

OUR PURPOSE

*The Presbytery of Geneva lives to support and equip congregations and leaders
to be Christ in the Finger Lakes and the world.*

OUR VISION

*Radiating the light of Christ, the Presbytery of Geneva thrives
as a community of servants, lifting up every congregation and leader
in ministering together.*

MINUTES

The Presbytery of Geneva held their stated Meeting on Tuesday, May 26, 2020, held electronically via Zoom.us.

GATHERING FOR SHARED WORK: OPENING BUSINESS

GATHERING

12:00 pm Registration and Fellowship Time (through 12:55 pm)

12:15 pm Pre-Meeting Opportunity: Docket Review Conversation with the Stated Clerk and Presbytery Leader

12:55 pm Gathering for Shared Work

CALL TO ORDER

TE Glenn Kennedy, Moderator, called the meeting to order at 1:00 pm, a quorum being present.

The Moderator offered the opening prayer

ROLL

ACTIVE MINISTERS SERVING CHURCHES

Stanley Bhasker (Bath, First); Aaron Frank (Horseheads, First); Katherine Griffis (Hornell, United); Deborah Grohman (Ontario Center, First); Gail Heimberger (Sodus, First); Bruce Incze (Arkport, First); Amy Loving Austin (Bellona & Seneca #9); Paul Malles (Penn Yan, First); Ben Masters (Hector & Lodi); Anita Milne (Waterloo, First); Cara Milne (Watkins Glen, First); Leah Ntuala (Seneca Falls, First); David Preisendanz (Painted Post, United); Sabrina Slater (Spencer, Christ the King); Denise Stone (Big Flats, First); Jeffrey Ugoretz (Corning, First); Cindy Weaver (Ithaca, First); Nancy Farrell (Huron); Kirianne Riehl (Ithaca, First); Rob Mellgard (Ovid, Federated); Deborah Lind-Schmitz (Geneva); Robin Lostetter (Naples, Trinity Federated); Kyle Delhagen (Palmyra, Western)

MINISTERS IN VALIDATED MINISTRIES / MINISTERS AT-LARGE

David Ashby (VM); Glenn Kennedy (AL); Daniel Russell (AL); Adrian Tierson (VM); J. Christy Wareham (AL); Janice Fitzgerald (VM); Harold Delhagen (AL)

HONORABLY RETIRED MINISTERS

John Milne; Jane Winters; Philip Courtney; Cynthia Huling Hummel; Jim Gerling; Tim Johnson; Jim Hicks

ELDER COMMISSIONERS FROM CHURCHES

Robin Fitzgerald (Big Flats, First); Virginia Holroyd (Canandaigua, United); Chris Gerling (Geneva); Kristin Alling (Trumansburg, First Ulysses); Lisa Sanford (Hornell, United); Mary Jane Peek (Pulteney, First); Gary Harman (Geneva); Judy Van Norstrand (Red Creek); Gail Farnham (Ithaca, First); Gail Maureen (Spencer, Christ the King); Barbara Stephens (Canisteo); Clara Greis (Burdett); Pam Ells (Seneca #9), Judy Mellgard (Ovid, Federated); Barry Winters (Weston); Dolores Gingerich (Wolcott, First); Kay Rogus (Corning, First); Bettina King (Watkins Glen, First); Susan Frost (Lodi)

ADDITIONAL ELDER COMMISSIONERS

Tom Bailey (Spencer, Christ the King); Virginia Champlin (Geneva); Rob Anderson (Penn Yan, First); Carleen Frost (Sodus, First); Connie Franks (Marion, United); Stephen Beals (Seneca Falls, First); Bob Sell (Horseheads, First);

John Gingerich (Wolcott, First); Phoebe Baker (Penn Yan, First); Ken Allen (Canandaigua, United); Jeff Richards (Elmira, North); Donna Colvin (Pulteney, First); Linda Werts (Canandaigua, United); Bessie Tyrrell (Atlanta); Irene Fadden (Palmyra, Western); Joanne Tunison (Elmira, First);

CORRESPONDING MEMBERS (granted voice)

Walter Stuber (First, Wolcott);

PRESBYTERY STAFF (granted voice)

Susan Orr (Genesee Valley Presbytery); Elena Delhagen (Palmyra, Western); Lea Kone (Genesee Valley Presbytery)

REGISTERED GUESTS (Current Meeting; Granted Voice for the purpose of giving reports)

Michelle Serra (First, Canisteo); Pam Postle (Trumansburg, First Ulysses); Ellen Reynolds (Geneva); Audra Burrall (Geneva); Jose Gomez (?); Carol MacLeod (Trumansburg, First Ulysses)

EXCUSED COMMISSIONERS (Elders and Ministers)

Rev. Lucinda O’Leary (Rock Stream); Elder Joe O’Leary (Rock Stream); Rev. Christopher Mergener (Newark, First); Dick Evans (AEC, Burdett); Elder Pricilla Andrews (Rock Stream); Elder Jane Hansen (Memorial, Bellona); Rev. Betsey Crimmins (HR);

SUMMARIES FOR EACH MEETING 2020	Jan 25	Mar-24	Apr 14	May 26	Sept 22	Nov 17
Total Minister Commissioners Present*	28	--	26	37		
Total Elder Commissioners Present **	32	--	28	35		
Parity (expressed in terms of Elders, + or -)	+ 4	--	+2	-2		
Total Minister Commissioners Absent, Unexcused***	8	--	8	2		
Total Churches Unrepresented by Elders****	37	--	41	36		
Total Churches Unrepresented by Elders and Pastors	28	--	20	22		
Total Registered Visitors and Staff	22	--	7	9		
Total Registered Attendance*****	82	--	60	82		

* Does not include Corresponding Members, with voice, not vote. Does include Validated, At-large, and Honorably Retired

** Includes Corresponding Members with voice and vote

*** Does not include Corresponding Members with voice only; Honorably Retired Ministers; and Excused Minister Members.

**** Includes churches marked “excused”; does **not** include Additional Elder Commissioners, as they are not elected by sessions.

***** Includes Corresponding Members without vote

INTRODUCTORY BUSINESS

WELCOME VIDEO

The Presbytery received greetings from the PC(USA) Co-Moderators

APPROVAL OF DOCKET

The presbytery VOTED to approve the docket for the meeting:

- 12:00 PM Registration and fellowship time (through 12:55 PM)
- 12:15 PM Pre-Meeting Opportunity
Docket Review Conversation with the Stated Clerk and Presbytery Leader
- 12:45 PM Gathering our Shared Work
- 1:00 PM Call to Order, Declaration of Quorum, and Opening Prayer
- 1:05 PM Introductory Business
Approval of the Docket
Acknowledgment of the First Stewards of the Land [Rev. Leah Ntuala (Seneca Falls, First)]

Announcements relevant to the business meeting

- 1:15 PM Consent Agenda
- 1:20 PM Business Related to Congregations and Leaders
Committee on Ministry [RE Ken Allen (Canandaigua), Member]
Minister of Word on Ministry.
- Approve the restoration of Rev. John McDonald to the ordered ministry of and Sacrament, at his request and upon the recommendation of the Committee
 - Approve using up to \$425 from the Candidates' Aid Fund to enable Rev. Dan Russell to attend Interim Pastor Training at Princeton in October, pending on what other sources of funding Rev. Russell is able to find.
 - Examine and Approve the transfer of membership of Rev. Kyle Delhagen from Classis of Rochester, Reformed Church of America, to the Presbytery of Geneva, Presbyterian Church (USA), effective May 26, 2020; and recognizing his 5 years of ordained ministry, grant an exemption for all of the examination requirements for ordination (by two-thirds vote) in accordance with G-2.0505.
 - Examine and Enroll Michelle Serra, member of The United Church of Hornell and lay pastor of First Presbyterian Church of Canisteo, as an inquirer (G-2.0603).
 - Recognize Rev. Dr. Harold Delhagen and CRE Stephen Beals
- 2:15 PM Business Related to Mission
Vital Congregations Initiative
Mission & Witness Committee
- 2:30 PM Internal Business
General Council [Elder Dr. Rob Anderson (Penn Yan, First)]
COVID-19 Update
Committee on Operations [Rev. David Ashby (VM), Chair]
New Logos for the Presbytery and Camp Whitman
Report of the Stated Clerk [Rev. Amy Loving Austin (Seneca #9/Bellona)]
Report of the Presbytery Leader [Elder Susan Orr (Genesee Valley Presbytery)]
- 3:00 PM Business Related to Camp Whitman
Report from Camp Whitman Director [Elder Lea Kone (Genesee Valley Presbytery)]
- 3:10 PM Good News from Congregations
* To include your news in the minutes, please email a written copy to the Stated Clerk (statedclerk@presbyteryofgeneva.org).
- 3:20 PM Worship and the Lord's Supper
Commissioning of General Assembly Commissioners and YAAD
- 4:00 PM Benediction and Adjournment

PRIVILEGE OF THE FLOOR

The Presbytery agreed to grant voice to corresponding members and guests for the purpose of giving reports.

ACKNOWLEDGEMENT OF THE FIRST STEWARDS OF THE LAND

Rev. Leah Ntuala (Seneca Falls, First) offered the following statement:

Before I begin today, I want to acknowledge and recognize, the Iroquois Nation, on whose traditional territory we are gathering. We acknowledge them as the past, present and future caretakers of this land. Every community owes its existence and vitality to generations from around the world who contributed their hopes, dreams, and energy to making the history that led to this moment. Some were brought here against their will, some were drawn to leave their distant homes in hope of a better life, and some have lived on this land for more generations than can be counted. Truth and acknowledgment are critical to building mutual respect and connection across all barriers of heritage and difference. We begin this effort to acknowledge what has been buried by honoring the truth. We are standing on the ancestral lands of the Iroquois Nation People . The name Cayuga means "People of the Great Swamp." They belong to the Iroquoian language family, and were one of the original Five Nations of the League of the Iroquois. Our present Seneca County was the home of the Cayuga and Seneca Indians, two of the six tribes making up this Iroquois Confederacy. We pay respects to their elders past and present. Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together here today. And please join us in uncovering such truths at any and all public events. Acknowledgment by itself is a small gesture. It becomes meaningful when coupled with authentic relationship and informed action. But this beginning can be an opening to greater public consciousness of Native sovereignty and cultural rights, a step

toward equitable relationship and reconciliation. Between 1776 and 1887, the United States seized over 1.5 billion acres from America's indigenous people by treaty and executive order. Acknowledgment should be approached not as a set of obligatory words to rush through. These words should be offered with respect, grounded in authentic reflection, presence, and awareness. As you step up to offer acknowledgment, breathe in awareness of both the present and of the histories that connect you with the people you are naming. Consider your own place in the story of colonization and of undoing its legacy. At your next gathering, try acknowledgment out, see how it feels, observe how or if it shifts the room. Over time, through practice, you'll learn more about what it means and what it opens up for you and others. Together, we can spark a movement to make acknowledgment of traditional lands a regular practice at public and private events. Acknowledgment is a simple, powerful way of showing respect and a step toward correcting the stories and practices that erase Indigenous people's history and culture and toward inviting and honoring the truth.

CONSENT AGENDA

The Presbytery VOTED to approve the following:

ITEMS FOR PRESBYTERY'S ACTION

That the presbytery:

1. **Approve** the minutes of the January 25, 2020 stated meeting, held at Hector Presbyterian Church, Hector, NY.
2. **Approve** the minutes of the April 14, 2020 called meeting, held via Zoom.us.
3. **Grant** privilege of voice to non-commissioners who will make a presentation or participate in a report to the presbytery.
4. **Receive** the April Operating Statement and Balance Statement.
5. **Receive** the report from the Treasurer.
6. **Concur** with the United Church of Canandaigua, Canandaigua, NY and grant the title of Pastor Emeritus to the Rev. James Kerr.
7. **Approve** the request of the session of First Presbyterian Church, Canisteo, NY, for a waiver of the term limit requirement for Ruling Elders Elaine Pierce and Bob Pfitzenmaier, according to the provisions of the Book of Order, G-2.0404.
8. **Grant** the status of Honorably Retired to the Rev. Jane Winters, effective March 1, 2020. (At Rev. Winters' request, this is being included in the consent agenda, with no formal recognition.)
9. **Approve** Elder Linda Werts (United, Canandaigua) to serve as an additional ruling elder for calendar year 2020, replacing Elder Joann Braun (Naples, Trinity Federated).
10. **Approve** Elder Joanne Tunison (First, Elmira) to serve as an additional ruling elder for calendar year 2020, in her role as the Mission and Witness Committee Representative to the General Council.
11. **Approve** the following amendment to the Manual of Administrative Operations (amendment noted in red):
The General Council (p. 10)
Any committee designee is expected to serve for a full year in that capacity. Those elected to serve on the General Council may serve for a maximum of four years regardless of which committee they represent.
If the regular committee designee is unable to attend a General Council meeting, the committee may designate an alternate person to represent the committee for that particular General Council meeting; the alternate designee will have voice and vote for that General Council meeting. The committee chair or clerk shall notify the Stated Clerk that an alternate designee will attend General Council prior to the meeting.
All committee designees, elected commissioners, at-large members, and officers who serve on General Council are to be named and be prepared to start their service on General Council on January 1st each year.
12. **Approve** the following amendment to the Manual of Administrative Operations (amendment noted in red):
Committee on Leader Care (p. 16)
Responsibilities:
 - Provide pastoral care support to pastoral leaders, their families, and leaders of the Presbytery.
 - Facilitate and promote the formation of colleague groups, affinity groups, and gatherings that assist the development of supportive relationships.

- Encourage spiritual direction, coaching, and continuing education.
- Develop and implement a process for training Presbytery committee members and officers
- Provide and/or promote spiritual retreat opportunities.
- Promote the PC (U.S.A.) Board of Pensions preventive care, member assistance programs, pre-retirement and fiscal responsibility workshops.
- Promote and assist leaders in learning the effective use of electronic meetings for Presbytery committees and work groups in consideration of geography and to encourage participation in the ministry of the wider church, according to the current standards of the PCUSA and the current edition of Robert's Rules of Order, Newly Revised (Scott-Foresman edition).
- Welcome new clergy and commissioned ruling elders and assist them in connecting with others.
- Oversee the annual necrology.
- Oversee the administration of the Pastoral Care Emergency Fund in consultation with the Presbytery Leader.
- Provide Boundary Awareness training, as required by the presbytery's sexual misconduct policy every three years.

BUSINESS RELATED TO CONGREGATIONS AND LEADERS

COMMITTEE ON MINISTRY

RE Ken Allen, COM Member, presented the report.

Items for Presbytery Action

RE Ken Allen presented the motion, from the COM, regarding the restoration of Rev. John McDonald.

Following discussion, the Presbytery VOTED to:

- **Approve** the restoration of Rev. John McDonald to the ordered ministry of Minister of Word and Sacrament, at his request and upon the recommendation of the Committee on Ministry.
- The Moderator offered prayer.
- The Presbytery is reminded that it is important for us to offer grace to Rev. McDonald as he is now restored to ordered ministry, as well as to all those that have been impacted by the previous actions of Rev. McDonald. "The power that Jesus Christ has vested in his Church, a power manifested in the exercise of church discipline, is one for building up the body of Christ, not for destroying it, for redeeming, not for punishing. It should be exercised as a dispensation of mercy and not of wrath so that the great ends of the Church may be achieved, that all children of God may be presented faultless in the day of Christ (*Book of Order*, D-1.0102)."

RE Ken Allen presented the motion, from the COM, and the Presbytery VOTED to:

- **Approve** using up to \$425 from the Candidates' Aid Fund to enable Rev. Dan Russell (At Large) to attend Interim Pastor Training at Princeton in October, pending on what other sources of funding Rev. Russell is able to find.

RE Ken Allen presented Rev. Kyle Delhagen (Palmyra, Western) for examination. Following the Presbytery's examination of Rev. Delhagen's theology and desire to transfer his membership to the Presbytery of Geneva and the PC(USA), the Presbytery VOTED to:

- **Sustain** the examination of the Rev. Kyle Delhagen.
- **Approve** the transfer of membership of the Rev. Kyle Delhagen from Classis of Rochester, Reformed Church of America, to the Presbytery of Geneva, Presbyterian Church (USA), effective May 26, 2020; and recognizing his 5 years of ordained ministry, **grant** an exemption for all of the examination requirements for ordination (by two-thirds vote) in accordance with G-2.0505. The Moderator led the Presbytery in prayer.

RE Ken Allen presented Michelle Serra (Canisteo, First) for examination. Following the Presbytery's examination of Michelle Serra's desire to begin the ordination process in the PC(USA), the Presbytery VOTED to:

- **Sustain** the examination of Michelle Serra.

- **Enroll** Michelle Serra, member of The United Church of Hornell and lay pastor of First Presbyterian Church of Canisteo, as an inquirer (G-2.0603). The Moderator led the Presbytery in prayer. Rev. Leah Ntuala (Seneca Falls, First) was invited to share a few words, recognizing RE Stephen Beals, who will be ending his service at West Fayette this summer:

“Stephen is a Ruling Elder of the 1 st Presbyterian Church in Seneca Falls. He is the CRE for West Fayette, the little church with the big heart. When I first met Stephen he was in Seminary, what he discovered was a music ministry. He has both a joy and a gift for writing and playing music. He used this gift to grow a very special Advent Carol Sing in his church, overflowing the pews- standing room only. He leads the people he serves by working alongside of them. He does everything he can at the strawberry festival, the bbq and chicken dinners. He leads a service and attends the final moments of the congregation I serve, always staying for coffee hour. He has worked and served the Presbytery and various committees. His passion, gifts and joy will be missed. He will continue to serve God in all he does.”

RE Virginia Champlin (Geneva) was invited to share a few words, recognizing Rev. Dr. Harold Delhagen, who concluded his tenure as Synod Leader for the Synod of the Northeast on May 1, 2020.

“H Hope Graduated from Hope College, Holland America
 Hope for his family
 Hope for the Church, Presbyteries, and Synod
 Hope for his health
 Hope the country turns Blue

A Advocate for Anti-Racism and total inclusion

Race, gender, age, country of origin, lifestyle, social status, education

R Role Model and Mentor

Sought out and nurtured new, young and emerging leaders

Reformed Church in America (baptized, confirmed, ordained)

Now a member of Presbyterian Church in the USA

His values and social justice initiatives were more inline

O Optimistic that he will keep in check and overcome his cancer

L Leader of Synod of the Northeast

Loves their Pond House

D Donna, wife of 40 years and the love of his life

Dad to three successful Adult children: Rev. Kyle, Taylor Jon, Hillary Anne

Granddad to 4 grandchildren: Jumah, Attacus, Rumi, Rivers Lok

Big D for Delhagen

Devoted to God our Creator, Saviour and Redeemer”

Following the recognitions, the Moderator offered prayer.

Items For The Presbytery’s Information

The Committee on Ministry VOTED to:

- **Approve** adding Susan Frost to the Pulpit Supply List, effective May 7, 2020.
- **Approve** scheduling a commissioning and recommissioning service for all CREs to take place during the September Presbytery Meeting; this will include recommissioning CREs to the Pulpit Supply List in their service to the Presbytery of Geneva.
- **Appointed** Beth Newell and Katherine Griffis to conduct the review of our Validated Ministers and At Large Members, to present that report in time for the September Presbytery Meeting.

Board Of Pensions Resources

- Rev. Dr. Carrie Mitchell, the BOP Church Consultant for the Northeast Region, met with the COM and shared an update on what is currently available through the Board of Pensions (especially in regards to COVID-19), as well as an overview of what the 2021 Pension Plan will offer.
- COVID-19 resources that are available through the BOP can be found here:
<http://www.pensions.org/what-we-offer/benefits-guidance/Coronavirus-resources>
- Information about the 2021 Benefits Plan can be found here:
<http://www.pensions.org/what-we-offer/our-plans/new-benefits-2021>

- Contact Rev. Dr. Carrie Mitchell: Call 215-587-7239 or email cmitchell@pensions.org

BUSINESS RELATED TO MISSION

VITAL CONGREGATIONS INITIATIVE (VCI)

Rev. Cara Milne (Watkins Glen, First) and Rev. Stanley Bhasker (Bath, First) offered an update on the Vital Congregations Initiative (VCI).

- Due to COVID-19 travel restrictions, Vital Congregational Initiative Austin trainings are virtual now. Please mark your calendar for August 18-20, 2020 – Virtual Vital Congregations Gathering (featuring Bill Brown and Tod Bolsinger)
- Though the dates are pushed back, we are still part of the Second Wave, but on a fall track instead of winter one. So, we will be forming cohorts for June 2021 for a start date of September 1, 2021.
- VCI is offering weekly zoom meetings on Wednesdays for anyone and everyone in your churches. These gatherings resumed on Wednesday (May 27) with special Guest Diane Givens Moffett – president of the Presbyterian Mission Agency. The next gathering is on Wednesday, June 3, 2020, with special guest J. Herbert Nelson, PCUSA Stated Clerk
- We are in conversation with Rev. Kathryn Threadgill, Coordinator for Vital Congregations and Rev. Carlton Johnson, Associate for Vital Congregations for a Zoom offering in our September Presbytery meeting.

MISSION & WITNESS COMMITTEE

Rev. Deb Grohman (Ontario Center, First) presented the report from the Mission & Witness Committee.

- The committee has designated part of their \$50,000 grant money to support our congregations by sending \$200 to each congregation.
- Emergency COVID-19 Grants are available; four have already been awarded, with more yet to be considered. There is no set deadline for this particular grant.
- The committee has extended the deadline for Session Mission Partnership Grants and Hunger Partnership Grants; the deadline is now August 3, 2020.

INTERNAL BUSINESS

GENERAL COUNCIL

RE Dr. Rob Anderson (Penn Yan, First) provided an update on how COVID-19 is impacting the Finger Lakes region.

- As of the date of this meeting, there are approximately 1.7 million known cases in the USA, 360,000 of those are in New York State.
- While New York State is currently trending down (overall) in new cases, Ontario County has seen an increase.
- The state has provided some guidelines for In-person worship that can take place now: drive-in worship is allowed, with proper distancing and use of PPE; and small groups of 10 persons or less can meet as long as they are maintaining proper distancing and use appropriate PPE. All other in-person worship gatherings are not recommended until Phase 4 of the phased reopening of the region, at which time further safety guidelines will likely be shared.
- Singing and loud talking/vocal projection increases the transmission risk, so they are not recommended at this time.
- Dr. Anderson expressed cautious optimism regarding possible vaccines, noting that more testing is needed and is ongoing. He made note of the justice issues that are at play in this epidemic, pointing out the fact that wealthier nations (such as the USA) are buying up PPE and the rights to vaccines and other medicines, making it harder for non-wealthy nations to have what they need to be safe and protect their citizens.
- It is still very important that people continue to maintain physical distancing and other protective measures whenever they are together, including in worship settings. We are called to be courteous to others, respect *all* our neighbors, wear masks, and maintain proper distancing.

COMMITTEE ON OPERATIONS

Rev. David Ashby (VM) presented the report from the Committee on Operations.

- We are gathering Presbytery Records and any Church Records to take to the Presbyterian Historical Society. A letter has been sent to congregations, inviting them to get church records to the Presbytery for the trip to the Historical Society by August 15, 2020.
- The Presbytery of Geneva and Camp Whitman have new logos:



REPORT OF THE STATED CLERK

Rev. Amy Loving Austin (Seneca #9 / Bellona) presented the report of the Stated Clerk.

- The Presbytery of Geneva's Minutes from 2019 were reviewed by the Synod of the Northeast. They were approved *with 3 exceptions*:
 1. The Presbytery failed to review the session minutes in 2019
 2. The Presbytery failed to report the recommissioning of CREs
 3. The Presbytery failed to report that COM has received and reviewed the annual reports of ministers performing work which is not under the jurisdiction of the presbytery or a higher governing body of the church, that COM has made recommendations to presbytery and that presbytery has acted on the recommendations (this refers to Validated and At-Large Minister Members).

REPORT OF THE PRESBYTERY LEADER

RE Susan Orr (Genesee Valley Presbytery) presented the report of the Presbytery Leader.

Friends, I am Elder Susan Orr, your Presbytery Leader. Here we are having our second successful electronic meeting of Presbytery! We had all hoped we would be physically present with each other in Trumansburg but look at how well we have adapted to our present circumstances. Yeah for us!

Well, we are certainly flying this plane while building it! General Council has been studying the book, Canoeing the Mountains: Christian Leadership in Uncharted Territory by Tod Bolsinger. We began the study in early March back when we naively thought the "uncharted territory" was the rapidly changing church culture in the world, and we've really come to appreciate the Holy Spirit timing that has guided us to this particular book during COVID 19. This past month, the key leadership lesson was – No One is Going to Follow You *Off* the Map Unless They Trust You On the Map. The most critical attribute our Presbytery must have to thrive in uncharted territory is a healthy organizational culture. Organizational culture is the group of norms of behavior, and the underlying shared values that help keep those norms in place. NOTE: It is not the *aspired* values that shape the Presbytery's culture but the *actual* values that produce, and are expressed in, actual behaviors. A statement of values, or a mission statement, no matter how inspiring, does not make a healthy culture. People typically don't look at by-laws or policy manuals for clues to a congregation's culture, they observe the people. In other words, a church can say that it values hospitality, discipleship and transparency, but these become part of the DNA of the church only when they are so resiliently present that they happen automatically by default, because all aspects of the congregational life support and reinforce them. The *actual* behaviors of those in leadership and membership express and share the *actual* values of the congregational culture.

So let's review what we have said are our aspired values:

MISSION: The Presbytery of Geneva lives to support and equip congregations and leaders to be Christ in the Finger Lakes and the world.

VISION: Radiating the light of Christ, the Presbytery of Geneva thrives as a community of servants, lifting up every congregation and leader in ministering together.

When Presbytery leadership and committees are perceived as technically competent, they gain credibility in the eyes of the Presbytery. When they are perceived as relationally congruent, trust is established. When credibility and trust are mobilized to create a healthy Presbytery culture, then we are ready to embrace the thrilling and daunting task of entering uncharted territory. Creating a healthy culture *for us* requires identifying the gaps between these aspired values we just read and our actual behavior and practices, and then working with leadership, committees and our congregations to bring every aspect of the Presbytery into alignment with our core ideology. Because it's not the Council or the staff or our committees that live to support and equip congregations, it's all of us. *We're* the Presbytery of Geneva.

We've made great strides especially through this crisis – the weekly pastoral leader support calls sponsored by the Committee on Leader Care; the financial gift to each congregation and availability of COVID emergency grants by the Committee on Mission & Witness; the commitment to the Second Wave of the Vital Congregations Initiative by the Committee on Vitality, the continued guidance on re-opening our church buildings from Council....these are all examples of how our Presbytery is living to support and equip congregations and leaders to be Christ in the Finger Lakes and the world. My favorite example of living into our purpose is the brand new Out to Pastor Newsletter created by Rev. David Barnard, newly retired. David sensed a call to minister to his colleagues so he created this newsletter and sought partnership with Leader Care to distribute it to our honorably retired members, and it has received wonderful feedback. Now, this new thing wasn't created by leadership – but by one of you answering a call. David, thank you for radiating the light of Christ, for being an example to all how the Presbytery of Geneva can thrive together as a community of servants. For while the urgency of transformation is made evident by the reality of our present circumstances, the energy for transformation is inherent in our call and identity as followers of Jesus Christ. Presbytery of Geneva, we are not adapting to merely survive but to thrive. May it be so!

BUSINESS RELATED TO CAMP WHITMAN

Report from the Camp Director

RE Lea Kone (Genesee Valley Presbytery) presented the report on Camp Whitman.

- We overshot our capital campaign goal of \$250,000, instead bringing in a total of \$279,000!
- Construction is nearing completion in the Walnut cabin. Construction on pavilions is nearing completion. Work on the docks will begin as soon as the permitting process is finished. The construction of new porches on camper cabins and new metal roofs will continue as staffing time allows and as volunteers are able to work on site. Other roofing projects and updates to water systems are in process, as well.
- Although traditional camping will not be possible Camp Whitman is providing three different programs this summer for our camp families, alumni & church community:
 - Camp Recreate at Camp Whitman – family camping in our newly renovated cabins.
 - Camp Reimagined at Home – a combination of on-line and shipped to home activities.
 - Camp Renewal for Volunteers– an opportunity to prepare Whitman's grounds and operations for an unprecedented 2021 season.

GOOD NEWS FROM CONGREGATIONS

Spencer, Christ the King Fellowship

The church has replaced its front steps, and they are now in the original design from 1914.

The Presbytery VOTED to **approve** adjourning the meeting at the conclusion of worship with the benediction.

WORSHIP AND THE LORD'S SUPPER

The Presbytery of Geneva engaged in a service of worship, led by the Rev. Kirianne Riehl (Ithaca, First), Rev. Cindy Weaver (Ithaca, First) and members of the congregation of First Presbyterian Church, Ithaca, NY. The service can be viewed here: <https://youtu.be/ZQVf34sy0PU>.

- Revs. Kirianne Riehl and Cindy Weaver presided at the Lord's Table as the Presbytery shared communion virtually.
- The Presbytery participated in a service of commissioning for the elected Commissioners, YAAD, and their alternates to the 224th General Assembly:
 - Commissioners: Rev. Deb Grohman (Ontario Center, First) and RE Tom Bailey (Spencer, Christ the King Fellowship)
 - Alternate Commissioners: TE Denise Stone (Big Flats, First) and RE Rob Anderson (Penn Yan, First)
 - YAAD: Audra Burrall (Geneva)
 - Alternate YAAD: Skye Chaapel (Naples, Trinity Federated)

BENEDICTION AND ADJOURNMENT

The meeting was concluded with prayer and benediction during the worship service.

The Moderator pronounced the meeting to be adjourned at 4:15 pm.

Attest: Amy Loving Austin, Stated Clerk