the first Korean-American Moderator of the General Assembly, these words: "Even Jesus couldn't moderate the Korean United Church of Kansas."

We are convinced that the status quo is not working and can not work at the church. Neither its finances nor the spiritual health of the members can be sustained under these conditions for much longer. And while previous presbytery interventions have resulted in temporary calm only to have many of the same conflicts reoccur—inevitably resulting in yet another change in pastors—we are convicted that this outcome isn't satisfactory this time.

We continue, therefore, to discern the best way forward. We will likely have additional recommendations or information to report at the April 14, 2018, meeting of presbytery.

Because we have assumed the duties of the Session, it is necessary for us to report all actions we have officially taken to the presbytery so they may be recorded in the minutes. What follows is a sequential list of actions taken by the Administrative Commission since February 1.

Feb. 8, 2018

1. Adopted written position descriptions and performance review processes for all staff positions (other than pastor).
2. Authorized an expenditure of \$100 from the congregation's account as a contribution to the PCUSA to help defray the cost of Luke Choi's consultant visit; and similarly requested a \$100 contribution from the Heartland Presbytery COM to the PCUSA for the same purpose.
3. Took steps toward removing the former Clerk and Finance chair, Jesse Hwang, from all KUPCK financial accounts.
4. The clerk of the A.C. signed a mission pledge of \$2000 to Heartland Presbytery Shared Mission on behalf of the KUPCK.
5. Approved a new form and process for receiving new members of the congregation, pending some minor changes to the documents to conform with the language of the proposed revised bylaws and the Book of Order.

March 1, 2018

1. Met with the Rev. Luke Choi, assistant stated clerk of the General Assembly, manager for Korean-Language Council support. He reported on his 24 hours of visits with the pastor and various parties in the congregation and shared his reflections and suggestions.

March 22, 2018

1. The Administrative Commission ratified and formally finalized its decision, reached through electronic communication, to authorize and direct the Leadership Team to terminate the employment of the Music Director, Jong Ho Bae, effective March 17, 2018, with payment of salary to Mr. Bae continuing through March 31, 2018; to authorize the Clerk of the AC to communicate this action to Mr. Bae; further to authorize the Leadership Team to take steps to implement the action; to communicate this action to the congregation in the following announcement:

Mr. Jong Ho Bae was terminated from his position as music director, effective March 17, 2018.

The Administrative Commission offered him some additional payment beyond that date.

Ultimately, Mr. Bae's continued employment by the church was not deemed in the best interests of the congregation and its mission going forward.

2. The AC directed Leadership Team members Kyung Sook Lee and Pan Joe Jeong, on behalf of the Heartland Presbytery Administrative Commission for the Korean United Presbyterian Church of Kansas (KUPCK), to make the following changes in the bank accounts for KUPCK:
3. **Bank of America checking account:** remove the names of Jesse Hwang and Byeong Y. Choe and add the names of Pan Joe Jeong and Jeung Sook Park.
4. **Intrust Bank Savings Account:** remove the name of Jesse Hwang.
5. **Intrust Bank CD:** remove the name of Jesse Hwang and add the name of Kyung Sook Lee.
6. The AC directed the Clerk of the Administrative Commission to communicate in writing to **Investment and Loan Program, Inc. regarding CD #xxxx**, requesting that the names of Jesse Hwang and Kook Hyun Choi be removed from the signature card and the names of Pan Joe Jeong and Kyung Sook Lee be added as new signers with both signatures required for any transaction; and to provide Pan Joe Jeong and Kyung Sook Lee with any documentation of the AC's authority and action necessary to effect signatory changes on all KUPCK accounts.

We continue to appreciate your prayers, for the congregation and for our work.

Rev. Brian Ellison, Moderator; Rev. Heidi Peterson, Clerk

Elder Harold Frye, Rev. Ron Galvin, Elder William Geary, Rev. Jason Ku, Elder Elizabeth McKell, Rev. Heidi Peterson, Elder Vera Phillips, Rev. Barbara Sherer, Rev. Dwight Tawney