

Stated Meeting ~ Presbytery of Geneva
Saturday November 15, 2014
First Presbyterian Church, Watkins Glen, New York

*Together, we pray, play, and energize our congregations to live out the Good News of Jesus Christ.
Together, we lift up each other in love.
Together, we call others into the circle of God's grace.*

MINUTES

The Presbytery of Geneva held a duly-called Stated Meeting on Saturday November 15, 2014 at the First Presbyterian Church of Watkins Glen, New York.

WE GATHER IN GOD'S NAME

Convening

Moderator the Rev. Cheryl Peeples called the meeting to order at 9:30 a.m., a quorum being present. The Moderator offered the opening prayer.

Introductory Business
(Clerk Pro-Tem)

The Moderator welcomed the Rev. Val Fowler, stated clerk of the Presbytery of Genesee Valley, and stated clerk pro-tem of the Presbytery of Geneva.

(Approval of Docket)

The presbytery VOTED to approve the final docket for the November 15, 2014 stated meeting.

(Corresponding Members)

The presbytery VOTED to enroll the following persons as Corresponding Members:

- The Rev. Val Fowler (Presbytery of Genesee Valley / Honeoye Falls, NY)
- The Rev. Allison Seed (Presbytery of Heartlands / Regional Representative, Board of Pensions)
- The Rev. Jim Renfrew (Presbytery of Genesee Valley / Byron, Synod Administrative Review Committee)
- The Rev. Lynette Sparks (Presbytery of Genesee Valley / Third; Synod Administrative Review Committee)
- Ruling Elder Nancy Sprenkle (Presbytery of Genesee Valley / Pittsford, First; Synod Administrative Review Committee)

(Privilege of Voice)

The presbytery VOTED to grant privilege of voice to those non-commissioners who are making or participating in reports.

(New Commissioners / Guests)

The presbytery welcomed the new elder commissioners and guests from the following congregations:
Trumansburg Hector

The presbytery welcomed guests present for the meeting

(Minutes)

The presbytery VOTED to approve the Minutes of the Stated Presbytery meeting, held on June 7, 2014; and the called Presbytery meeting, held on June 24, 2014 at the First Presbyterian Church of Penn Yan, NY.

(Welcome by Host Church / Resolution of thanks)

The Rev. Beverly Karr-Lyon welcomed the presbytery on behalf of the host congregation.

The presbytery VOTED to approve a Resolution of Thanks to the host congregation to be written for presentation at the end of the meeting.

ROLL

Teaching elders (30):

David Ashby	Timothy Johnson	Cheryl Peeples
Kirk Baker	Beverly Karr-Lyon	Lee Prong
Bryan Bond	James Kerr	Kirianne Weaver Riehl
Fred Coffman (HR)	Jonathan Knight	A. J. Tierson
Russell Duncan	Deb Lind-Schmitz	James Tyrrell
Nancy J. Farrell	Amy Loving	Sarah West
Janice Fitzgerald	Paul Malles	Jane Winters
Deb Grohman	James Moore	James Yao
Gail Heimberger	Virginia Murray (HR)	Nancy Meehan Yao
Cynthia Huling Hummel	James Newman	
Susan Husted	Leah Ntuala	

Teaching Elders Excused (31):

[Honorably Retired Teaching Elders are automatically excused]:

Joanne Bartel (HR)	Kenneth Hood (HR)
Dean Bembower (HR)	Jeffrey Kellam (HR)
Bidelspacher, Nancy (HR)	David Kilgore
Zane Bollinger (HR)	Banu Moore
Stanley Bhasker	James Newman (HR)
Fred Coffman (HR)	Lucinda O'Leary
Gilmore Creelman (HR)	Suzanne Otterbacher (HR)
Peter Crego (HR)	Hugh Outterson (HR)
Betsey Crimmins	Robert Rochelle (HR)
Harold Delhagen	Gailey Teller (HR)
Ellen Donnan	Herbert Tennies (HR)
Sam Edwards (HR)	John Valk (HR)
John Elder (HR)	Kathleen Waters
Scott Flaherty (HR)	Russ Roth
Jim Gerling (HR)	Marjorie Roth
John Gould (HR)	

Teaching Elders Absent (16):

David Barnard	Donald Lester	Walter Stuber
Norma Bond	Peter Marr	Diane Walker
Anne Campbell	Dan McCollister	Christy Wareham
Brian Diffenbacher	Edward Meiser, Jr.	Karl Warrington
Steven Dygert	Tom Montgomery	
Todd Haines	Richard Price	

Elder Commissioners from Congregations (25):

Arkport – Beth Haines He	Hornell – Cheryl A. Green
Bath – Kathleen Swan	Ithaca – Micah Beck
Canandaigua – Ron Fulle	Junius – Kristi Ward
Corning – Kirk Allen	Lodi – Amanda McGonigal
Elmira, First – Rehana Stanley	Lyons – Tracy Rankert
Elmira, North – Jeff Richards	Naples – Joann Braun
Geneva – Ellen Reynolds, Ed Frick	Newark – Paul Salisbury
Hammondsport – James Walling	Ovid – Roberta S. Morris
Hector – Elizabeth Adams	Palmyra – Philip R. Opdycke

Penn Yan – Sue Goodrich
Pulteny – Rosanna Bates
Romulus – Susan Deidrich
Sodus – Jim Hopkins

Spencer – Kermit Bossard
Watkins Glen – Karen Rhodes
Wolcott – Carol Merrell

Elder Commissioners Excused (1):

Huron – Lois Wafler

Commissioned Ruling Elders (5):

Priscilla Andrews
Richard Evans
Steve Beals
Joy Novack
Dick Schied

Additional Ruling Elder Commissioners (1):

Donna Colvin – Synod Commissioner

Corresponding Members (voice, no vote):

The Rev. Val Fowler (Presbytery of Genesee Valley / Honeoye Falls, NY)
The Rev. Allison Seed (Presbytery of Heartlands / Regional Representative, Board of Pensions)
The Rev. Jim Renfrew (Presbytery of Genesee Valley / Byron, Synod Administrative Review Committee)
The Rev. Lynette Sparks (Presbytery of Genesee Valley / Third; Synod Administrative Review Committee)
Ruling Elder Nancy Sprenkle (Presbytery of Genesee Valley / Pittsford, First; Synod Administrative Review Committee)

Guests (8):

Larry Campbell – Elmira, North
Don Braun – Naples, Trinity
Esther Haines- Arkport
Lynn Ji – Church of China
Susan Frost -- Lodi
Cindy Weaver – Ithaca
Carol Limner – Ovid (Presbyterian Women)
Virginia Champlin (Synod Mission & Ministry Commission)

Total Voting members present:

Teaching elders	30
Ruling elder commissioners	25
Lay Pastors	5
Voting Elder Commissioners	1
Total	61
Registered Guests	8
Corresponding Members	5

WE HEAR THE WORD OF GOD

The presbytery joined together in a time of worship. The service focused on the theme of “Hope.” Scripture readings were: Psalm 103:1-5 (with a congregational Taize response), and Mark 4:30-34. Following Scripture, the community (each of whom had been given a small stone before worship) was invited to bring their stone forward when a particular part of the litany prayer spoke for them. The stones were placed as a cairn on the communion table. The community gathered around the Lord’s Table for communion, served by intinction.

Participants in leading the worship service:

Ruling Elder Dick Evans

Teaching Elders Gail Hiemberger and Beverly Karr-Lyon

Organist: Joe Orbin

Trumpet: Bob King

Communion Servers: Ruling Elders Pat Abery, Janey Kissell, Karen Rhodes, Nan Woodworth-Shaw

Hymns: *We Gather Together ~ In the Bulb There is a Flower ~ Our God, Our Help in Ages Past*

WE RESPOND TO THE WORD OF GOD

STATED CLERK PRO-TEM

The stated clerk pro-tem offered appreciation for the gifts and spirit of Karen Jensen, and encouraged the presbytery to do so as well.

A letter has gone out regarding preparations for the upcoming Annual Statistical Reports. He encouraged clerks of session to begin now assembly the data for the statistics. The first day for entering statistics is December 6, 2014. The last day for entering statistics will be February 19, 2015.

He reiterated the request: **Do NOT wait for the annual congregation meeting to submit statistics.** He noted that statistics may be submitted before the session receives them, since the session's action is simply to receive the report.

The stated clerk pro-tem thanked the presbytery for the privilege to serve, and encouraged persons with questions to call or e-mail, just as a number already have.

BOARD OF PENSIONS – REGIONAL REPRESENTATIVE

The moderator introduced the Rev. Allison Seed, who is the Regional Representative of the Board of Pensions for the Synod of the Northeast.

SYNOD ADMINISTRATIVE REVIEW COMMITTEE

The Moderator introduced the members of the Synod Administrative Review Committee present for this meeting:

The Rev. Jim Renfrew (Presbytery of Genesee Valley)

The Rev. Lynette Sparks (Presbytery of Genesee Valley)

Elder Nancy Sprengle (Presbytery of Genesee Valley)

Lynette Sparks began the report by describing the work the Committee has done so far, including visits with the General Council and members of the presbytery. She presented the "mid-point" assessment and recommendations. [See **Appendix 1**]

SYNOD MISSION & MINISTRY COMMISSION

Virginia Champlin presented a report of the Synod of the Northeast Mission & Ministry Commission, who met on September 19-20, 2014 in Albany.

The full report of the Fall Quarterly Meeting is printed as **Appendix 2**.

SYNOD ASSEMBLY

Donna Colvin, Commissioner to the Synod Assembly offered a report of the meeting, which was held on October 24-26, 2014 at Stony Point Conference Center, Stony Point, NY.

The full report is printed as **Appendix 3**.

WORKING TOWARDS HEALTH & HEALING: "Getting to Know You"

Leah Ntuala described the process of getting to know one another by sharing lunch together. The presbytery was divided randomly into groups of nine. In the middle of the table there will be a stack of questions, for the "Un-Game:" (a non-competitive experience with no winners).

GENERAL COUNCIL

Elder Dick Schied, CRE presented the report of the General Council.

Items Presented for Presbytery's Action

The General Council VOTED to recommend that the presbytery:

(Administrative Commission / Waiver of Standing Rules)

1. **Appoint** an Administrative Commission to effect the dissolution of the Hedgesville Presbyterian Church, and **waive** the timeline requirements for such dissolution as provided for in our Standing Rules, in order to expedite the process.

Dick Schied commented on the rationale for this motion.

- The Hedgesville Church now has 11 members.
- The Church has essentially dissolved (members are worshipping elsewhere; the insurance has been cancelled; heat and water have been shut off).
- The Standing Rules provide for a congregation meeting for discussion, followed by a 3-month waiting period.
- The recommendation is to waive the rules to expedite the process of dissolving the congregation.

NOTE: This is a one-time request, based on events beyond the presbytery's control, and is not deemed a precedent-setting action.

(Appointment / Hedgesville Administrative Commission)

2. **Appoint** the following persons to serve as the Hedgesville Administrative Commission:

The Rev. Jon Knight (Horseheads)
Ruling Elder Larry Bates (Bath)
Ruling Elder Jim Varner (Hornell)
Ruling Elder Connie McCarrick (Addison)
The Rev. Jane Winters (Westminster)
Ruling Elder Priscilla Andrews, CRE (Lake Street)

Jon Knight, Larry Bates, and Jim Varner have been serving as the Hedgesville Response Team. The Moderator led the presbytery in prayer for the Hedgesville congregation, for its witness and ministry, for the future ministry of the members, and the work of the Administrative Commission.

(Election / Presbytery Nominating Committee)

3. **Elect** the following persons to fill vacancies on the Presbytery Nominating Committee:

The Rev. Leah Ntuala (Seneca Falls), Class of 2015
Ruling Elder Larry Bates (Bath), Class of 2016
The Rev. Jim Gerling (HR), Class of 2017
The Rev. Cynthia Huling Hummel (At Large), Class of 2017
Ruling Elder Phoebe Baker (Penn Yan), Class of 2017

[**NOTE:** It is the General Council's responsibility to nominate to the presbytery, for the presbytery's election, the names of persons to serve on the Presbytery Nominating Committee.]

Items for Presbytery's Information

(General Council meeting with the Synod Administrative Review Committee)

During the General Council meeting this past week met with members of the Synod Administrative Review Committee, exploring the ways the General Council may help the presbytery move forward in health and healing. To that end, the General Council will facilitate conversations speaking and listening (as individuals or as groups). The process for this meeting's lunch is another attempt for speaking/listening.

In the spring, the General Council will host a day-long retreat for the presbytery, to continue the conversations and engage in prayer and visioning.

Hopefully the conversations and the retreat will clarify:

- What are the common needs and concerns?
- What is currently being done to address those needs and concerns; and how can they be improved?

- If nothing is being done at this point for a particular concern, what can be done?
- MOST IMPORTANTLY: What is God calling us to do as the Presbytery of Geneva? What is the mission God has for us, now, in this time.

Dick Schied made it clear that the General Council's plan is "firmly written **in the sand.**"

BUDGET & FINANCE COMMITTEE

The Rev. Jim Yao, Treasurer presented the report of the Budget & Finance Committee. He began the report by reading Second Corinthians 8:1-5, celebrating an abundance of generosity arising from extreme poverty.

The presbytery VOTED to:

(2015 Presbytery Budget – First Reading)

1. **Accept** the attached 2015 budget as a first reading. [See **Appendix 4**]

Giving and Other Receipts

- We are recommending leaving per capita at \$44. Because synod and GA each increased their per capita \$0.05, presbytery's portion of per capita will drop to \$32.93. Our membership has also dropped 335 to 6,000. This means our presbytery's total portion of per capita giving in 2015 will drop \$11,665 from 2014.
- We are asking churches to pledge the same amount toward presbytery mission and synod mission as they pledged this year.
- We added a new line showing a more realistic amount of presbytery mission dollars that are going to support Camp Whitman. For years, the budget was \$25,000. As we have identified the true costs of operating the camp, we have also recognized much more of our mission dollars are going into the camp. For 2015 this is estimated to be \$142,268.

Personnel

- The committee is still working on details of their budget – individual lines may change, but total personnel costs are expected to remain the same in the final budget.
- We do not think the presbytery can afford an EP, but understand some think we need an interim EP – the budget is for a half-time interim EP
- We budgeted for a quarter-time Stated Clerk with the assumption we will not be paying anything to the Board of Pensions – if we hire someone currently on the BOP, we may have to pay BOP dues
- We eliminated the Major Medical line from those who had it and added the amount budgeted for 2014 to the cash salary for each person – one exception is the Interim EP: the amount shown is the cost of the dental plan through the BOP
- Except for adding major medical, cash salaries were not increased
- BOP dues are based on the 2015 rate for a family paid 100% by the presbytery
- We did not budget for a communications director

Mission

- We left "Mission priorities of the presbytery" the same as 2014
- We eliminated funding for the two NCD's – this was already planned for the Corning Chinese Christian Church (CCCC)
- We kept funding for Youth Triennium and Session Endorsed/Initiated Projects the same as 2014

Operations

- Generally, we kept the same budget for each category as in 2014 with some exceptions:
 - EP Discretionary Fund drops from \$2,000 to zero
 - Auditor contract increases from \$5,000 to \$6,000
 - Investment losses don't belong in this budget so this drops to zero
- The mortgage amount will triple in 2015, because the mortgage payment will increase, due to the nature of the mortgage. The Committee will be working with the lenders to restructure the mortgage, to reduce the budgetary burden on the presbytery.

Camp Whitman

- Camp Operator Team requested keeping the budget for 2015 the same as 2014.

Debt Reduction

- We put back into the budget a line for Debt Reduction which last appeared in the 2010 budget
- We are proposing that any surplus go toward debt reduction to be deposited in a separate savings account

Time was given for questions and for discussion, as part of the first reading process.

(Authorization for 2015 Spending)

2. **Authorize** the presbytery to pay necessary bills and payroll per the “first-read” version of the 2015 budget until the final 2015 budget is approved at the March 2015 meeting of the presbytery with any payroll adjusted retroactively back to January

The support services team has noted a number of expenses are too high: telephone, postage, copier, cleaning, plowing, garbage removal, etc. They are working on finding ways to reduce these costs. They do not feel they can accomplish this by January. The committee prefers presenting a final budget for approval that incorporates all the recommendations of this team. So we are waiting until the March presbytery meeting to present the 2015 budget for approval.

Even though we won't have an approved budget until the middle of March, we still need to pay necessary bills and our staff. We are proposing using the first-read budget as a guide until the final budget is approved.

(Motion of Thanks)

3. **Express appreciation** to the Budget & Finance Committee and to Jim Yao for the hard work and many hours they have given to provide clarity, transparency, and order to the presbytery's financial situation.

NOMINATING COMMITTEE

The Rev. Leah Ntuala presented the report of the Nominating Committee. She began the report with a statement, based on the text, “leave your gift at the altar and make it right with your sister or brother.” She offered apology to the presbytery for accepting the position of Chair of the Nominating Committee, and failing to ask important questions about the nominating process. She expressed the steps she will take as a presbytery member, to learn from her experience and to act differently.

Upon recommendation of the Nominating Committee the presbytery VOTED to elect the following persons:

General Council

Chairperson: Rev. Gail Heimberger
General Council Vice Chairperson: Rev. Russ Roth
Presbytery Moderator: Rev. David Kilgore
Presbytery Vice-Moderator: Elder Dick Shied
Past Presbytery Moderator: Rev. Cheryl Peeples
Budget and Finance Chair: Rev. Jim Yao
Nominations Chair: *(Under General Council Report)*
PW Representative: Carol Limner
At-Large Member: Elder Ellen Reynolds
Committee on Ministry Co-chairs: Paul Salisbury and Deb Linchman

Budget and Finance (Class of 2017)

Rev. Bev Karr Lyons
Rev. Tim Johnson
Elder Barb Squires

Personnel (Class of 2017)

Elder Stephen Beals
Elder Cindy Weaver

Committee on Ministry (Class of 2017)

Elder Sharon Shied
Rev. Ellen Donnan

Elder Kirk Allen
Rev. Russell Duncan

Committee on Preparation for Ministry (Class of 2017)

Elder Virginia Champlin
Rev. Kirianne Weaver Riehl

Permanent Judicial Commission (Class of 2020)

Rev. Sarah West
Elder Bob Sell
Alternate – Rev. Peter Crego

Ordination Examination Readers

Rev. Nancy Meehan Yao
Elder Bob Sell
Rev. Janice Fitzgerald
Elder Bob Seem
Alternate – Rev. Russ Roth

Synod Commissioner 2016

Elder Jeff Richards

Synod Young Adult Advisory Delegate (2016)

Josh Dorfner

RECESS FOR LUNCH

Moderator Cheryl Peeples offered grace for the meal.

COMMITTEE ON MINISTRY

NOTE: The Committee on Ministry requests that **ALL** email correspondence directed to the Committee on Ministry Chair(s) be sent to the COM@presbyteryofgeneva.org address, instead of to personal email addresses.

Items for Presbytery's Action

The Committee on Ministry VOTED to recommend that the presbytery::

(Bath / Administrative Commission to Install)

1. **Appoint** the following Administrative Commission to Install the Rev. Stanley Bhasker as Pastor of the First Presbyterian Church, Bath, NY on Sunday December 14, 2014 at 3:00 p.m.:

Moderator the Rev. Cheryl Peeples (Trumansburg), or her designee
The Rev. Beverly Karr-Lyon (Watkins Glen)
The Rev. James Moore (Corning)
Ruling Elder Kathy Swan (Bath)
Ruling Elder William B. Joint (Bath)

Other Participants:

Ruling Elder Dr. Artamarie Barclay, clerk of session, Huntingdon Presbyterian Church, Huntingdon, PA
The Very Rev. Brad Benson, Rector, St. Thomas Episcopal Church, Bath
Ruling Elder Katie McKinley, young adult elder (Bath)
Sam Johnson, Youth (Bath)
Colin Gilbert, Young Adult (Bath)

2. **Enroll** the following persons as Corresponding Members of the Administrative Commission to Install:

Ruling Elder Dr. Artamarie Barclay, clerk of session, Huntingdon Presbyterian Church, Huntingdon, PA
The Very Rev. Brad Benson, Rector, St. Thomas Episcopal Church, Bath
Ruling Elder William B. Joint (Bath)
Ruling Elder Ruth Waters (Bath)
Ruling Elder Katie McKinley, young adult elder (Bath)

3. **Authorize** the Moderator or her designee to make changes in the Administrative Commission, as necessary and appropriate.

4. **Dismiss** the Administrative Commission, with thanks, at the conclusion of the worship service.

(2015 Salary Guidelines)

5. **Approve** the recommended Minimum Salary Guidelines for 2015 (see **Appendix 5**):

The recommended Salary Guidelines include the following provisions:

- No changes in Minimum Effective Cash Salary or Study Leave (from 2014)
- Churches and other employing organizations whose Board of Pension member (i.e. Pastor or other staff) is considered Full-Time are required to pay the full dues amount invoiced by the Board of Pensions – whether or not the member requires Member-only *or* Member + Family coverage in 2015
- Churches and other employing organizations whose Board of Pension member (i.e. Pastor or other staff) is *not* considered Full-time and are Board of Pensions members, are required to pay the medical dues amount assigned to Member-only coverage and *can* share *some or all* of the 1.5 percent for members who require Member + Family coverage.

Items for Presbytery's Information:

The Committee on Ministry VOTED to:

(Elmira, North)

1. **Approve** the formation of a Pastor Nominating Committee at the North Presbyterian Church of Elmira, NY.

(Williamson / Designated Pastor)

2. **Approve** the Ministry Information Form for Designated Pastor (3/4 time) at the Williamson Presbyterian Church, Williamson, NY.

(Corning, First / the Rev. Banu & the Rev. James Moore)

3. **Approve** extending the contract between the session of the First Presbyterian Church, Corning, NY and the Rev. Banu Moore and the Rev. James Moore (co-Interim Pastors).

(Wolcott / the Rev. Walter Stuber)

4. **Approve** extending the contract between the session of the Wolcott Presbyterian Church, Wolcott, NY and the Rev. Walter Stuber, effective September 1, 2014 through August 31, 2014.

(Pultneyville Reformed / the Rev. Janice Fitzgerald)

5. **Approve** the Interim Pastor Contract between the session of the Pultneyville Reformed Church, Pultneyville, NY and the Rev. Janice Lee Fitzgerald, effective October 27, 2014. [The church is a congregation of the Reformed Church in America, a Formula of Agreement church.]

(Validation / the Rev. Baker)

6. **Validate** Kirk Baker as appropriate for interim ministry and service, and **approve** his participation in Week 1 of Interim Pastor Training.

(Addison / the Rev. Peter Marr)

7. **Approve** extending the contract between the session of the Addison Presbyterian Church, Addison, NY and the Rev. Peter Marr, effective January 1, 2015 through December 31, 2015

(Elmira, North / the Rev. Kathleen Waters)

8. **Approve** extending the contract between the session of the North Presbyterian Church, Elmira, NY and the Rev. Kathleen Waters.

(Romulus / Joy Novack)

9. **Approve** extending the contract between the session of the Romulus Presbyterian Church and Joy Novack, effective January 1, 2015 through December 31, 2015.

The Committee on Ministry encourages **all** participants in the Board of Pensions Medical Benefits Program to **answer the Call to Health**. When you participate in Call to Health by completing specific health actions from October 1, 2014, through September 30, 2015, you will have your individual and family deductibles for 2016 reduced (and that's always a good thing)!

COMMITTEE ON PREPARATION FOR MINISTRY

The Rev. Nancy Yao, Chair reported that the Committee on Preparation for Ministry has worked hard to revise the *Handbook for Commissioned Ruling Elders*, presented for a first reading. The document is available on the presbytery web site and copies are available through the presbytery office.

There are two areas of change:

- “Commissioned Lay Pastor (CLP)” is changed to “Commissioned Ruling Elder (CRE).”
- Experiential learning opportunities have been changed to make the learning more accessible to all who are participating in the preparation for that service.

NEW WORSHIPING COMMUNITIES

(Mercy Place New Church Development)

Upon recommendation of the Administrative Commission for Mercy Place New Church Development, the presbytery VOTED to **end** the work of Mercy Place and **dismiss** the Administrative Commission, with thanks.

Rationale

The Mercy Place Administrative Commission reports that the work has not progressed sufficiently to continue, and requests that Mercy Place be ended and that the Commission be dismissed.

Respectfully Submitted - David Ashby, Moderator of the Administrative Commission
Bryan Bond, Organizing Evangelist

The Administrative Commission will prepare a report for the General Council and the presbytery. The report will include a financial accounting.

The Moderator led the presbytery in prayer.

ANNOUNCEMENTS

Opportunity was given for announcements.

- The Waterloo church has received a grant from New York State for work on the building (masonry work).
- May 12, 2015 – Retired Clergy Luncheon at the Presbytery Office.
- Offering thanks to the Rev. Jim Renfrew from the SARC, but also for the concert hosted by his congregation, which raised over \$1,100 for Camp Whitman.
- For female clergy of the presbytery: If interested in getting together socially and for support, contact the Rev. Jane Winters.

WE GO FORTH TO SHARE GOD'S WORD

CLOSING

The presbytery VOTED to adjourn the meeting. The Moderator offered the closing prayer.

As you go...

- **What have you learned about the Presbytery today?**
- **Who have you gotten to know better today?**
- **What blessings have you shared today?**

Attest: Val Fowler, Stated Clerk Pro-Tem

APPENDIX 1 – Mid-Point Reflections and Suggestions to the Presbytery of Geneva, Synod Administrative Review Committee

APPENDIX 2 – Report of the Fall Quarterly Meeting of the Synod of the Northeast Mission & Ministry Commission

APPENDIX 1

Mid-Point Reflections and Suggestions to the Presbytery of Geneva, November 15, 2014

Special Administrative Review Committee for Geneva Presbytery Mid-Point Reflections & Suggestions to Presbytery – November 15, 2014

While the SARC is still collecting data, what follows is the essence of *some* of what we've heard to date. If this is inconsistent with your own knowledge or experience, then we need to hear from you soon so that we can be fully informed as we craft our recommendations. The final report may include observations and recommendations additional to those shown here, so please do not presume that these Mid-point Reflections will represent the full extent of our final report.

I. COMMUNITY BUILDING

- Despite concerns about process, EP Joelle Davis' departure is positive and opens up possibilities for a new day. There's ambivalence about the capacity to take advantage of this opportunity, but **most feel optimistic** that recovery is possible, particularly if time is spent grieving, healing, and forging a thoughtful path forward.
- Many feel that their **painful personal stories have not been listened to**, much less heard and understood.
- We've heard that **people don't know each other** and to the extent they know "of" each other, folks are generally seen as belonging to one of two "camps," one a group of insiders and/or leaders that appear to have been hand-picked by EP J. Davis "on her side" and, second, what appear to be frustrated/ disgruntled "others."
 - Understood through this prism, some in each camp feel the motivations for their actions and/or words have been misunderstood.
 - Concerns about EP Joelle Davis' actions and behavior grew over time and, ironically, many of those now labeled as her supporters, found their own perspective changing. Thus, while the outcome may be one with which they agree, their frustration lies with the process leading up to it.
- There is a strongly felt and expressed **need for healing**, both as hurt individuals and as a body. September's Presbytery meeting acknowledged and began to address this in what seems to have been a helpful way.
- David Olsen's *Consultation & Recommendations Report* rings true to most folks.

SARC mid-point recommendations

- ✓ *Engage David Olsen to address the urgent and critical need for (1) grieving and healing and (2) community-building.*
- ✓ *Lift up and own getting acquainted with one another as a priority and necessary first step to restoring trust in the body.*
- ✓ *There were written statements prepared for the May 2, 2014, Meeting of Presbytery prepared by individuals who felt particularly hurt by EP Joelle Davis' behavior. These statements were not included in the minutes of that meeting, and it now appears that the Clerk Pro Tem is unable to locate them. If they can be located, it would be good to append these statements to the official minutes.*

II. GOVERNANCE

- There's ambivalence about the **capacity of the body to move forward** and the availability and willingness of good leaders to serve.
- For those willing to serve, there has been **insufficient training** to assure competence and confidence.
- There is a **lack of procedures/guidance** for committees, resulting in anxiety about responsibilities, lack of clarity about accountability, and, in some instances, paralysis in decision-making.
- There is frustration that the Presbytery itself has seen much of its **decision-making authority** absorbed by the General Council. There is recognition that this was, in part, an inevitable result of having fewer Presbytery meetings at which to conduct business.
- Council appears to be aware that it needs to **work more transparently** to restore trust which has been lost.

- Many **congregations feel little connection** with the Presbytery. There is a wish for more congregations to be involved in the leadership and committee structures.
- Key committees need **more person power** in order to manage their workloads.

SARC mid-point recommendations

- ✓ *Adopt SARC-provided interim guidelines to serve as a temporary framework for decision-making until such time as the infrastructure is in place to craft and agree upon permanent guidelines.*
- ✓ *Support the efforts of the Nominating Committee to include representation from more congregations in the various committees and boards of the Presbytery. Encourage congregations to step up their involvement in the life and committees of Presbytery during this time of recovery and renewal.*
- ✓ *Provide comprehensive training to the Committee on Ministry as soon as possible.*

III. FINANCES

- There is suspicion and uncertainty with regard to EP Davis' **financial management** of Presbytery funds and whether, in fact, fraud was committed.
- Whether or not law enforcement charges EP Joelle Davis with fraud, there is a wish on the part of some to hold her accountable for leadership of an environment with **insufficient financial controls** such that someone in her position *could* conceivably be guilty of fraud.
- There has been a general lack of awareness about the state of POG finances and frustration on the part of a few that relevant questions received **insufficient or unsatisfying responses**. The co-mingling of funds supporting POG and Camp Whitman and the fact that staff costs, but not operating expenses, for Camp are included in the POG budget contributes to the lack of transparency in understanding the accounts.
- A symptom of dysfunction is the fact that the **Chair of the Budget & Finance Committee** (B&F), Jim Yao, was not informed that he was Presbytery Treasurer until 2.5 years after he became Chair. Fortuitously, he has past career training and experience in the financial management of mega-software systems that well prepares him for this role. Since learning he is the **Treasurer**, he has engaged at a much more detailed level with all aspects of Presbytery finances. He continues to chair a now fully-engaged B&F Committee.
- Jim Yao spends one day each week at the office, works with auditors, the bookkeeper, law enforcement, staff and others, **managing the day-to-day accounting, putting out fires, resolving problems, etc.**
- A **budget development** strategic planning effort has already begun and it is anticipated that by March, 2015, a realistic financial path forward will be ready for the Presbytery's consideration.
- **Specific expenses of EP Joelle Davis** are being investigated to assure that all unresolved financial disputes are addressed prior to the end of the year. B&F is working with the Presbytery lawyer in this effort.
- There is a collection of **financial policies/guidelines** which provide a framework for the present. Changes need to be made and they will be on the agenda of B&F to be addressed in 2015. Of course, some additional financial controls have already been put in place as a result of the past year's experiences.
- We've encountered no disagreement with our opinion that **combining the roles of Treasurer and Chair of Budget & Finance** is not a good practice.

SARC mid-point recommendations

- ✓ *Give B&F the time it needs to develop a realistic balanced budget for moving forward. This may mean delaying some significant Personnel decisions.*
- ✓ *Allow B&F to operate under the current policies/guidelines (as documented by the Treasurer) with the understanding that they will be updated and presented for adoption in 2015.*
- ✓ *Effective January 1, 2015, or as soon as possible thereafter, elect a Presbytery Treasurer who is not also the Chair of Budget & Finance.*

IV. MISSION

- There is confusion about the Presbytery's mission focus and how it relates to the mission foci of churches.
- There's concern about the future of Camp Whitman and whether it is financially sustainable in the long term.
- It should be obvious that the Mission section of this report could be much expanded. Further observations and suggestions will be forthcoming.

SARC mid-point recommendation

- ✓ **Support the effort of the Budget & Finance strategic planning work group on Camp Whitman in developing a budget for Camp that includes both operating expenses and personnel. This is a critical first step in addressing longer-term issues about Camp support.**

SARC members: Rev. Bronwen Boswell (Western NY), Rev. Victor McKusick (Utica), Elder Karen Pryor, Elder Nancy Sprenkle, Elder Hezekiah Simmons, Rev. Lynette Sparks, and Rev. Jim Renfrew (Genesee Valley)

APPENDIX 2

Report: Fall Quarterly Meeting of the Synod of the Northeast Mission & Ministry Commission

Prepared by Virginia A. Champlin, Mission & Ministry Commissioner

- The Synod Council is now called the Synod of the Northeast Mission & Ministry Commission. Each and every presbytery, all twenty-two, are seated around the table with equal voice and vote; as well as racial-ethnic caucuses and Presbyterian Women. It is recommended, but not necessary, that the person seated from each presbytery be one of the Synod Assembly Commissioners; and it is strongly recommended and wise for that person to be seated on their respective Presbytery Council.
- The Search Committee presented the Rev. Dr. Amaury Tanon-Santos to fill the new position of Networker.
- A member of the Geneva Presbytery Special Administrative Review Committee (SARC) reported that they are in the research phase of their work.
- The Personnel Committee will create an ethics policy. A draft will be ready for the first Mission & Ministry Commission meeting in 2015.
- Innovation Fund grants were approved for:
 - Broom Tree Ministries of First Presbyterian Church, Astoria, NY (Presbytery of New York City)
 - 90 Second Sermon for First Presbyterian Church, Englewood, NJ (Presbytery of the Palisades). This was featured in a recent article in *Presbyterians Today*.
 - Multi-cultural Ministry Project of First Presbyterian Church, Elizabeth, NJ (Presbytery of Elizabeth)
 - New Jersey Presbytery Leaders Network, which includes the Presbyteries of Eastern Korean, Elizabeth, Monmouth, New Brunswick, Newark, Newton, Palisades, and West Jersey.
- Higher Education Fund grants were approved for the following presbyteries:
 - Albany
 - Troy Area United Ministries (Russell Sage and RPI)
 - Union College – Protestant Ministry
 - SUNY/Albany – Cornerstone Protestant Campus Ministry
 - Genesee Valley
 - SUNY/Brockport – Interfaith Campus Ministries
 - Nazareth College
 - University of Rochester – Genesee Area Campus Ministries
 - New Brunswick
 - Trenton Area Campus Ministry
 - Northern New England
 - Maine Christian Association
 - Plymouth State University – United Campus Ministry
 - University of New Hampshire – United Campus Ministry
 - Susquehanna Valley
 - SUNY/Cortland – Campus Ministry
 - SUNY/Delhi – Campus Ministry
 - Ithaca College – Protestant Campus Ministry
 - Cornell Protestant Cooperative Ministry
 - And also Massachusetts United Ministries in Higher Education (UMHE)
 - MIT
 - University of Massachusetts / Amherst
 - University of Massachusetts / Lowell
- Following the September meeting of the Commission, on Columbus Day weekend, the Synod hosted an “Emerging New Leaders” event at Silver Bay. This was a very positive experience for all who attended. On Columbus Day, a Racial Ethnic Roundtable Discussion was held in Princeton, NJ. It was another positive and productive experience.

- The first edition of the “Mission & Innovation Newsletter” is on the Synod of the Northeast website. Check it out at <http://synodne.org/mission-and-innovation-newsletter/> You will see the great and innovative mission projects funded by your Synod Mission Pledge dollars and cents—including one for the Presbytery of Geneva.

APPENDIX 3

Commissioner Report: 2014 Synod Assembly

Prepared by Donna Colvin, Commissioner to the Assembly, October 24-26, 2014

Attending my first Synod of the Northeast meeting the end of October was truly an exceptional experience. Here are some highlights:

On **Friday evening**, the Assembly heard Dr. Margaret Aymer, Associate Professor at the Interdenominational Theological Center, speak on “Ongoing Systems that Let to Ferguson, Missouri.” This led to a statement written at the Assembly in regard to police brutality:

Statement:

The Synod of the Northeast is alarmed by the frequent occurrences of police brutality in the United States that are grounded in historic patterns and structures of racism in which all of us are complicit. We emphatically denounce this violence and stand in solidarity with families of those who have had their lives harmed or taken by those who are sworn to protect them. We pray for the officers who are unable to speak out against corruption and bigotry among the ranks, for fear of retribution. Simultaneously, we call not only on Presbyterians, but all good people of this earth to commit to combating the sin of racism and abuse of authority.

We recommend the following steps:

Encourage church leaders in presbyteries and congregations to call for body cameras on police officers in their communities and dashboard cameras in their vehicles.

Encourage church leaders in presbyteries and congregations to participate in civilian review boards. For communities without a civilian review board, we encourage congregations to press for establishing one, requiring an annual review from that board.

Hold meetings in churches between police officers and those who are often victims.

Consider what can be done to provide a safe haven for police officers who object to the harassing actions of their colleagues.

Saturday October 25th was designated as “Wear Orange Day” to increase awareness of domestic violence in our world. It made for colorful fall attire that day. Virginia Champlin led us in an “Orange Day Liturgy” during the opening worship on Saturday. An offering of \$651.00 was received for the Presbyterians Against Domestic Violence Network. For those who did not wear orange, orange ribbons were provided by the Presbytery of Geneva Womens Coordinating Team.

Harold Delhagen was elected to serve a four year term as Synod Leader. Thia Reggio was elected Synod Moderator.

Fusion on Fire—a program designed to meet the need for alternative worship for the diverse inner city residents at Lake Street Presbyterian Church, Elmira, NY—received a grant from the Synod to further their ministry.

It was good to see the Coaching Team of Anne Waasdorp, Betsey Crimmins, and Janice Fitzgerald, who presented information about their work.

APPENDIX 4

Proposed 2015 Presbytery Budget (for First Reading / Approval in March, 2015)

[Insert appropriate copy of the Proposed Budget]

APPENDIX 5

Presbytery Minimum Salaries – 2015

	Full Time	3/4 Time	1/2 Time	1/4 Time	3/8 Time
Cash Salary	\$30,489	\$22,867	\$15,245	\$7,622	\$11,434
Housing Allowance (35%)	\$16,417	\$12,313	\$8,209	\$4,104	\$6,157
Effective Cash Salary	\$46,906	\$35,180	\$23,454	\$11,726	\$17,590
Pension/Medical Benefits (Individuals)	\$16,417	\$13,882	\$12,474	\$11,295	\$11,771
Pension/Medical Benefits (Family 36.5%)	\$17,121	\$15,002	\$13,594	\$12,442	\$12,891
Travel Allowance (All church related travel vouchered & reimbursed @ current IRS rate)	X	X	X	X	X
Study Leave	\$1,000	\$750	\$500	\$250	\$375
Study Leave Time (Total of 14 days; no more than 2)	X	X	X	X	X
Vacation Time (Total of 31 days; no more than 4 Sundays)	X	X	X	X	X
Total Salary Package	\$64,323 <i>plus all church related</i>	\$49,812 <i>plus all church related</i>	\$36,428 <i>plus all church related</i>	\$23,271 <i>plus all church related</i>	\$29,736 <i>plus all church related</i>
Total Salary Package	\$65,027 <i>plus all church related</i>	\$50,932 <i>plus all church related</i>	\$37,548 <i>plus all church related</i>	\$24,418 <i>plus all church related</i>	\$30,856 <i>plus all church related</i>

- Churches whose BOP member is considered Full-Time are required to pay the full dues amount invoiced by the BOP – whether the member requires Member- only *or* Member + Family coverage in 2015. Churches whose BOP member is considered Part-time are required to pay the dues amount assigned to Member- only coverage and *can share some or all* of the 1.5 percent for members who require Member + Family coverage.

Work Modules

(A module is a morning, afternoon, evening – A module is 3 to 4 hours)

Full Time	3/4 Time	1/2 Time	1/4 Time
13 Modules / week	9 - 3/4 Modules / week	6 - 1/2 Modules / week	3 - 1/4 Modules / week

Suggested Modules for Full Time Pastors:

3 modules	=	Sermon Study and Preparation and Worship Service Preparation
1 Module	=	Sunday Morning
4 Modules	=	Crisis Calling (hospital/Home) and Home Calling
3 Modules	=	Session and Committee Meetings and Church Activities
1 Module	=	Administration/Correspondence/Bulletin
1 Module	=	Presbytery and Ecumenical Work