

**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, Sept. 28, 2021, held electronically via Zoom.us.

**GATHERING FOR SHARED WORK: OPENING BUSINESS**

**GATHERING**

12:30 pm Registration and Fellowship Time (through 1:00 pm)

**CALL TO ORDER**

RE Virginia Champlin, Moderator, called the meeting to order at 1:00 pm, a quorum being present.

The Moderator offered the opening prayer.

The Stated Clerk read the Presbytery's Purpose and Vision Statements.

**ROLL**

**CONGREGATIONS: MINISTERS & COMMISSIONERS (CM = Corresponding Member; CP = Commissioned Pastor)**

CONGREGATION	MINISTER(S)	COMMISSIONER	CONGREGATION	MINISTER(S)	COMMISSIONER
ADDISON	A - Peter Marr (CM)		MARION, UNITED	A - Denise Logan (CM)	Frank Halstead
ANDOVER, FIRST	A - C. Mattison		MORELAND	Paul Yoder (CRE)	
ARKPORT, FIRST	Bruce Incze	Lorraine Glidden	NAPLES, TRINITY FEDERATED	Robin Lostetter	Jessie Olney
ATLANTA	----		NEWARK, PARK	----	
BATH, FIRST	----		OAKS CORNERS	A - Karl Warrington	
BELLONA, MEMORIAL	Amy Loving Austin	Jane Hansen	ONTARIO CENTER, FIRST	Deborah Grohman	
BIG FLATS, FIRST	Denise Stone	Robin Fitzgerald	OVID, FEDERATED	Rob Mellgard	Judy Mellgard
BURDETT	Richard Evans (CRE)	Martha Evans	PAINTED POST, UNITED	David Preisendanz	
CANANDAIGUA, UNITED	Wade Allen (CM)		PALMYRA, WESTERN	----	Philip Opdycke
CANISTEO, FIRST	Michelle Serra (G)		PENN YAN, FIRST	Paul Malles	Rob Anderson
COHOCTON, FIRST	----		PHELPS, UNITED	----	Margaret Carlson
CORNING, FIRST	Jeffrey Ugoretz	Kay Rogus	PRATTSBURGH, FIRST	----	
EAST PALMYRA, FIRST	----		PULTENEY, FIRST	Don Peek (CRE)	Mary Jane Peek
ELMIRA, FIRST	A - Bill Reynolds (CM)		RED CREEK	Carleen Frost (CRE)	
ELMIRA, NORTH	Evan Hansen	Annie LeFevre	ROCK STREAM	EX - Lucinda O'Leary	

<b>GENEVA, THE PC</b>	Colin Pritchard	Chris Gerling	<b>SENECA #9</b>	Amy Loving Austin	Pam Ells
<b>HAMMONDSPORT, FIRST</b>	-----		<b>SENECA FALLS, FIRST</b>	Leah Ntuala	Susan Derr
<b>HECTOR</b>	<b>A</b> - Ben Masters		<b>SHORTSVILLE, FIRST</b>	Connie Franks (CRE)	
<b>HORNELL, UNITED</b>	Katherine Griffis	Jim Varner	<b>SODUS, FIRST</b>	<b>EX</b> - Gail Heimberger	
<b>HORSEHEADS, FIRST</b>	Aaron Frank	<b>EX</b> - Judy Sell	<b>SPENCER, CHRIST THE KING FELLOWSHIP</b>	Sabrina Slater	Kerm Bossard
<b>HOWARD, UNION</b>	-----		<b>TRUMANSBURG, FIRST ULYSSES</b>	Daniel Russell	Pamela Postle
<b>HURON</b>	<b>A</b> - Nancy Farrell	Linda Hayes	<b>WATERLOO, FIRST</b>	Anita Milne	
<b>ITHACA, FIRST</b>	Cynthia Weaver <b>A</b> - Kirianne Weaver	Gail Farnham	<b>WATKINS GLEN, FIRST</b>	Cara Milne	Patti Smith
<b>JASPER, UNITED</b>	<b>A</b> - Brain Dieffenbacher (CM)		<b>WESTON</b>	-----	Barry Winters
<b>JUNIUS</b>	<b>A</b> - Ellen Donnan	Harriet Haynes	<b>WOLCOTT, FIRST</b>	Walter Stuber (CM)	Dolores Gingerich
<b>LYONS, FIRST</b>	-----	Joanne Reinhardt			

**MINISTERS IN VALIDATED MINISTRIES / MINISTERS AT-LARGE / HONORABLY RETIRED MINISTERS**

**Present:**

Glenn Kennedy (AL)                      David Ashby (VM)                      John Milne (HR)                      Janice Fitzgerald (VM)  
Cynthia Huling Hummel (HR)      Jane Winters (HR)                      Tim Johnson (HR)

**Excused:**

Betsey Crimmins (HR)                      Harold Delhagen (AL)                      Adrian Tierson (VM)

**ADDITIONAL ELDER COMMISSIONERS (appointed by Presbytery to correct elder-clergy imbalance)**

**Present:**

Tom Bailey (Spencer, Christ the King)      Virginia Champlin (Geneva)                      Ken Allen (Canandaigua, United)  
Pricilla Andrews (Rock Stream)              Donna Colvin (Pulteney, First)                      Susan Frost (Geneva Presbytery)  
Linda Werts (Canandaigua, United)              Irene Fadden (Palmyra, Western)                      John Gingerich (Wolcott, First)

**Excused:**

Bob Sell (Horseheads, First)                      Jeff Richards (Elmira, North)

**PRESBYTERY STAFF (granted voice)**

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

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

Michelle Serra (Canisteo, First)                      Catherine Foerster (Penn Yan, First)                      Beth Newell (Geneva)  
Ellen Reynolds (Geneva)                      Miles Persing, Jr (West Fayette)  
Sara Pottschmidt Lisherness (PMA)                      Steven Beals (Seneca Falls, First/Former CRE at West Fayette)  
Rosemary Mitchell (Genesee Valley Presbytery/PMA)

<b>SUMMARIES FOR EACH MEETING 2021</b>	<b>Jan 23</b>	<b>Mar 23</b>	<b>May 25</b>	<b>Aug 24</b>	<b>Sept 28</b>	<b>Nov 22</b>
<b>Total Minister Commissioners Present*</b>	33	34	23	11	26	
<b>Total Elder Commissioners Present **</b>	37	41	40	14	39	
<b>Parity (expressed in terms of Elders, + or -)</b>	+4	+7	+17	+3	+13	



that was said to have been found in the area by early Native Americans of the area. Other archaeological finds have given credibility to this story. We give thanks for the earliest keepers of the land from which we all have benefited. We give thanks for the continued existence of the Native Americans in our region and across North America. May we be mindful of the costs associated with our way of life.

### ***SERVICE TO RECOGNIZE THE SERVICE OF WEST FAYETTE PRESBYTERIAN CHURCH***

The Presbytery of Geneva engaged in a service of recognition, celebrating the service of the West Fayette Presbyterian Church which was dissolved at the August meeting of the Presbytery. The service of recognition was led by the Moderator and the members of the Administrative Commission for the West Fayette Presbyterian Church.

### **CONSENT AGENDA**

The Presbytery VOTED to approve the following:

1. **Approve** the minutes of the May 25, 2021 stated meeting, held via Zoom.us.
2. **Approve** the minutes of the August 24, 2021 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 August Operating Statement and Balance Statement.
5. **Receive** the report from the Treasurer.
6. **Approve** the election of the following persons to serve as officers and Council members in 2022:
  - Moderator: TE Deb Grohman (Ontario Center)
  - Vice Moderator: RE Jeff Richards (Elmira, North)
  - Treasurer of the Presbytery: RE Tom Bailey (Spencer, Christ the King Fellowship)
7. **Approve** the election of the following to serve on Presbytery Committees:
  - a. Committee in Camp Whitman
    - Class of 2024: RE Jeff Richards (Elmira, North)
  - b. Committee on Operations:
    - Class of 2024: RE Jim Varner (Hornell, United); RE Milt Erb (Hammondsport, First)
  - c. Committee on Ministry:
    - Class of 2024: RE Beth Newell (Geneva); TE Jane Winters (HR)
  - d. Committee on Leader Care:
    - Class of 2024: TE Bruce Incze (Arkport, First); CRE Connie Franks (Shortsville, First)
  - e. Committee on Mission and Witness
    - Class of 2024: RE Lisa Sanford (Hornell, United); TE Cindy Weaver (Ithaca, First)
  - f. Committee on Operations:
    - Class of 2024: TE Evan Hansen (Elmira, North)

### **ITEMS FOR PRESBYTERY'S INFORMATION FROM YOUR STATED CLERK**

1. Any persons interested in proposing overtures to the 225th General Assembly (scheduled for the Summer of 2022) will need to follow the following deadlines. Detailed information about how to propose an overture can be found at <https://oga.pcusa.org/section/ga/ga/> and <https://www.pcusa.org/resource/how-submit-overture/>.  
225th General Assembly Business Deadlines
  - December 20, 2021
    - Commissioners and Advisory Delegates final due date (Presbyteries are advised to submit names as early as possible)
  - February 18, 2022
    - Agency and Committee Reports
    - Overtures with Constitutional Implications
    - Overtures referred from the 224th assembly will be automatically referred as-is, unless a mid council notifies me of withdrawal or edited rationale by the 120-day deadline.
  - April 19, 2022
    - Overtures with financial implications
  - May 4, 2022
    - All other overtures
    - First concurrence
    - Comments

- May 19, 2022
  - GANC Nominations Slate
- 2. Curious about the plans for the 225th General Assembly (2022)? Check out this update from the Office of the General Assembly: <https://vimeo.com/592783966>
- 3. Clergy (and their families) and other church leaders are experiencing increased stress and anxiety during this time of COVID-19. The Employee Assistance Program (EAP), administered by Cigna Behavioral Health, is available to members with medical coverage through the Board of Pensions, their families, and anyone who lives with them. Through the EAP, you have access to six [free] private counseling sessions with a licensed clinician in Cigna's EAP network. These sessions can be virtual on your phone, tablet, or home computer, or face-to-face. For retired members and employees not eligible for the EAP, Cigna is currently offering a separate 24-hour toll-free help line. Call 866-912-1687 to connect with qualified clinicians, including licensed social workers, professional counselors, and psychologists, who can provide support and guidance. For more information about the EAP, please go to: <http://www.pensions.org/file/what-we-offer/benefits-guidance/forms-documents/Documents/pts-643.pdf> info
- 4. Please take advantage of the (FREE) Synod of the Northeast Webinars: <https://www.synodne.org/webinars>

### **COMMITTEE ON MINISTRY**

RE Ken Allen (Canandaigua, United), co-chair of the Committee on Ministry, presented the motion from the Committee on Ministry.

The Presbytery VOTED to:

- **approve** keeping the 2022 Minimum Salary Requirements for pastoral leadership positions the same as the 2021 requirements, and challenging congregations to offer a 2% suggested increase.

RE Kerm Bossard (Spencer, Christ the King) led the Presbytery in the liturgy for the recommissioning the following Ruling Elders to service in the Presbytery of Geneva:

Commissioned to service to particular congregations in the Presbytery of Geneva:

- CRE Richard Evans (Watkins Glen, First), commissioned to the Burdett Presbyterian Church of Burdett
- CRE Paul Yoder (Horseheads, First), commissioned to the Moreland Presbyterian Church of Moreland

### **Actions Taken On Behalf Of The Presbytery**

The Committee on Ministry VOTED to:

- **Approve** recommissioning the following Ruling Elders to service in the Presbytery of Geneva:
  - Commissioned to service to particular congregations in the Presbytery of Geneva:
    - CRE Richard Evans (Watkins Glen, First), commissioned to the Burdett Presbyterian Church of Burdett
    - CRE Paul Yoder (Horseheads, First), commissioned to the Moreland Presbyterian Church of Moreland
- **Appoint** Carol Wilson to moderate the WPC Session meeting that is scheduled for April 27, 2021.
- **Approve** Jane Winters to continue moderating at Elmira, First.
- **Appoint** Carol Wilson to serve as moderator of Western Presbyterian Church of Palmyra, NY.
- **Appoint** Katherine Griffis to serve as Moderator at First Presbyterian Church of Bath for their meeting on Monday, May 10, 2021.
- **Appoint** Bob Sell to serve as Moderator at First Presbyterian Church of Hammondsport.
- **Concur** with the dissolution of the pastoral relationship between the Rev. Stanley Bhasker and First Presbyterian Church of Bath, NY, effective end of day April 30, 2021; and **approve the transfer** of membership of Rev. Stanley Bhasker to the Presbytery of Kiskiminetas, effective May 1, 2021.
- **Concur** with the dissolution of the pastoral relationship between the Rev. Kyle Delhagen and Western Presbyterian Church of Palmyra, NY, effective end of day April 25, 2021; and **approve the transfer** of membership of Rev. Kyle Delhagen to the Presbytery of Albany, effective April 26, 2021.
- **Appoint** Aaron Frank to serve as Moderator at First Presbyterian Church of Bath.
- **Approve** terminating, with cause, the covenant as Temporary Supply Pastor between the Rev. Ellen Donnan and the United Church of Phelps, effective close of day September 1, 2021.
- **Appoint** Cynthia Huling Hummell to serve as moderator at Weston, effective September 1, 2021.

### **Items For The Presbytery's Information**

The Committee on Ministry VOTED to:

- **Approve** the Temporary Supply Covenant agreement between the Rev. Daniel J. Russell and First Presbyterian Church of Ulysses, Trumansburg, NY, to serve as ½-time Temporary Supply Pastor effective June 1, 2021 thru May 31, 2022.

Total compensation:

Cash salary: \$ 18,148

- |                        |  |
|------------------------|--|
| Housing:               | \$ 9,964   |
| SECA:                  | \$ 2,151   |
| Pension/Medical        | \$ 12,452  |
| Travel Allowance:      | all church related travel vouchered at IRS rate/mile |
| Study Leave Allowance: | \$ 500   |
| Study Leave Time:      | 14 days, including 2 Sundays                         |
| Vacation:              | 31 days, including 4 Sundays                         |
- **Approve** the Stated Pulpit Supply Pastor Covenant agreement between the Rev. Karl Warrington and Oaks Corners Presbyterian Church of Oaks Corners, NY, to serve as Stated Pulpit Supply Pastor effective September 1, 2021 thru August 31, 2022. Total compensation:

Cash:	\$110 / Sunday Worship
Moderator of Session:	\$50 / meeting
Pastoral Services:	\$20 /hr. (church committee meetings, membership classes, etc.)
Visitation:	\$50 /month
Emergencies:	Contact one of the following Jeanne Day, Sharon Scherbyn, Mae Schweickhard for consent.
Travel Allowance:	all church related travel vouchered at IRS rate per mile
Vacation:	4 weeks and 4 Sundays
Personal Days:	1 paid with prior approval from Session and 1 unpaid
  - **Approve**, with a waiver of all unmet guidelines, the CRE Covenant Agreement between CRE Paul Yoder and Moreland Presbyterian Church, Moreland, NY to serve as ¼-time Commissioned Ruling Elder.

Cash salary:	\$ 8,042
Housing:	\$ 4,764
All other benefits waived at his request	
Study Leave Time:	14 days, including 2 Sundays
Vacation:	31 days, including 4 Sundays
  - **Approve**, with a waiver of all unmet guidelines, the CRE Covenant Agreement between the CRE Carleen Frost and Red Creek Presbyterian Church, Red Creek, NY, to serve as Commissioned Ruling Elder effective January 1, 2021 thru December 31, 2021. Total compensation:

Cash:	\$110 / Sunday Worship
Travel Allowance:	all church related travel vouchered at IRS rate per mile
  - **Approve** the MIF for Phelps, United (as amended by the PNC and reviewed and approved by their COM liaison Beth Newell).
  - **Approve** Susan Frost's PIF.
  - **Approve** the Mission Study conducted by the First Presbyterian Church of Ulysses in Trumansburg.
  - **Approve** the First Presbyterian Church of Ulysses in Trumansburg to form a PNC.
  - **Approve** the MIF for Interim Pastor for Newark, Park.
  - **Approve** the Ordination and Installation guideline documents to be included in the COM Guidebook.
  - **Approve** making the SECA allowance required for all called pastoral positions and recommended for all other pastoral positions.
  - **Approve** Beth Newell and Aaron Frank to serve as Ordination Exam Readers.
  - **Approve** Carol Wilson to serve as the COM liaison to Red Creek.
  - **Approve** using \$1300 from the Continuing Education Scholarships for Pastoral Leaders Fund to assist the Rev. Denise Stone taking a unit of CPE through Crossroads of Caring out of Rochester.
  - **Approve** the MIF for the Interim Pastor at Western Palmyra.
  - **Approve** Michelle Serra's participating in the Crossroads of Caring CPE program.
  - **Approve** Cynthia Huling Hummel to serve as the alternate ordination exam reader, if the way be clear.

### COMMITTEE ON OPERATIONS

TE David Ashby (AL), chair of the Committee on Operations, presented the report.

- Operations is preparing the 2022 budget, anticipating presenting it to the Presbytery for its first reading at the November 2021 meeting.
- Mission challenge letters will be going out to congregations soon so you can reflect them in your budget processes for next year.
- Operations will be conducting personnel reviews in October, and will be recommending compensation changes as part of the 2022 budget
- Operations reports this in accordance with the Manual of Operations to the Presbytery:
  - At a special meeting on September 27, 2021, the Operations Committee granted permission to the United Church of Canandaigua to sell a piece of unused property at 4565 Kear Rd, Bristol NY to Duane and Donna McKaig for \$135,000. Proceeds will be used in the operation and maintenance of the United Church of Canandaigua.

### **COMMITTEE ON REPRESENTATION**

RE Barry Winters (Weston) presented the report.

- The Committee is seeking applications for YAADs. Please contact the Committee on Representation if you or someone in your congregation is interested in serving.

### **GENERAL COUNCIL**

TE Glenn Kennedy (AL), chair of the General Council, presented the report.

- Covid-19
  - RE Dr. Rob Anderson (Penn Yan, First) shared an update on the Covid-19 pandemic. Booster vaccines are recommended for those who qualify. Masking and distancing continue to be incredibly effective in preventing transmission of the virus. Please refer to the Covid-19 Updates tab on the Presbytery website for further information and the latest updates.
- Presbytery Leader Search Update
  - TE Evan Hansen (Elmira, North) shared that the Ministry Information Form for the Presbytery Leader position is now active on the Church Leadership Connection.

### **General Council Items for the Presbyter's Information**

The General Council VOTED to:

#### **(Presbytery Meetings)**

- **Encourage** all Presbytery-related committees/groups/commissions/etc continue to meet virtually through the end of 2021; this does not dis-allow in-person meetings -- we simply recommend that groups continue to use Zoom or some other digital means to conduct most meetings.
- **Approve** holding all Presbytery meetings via Zoom through at least the end of April 2022.

#### **(COVID-19 Safety)**

- **Encourage** all Presbytery-related committees/groups/commissions/etc continue to meet virtually through the end of 2021; this does not dis-allow in-person meetings -- we simply recommend that groups continue to use Zoom or some other digital means to conduct most meetings.

#### **(Presbytery Leader Transition)**

- **Approve** the Presbytery Leader Search Committee to schedule a town-hall style meeting for the Presbytery, working with the Presbytery Staff to schedule this event (suggested date: August 17, 2021).
- **Approve** the Presbytery Leader position to be a 25 hour per week part-time position with an Effective Salary range of \$45,000 to \$49,000, with a housing type of "Housing Allowance".
- **Approve** the MIF for the Presbytery Leader position.

#### **(Triennium)**

- **Assign** the tasks related to overseeing the Presbytery's involvement in the 2022 Triennium to the Mission and Witness Committee. This will involve securing a Registrar and recruiting at least 2 adult chaperones (1 male, 1 female, either Ruling or Teaching Elders).

#### **(Committee on Representation)**

- **Advise** the Committee on Representation that the Council At Large appointments are renewable for an additional two-year term.

### **CAMP WHITMAN**

#### **CAMP WHITMAN COMMITTEE**

RE Lea Kone shared the report:

- We are just under 2 weeks away from the closing of our 2021 season. We are pleased to share that we have had a safe, healthy and successful season. This summer between summer camp, groups, weddings, family rentals, field trips and volunteers, we have hosted over 800 people to Camp Whitman - more than any other year in recent history.

- We finished the summer camp season with 185 resident campers over the 4 weeks and with zero COVID cases. Wahoo! At the conclusion of our season on October 11 th , we will have also hosted 62 family rentals scheduled totaling 235 guests between June, August and September in our renovated cottages.
- In addition to our campers and family campers, Camp Whitman hosted a number of group overnight and day retreats this season. Highlights from this season include the First Presbyterian Church of Chili youth group, the First Presbyterian Church of East Avon youth group, the Presbytery of Geneva Leader Care Retreat, Cameron Community Ministries and Wilson Commencement Park youth group, and Wellness G.I.F.T.S. a community based group offering weekend retreats for individuals with disabilities and their families.
- Upcoming:
  - Presbyterian Youth Retreat on Saturday, October 9 from 11 am to 7 pm for youth in grades 6-12. The cost is \$25 and includes lunch and dinner. See camp website or Facebook for more details.
  - This summer had its own challenges including the mental health of our campers and staff, and difficulty finding and keeping staff. We ask that you pray for our young people who are experiencing much anxiety in today's challenging world.
  - We also give particular thanks to the volunteers and staff members who have made this season possible, in particular: Rev. Colin Pritchard and Rev. Sabrina Slater who served as chaplains this season and Jeff and Pat Richards who served as our camp cooks during our staff training week.

### ***COMMITTEE ON MISSION AND WITNESS***

#### **COMMITTEE ON MISSION AND WITNESS**

TE Deb Grohman (Ontario Center, First), chair of the Committee on Mission and Witness, presented the report:

- Refugee Resettlement
  - We know that many in our congregations would like to help the new Afghani refugees, some of whom are being resettled in our larger area. Our committee is putting together a list of organizations who are instrumental in this work and the needs they have for volunteers and donations. We're also contacting congregations in the area who are sponsoring a family to see what opportunities may exist for collaborative support. If you would like to help our presbytery and churches respond to this humanitarian crisis, please contact the Mission and Witness Committee, and we'll form a task group.
- Youth Triennium
  - "When did we see you?" is the theme of the 2022 Triennium being held July 24-27 in Indianapolis. Our presbytery is getting organized to take a group, and a registrar will be named soon. On October 9, a youth retreat is happening jointly with Genesee Valley Presbytery at Camp Whitman which will include a look toward Triennium. Please start now to identify high schoolers from your congregation who would be interested in attending this summer.

### ***CONVERSATION WITH PRESBYTERIAN MISSION AGENCY REPRESENTATIVES***

The Moderator introduced TE Rosemary C. Mitchell (Genesee Valley Presbytery/PMA), Senior Director of Mission Engagement & Support for the Presbyterian Mission Agency, and RE Sara Pottschmidt Lisherness (PMA), Interim Director of Presbyterian World Mission and Director of Compassion, Peace & Justice for the Presbyterian Mission Agency.

Rev. Mitchell shared a video that highlighted the many congregations within the Presbytery of Geneva who are actively involved with certain Presbyterian Mission Agency programs - including churches who have committed to the Matthew 25 Initiative and churches who have participated in all (4 out of 4) of the Special Mission Offerings collected by the PCUSA.

RE Pottschmidt Lisherness shared information regarding the local connections that the Presbytery has to the Presbyterian World Mission. Horace Underwood and John Nevius (born between Lodi, NY, and Ovid, NY) were key in developing the Presbyterian Mission Strategy in Korea, which helped to lay the foundation for the strong Presbyterian presence that is established in Korea today.



For additional information about the Presbyterian Mission Agency and the Presbyterian World Mission, please visit these websites:

- Presbyterian Mission Agency: <https://www.presbyterianmission.org/>
- Presbyterian World Mission: <https://www.presbyterianmission.org/ministries/world-mission/>

### ***GOOD NEWS FROM CONGREGATIONS***

Members of the Presbytery shared good news and announcements from their congregations and ministries.

### ***WORSHIP AND THE LORD'S SUPPER***

The Presbytery of Geneva engaged in a service of worship, led by TE Colin Pritchard (Geneva). Worship included a dynamic sermon given by the Rev. Colin Pritchard, as well as the celebration (virtually) of the Lord's Supper.

The Moderator asked the Vice Moderator, TE Deb Grohman (Ontario Center, First), to moderate the remainder of the meeting.

The Presbytery VOTED to **adjourn** the meeting with the benediction, following the Resolution of Thanks.

### ***RESOLUTION OF THANKS***

TE Rob Mellgard (Ovid, Federated) offered the Resolution of Thanks:

Lord God we give you thanks for our resolve during trying times as our Presbytery, its people and leaders support and equip congregations to represent, and to re-present Christ.

We give thanks for all those serving together as one Body of Christ with many members here in the Finger Lakes.

We give thanks for your call Almighty God to go out from our churches into the world, a world which starts just outside the doors of our churches and goes on to the very ends of the earth.

We give thanks for the ministry of each and every church and the church families therein, and the many points of faithful light and ministry in our presbytery. Understanding each church has a journey of faith spanning many years and that those years can and do come to an end, we also give thanks for the West Fayette Presbyterian Church and for their many years of worship and service in the name of Christ our Lord.

As we commission our CRE's to their work, we celebrate and give thanks for their dedication and for the word of grace and truth they bring into so many situations. May their lights shine bright for you in all their work.

We give thanks for Rev. Rosemary Mitchell as she encourages Presbyterians to "be the mission not just pay for missions" around the nation and world to the end that every knee should bow in faith and the light of salvation reach even the darkest of valleys. We offer thanks for Sara Pottschmidt Lisherness and her work to bring Compassion, Peace and Justice into focus as we serve our Lord.

We offer thanks for each of our Presbytery committees, their members and leaders, for all people who dedicate their time and efforts to do the business of the church.

It is with abiding faith we remember the words of our Lord, Jesus who speaks to each of us, "Come to me, all of you who are weary and carry heavy burdens, and I will give you rest. Take my yoke upon you. Let me teach you, because I am humble and gentle at heart, and you will find rest for your souls."

May our souls be given the gifts of serenity to accept the things we cannot change, the courage to change the things we can, and the wisdom to know the difference.

Now at the close of our meeting may God's people zooming together today - truly find rest for their souls in Christ and with our voices as one say - AMEN.

### ***BENEDICTION AND ADJOURNMENT***

The Vice-Moderator offered the benediction and pronounced the meeting to be adjourned at 3:20 pm.

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Attest: Amy Loving Austin, Stated Clerk

**PRESBYTERY of GENEVA MINIMUM SALARIES 2022**

These figures represent no change from the 2021 Minimums except for corrections as marked.

A separate sheet shows a challenge set of figures with a 2% COLA increase.

Approved by Presbytery \_\_\_\_\_, 2021

	<u>2022 Full Time</u>	<u>2022 ¾ time</u>	<u>2022 ½ time</u>	<u>2022 3/8 time</u>	<u>2022 ¼ time</u>
<b>A. EFFECTIVE SALARY</b>					
Cash Salary	\$33,627	\$25,220	\$16,814	\$12,610	\$8,407
Housing Allowance OR Fair Rental Value of Manse	\$17,928	\$13,446	\$8,964	\$6,723	\$4,482*
<b>ST: Effective Cash Salary</b>	<b>\$51,555</b>	<b>\$38,666</b>	<b>\$25,778</b>	<b>\$19,333</b>	<b>\$12,889*</b>
<b>B. ADDITIONAL PAID COMPENSATION</b>					
Social Security Offset (SECA) = 7.65% of Effective Salary <i>[required for installed positions, recommended for other positions]</i>	\$ 3,944	\$2,958*	\$1,972*	\$1,479	\$986
Pension/Medical Benefits = 37% of Effective Salary <i>[for installed positions; other rules apply to other positions]</i>	\$19,075	\$14,307*	\$9,538*	\$7,153	\$4,769
Travel Allowance (vouchered @ current IRS rate per mile)	Must pay all church-related travel, vouchered at current IRS rate (IRS rate for 2022 has not yet been announced.)	(same)	(same)	(same)	(same)
Study Leave**	\$1000	\$750	\$500	\$375	\$250
<b>ST: Additional Paid Compensation</b>	<b>\$24,019</b> Plus all church-related travel	<b>\$18,014</b> Plus all church-related travel	<b>\$12,010</b> Plus all church-related travel	<b>\$9,007</b> Plus all church-related travel	<b>\$6,005</b> Plus all church-related travel
<b>TOTAL SALARY PACKAGE = Effective Salary + Additional Paid Compensation</b>	<b>\$75,574</b> Plus all church related travel	<b>\$56,681*</b> Plus all church related travel	<b>\$37,788*</b> Plus all church related travel	<b>\$28,340</b> Plus all church related travel	<b>\$18,894*</b> Plus all church related travel
<b>C. ADDITIONAL BENEFITS</b>					
Paid Study Leave Time**	2 WEEKS INCLUDING 2 SUNDAYS	(same)	(same)	(same)	(same)
Vacation	31 DAYS INCLUDING 4 SUNDAYS	(same)	(same)	(same)	(same)

Employers must provide, on a non-contributory basis, installed pastors with Pastor's Participation, regardless of the number of hours worked (*Book of Order* [G-2.08041]). Dues are invoiced by BOP to the church. Employers may offer any combination of benefits, including medical benefits, to any ministers of the Word and Sacrament who are not in an installed relationship with a church and other employees ... see pensions.org for full details or contact COM.

\*corrected from 2021 figure \*\*Study Leave time and funds can be accumulated for up to 3 years.

Work Hours (Per Board of Pensions)

Full Time	3/4 Time	½ Time	3/8 Time	¼ Time
35 hours	26.25 hours	17.5 hours	13.125 hours	8.75 hours

**PRESBYTERY of GENEVA MINIMUM SALARIES 2022 + 2% CHALLENGE**

These figures represent 2% more than the Minimum Salary figures for 2022.

# All numbers were calculated to two decimals and rounded off, so totals do not match exactly.

Approved by Presbytery \_\_\_\_\_, 2021

	<u>2022 Full Time + 2% COLA increase</u>	<u>2022 ¾ time</u>	<u>2022 ½ time</u>	<u>2022 3/8 time</u>	<u>2022 ¼ time</u>
<b>A. EFFECTIVE SALARY</b>					
Cash Salary	\$34,300	\$25,725	\$17,150	\$12,863	\$8,575
Housing Allowance OR Fair Rental Value of Manse	\$18,287	\$13,715	\$9,143	\$6,857	\$4,572
<b>ST: Effective Cash Salary</b>	<b>\$52,586#</b>	<b>\$39,440</b>	<b>\$26,293</b>	<b>\$19,720</b>	<b>\$13,147</b>
<b>B. ADDITIONAL PAID COMPENSATION</b>					
Social Security Offset (SECA) = 7.65% of Effective Salary <i>[required for installed positions, recommended for other positions]</i>	\$ 4,023	\$3,017	\$2,011	\$1,509	\$1,006
Pension/Medical Benefits = 37% of Effective Salary <i>[for installed positions; other rules apply to other positions]</i>	\$19,457	\$14,593	\$9,728	\$7,296	\$4,864
Travel Allowance (vouchered @ current IRS rate per mile)	Must pay all church-related travel, vouchered at current IRS rate (IRS rate for 2022 has not yet been announced.)	(same)	(same)	(same)	(same)
Study Leave*	\$1020	\$765	\$510	\$383	\$255
<b>ST: Additional Paid Compensation</b>	<b>\$24,500</b> Plus all church-related travel	<b>\$18,375</b> Plus all church-related travel	<b>\$12,250#</b> Plus all church-related travel	<b>\$9,187#</b> Plus all church-related travel	<b>\$6,125</b> Plus all church-related travel
<b>TOTAL SALARY PACKAGE = Effective Salary + Additional Paid Compensation</b>	<b>\$77,086</b> Plus all church related travel	<b>\$57,814</b> Plus all church related travel	<b>\$38,543#</b> Plus all church related travel	<b>\$28,907</b> Plus all church related travel	<b>\$19,271#</b> Plus all church related travel
<b>C. ADDITIONAL BENEFITS</b>					
Paid Study Leave Time*	2 WEEKS INCLUDING 2 SUNDAYS	(same)	(same)	(same)	(same)
Vacation	31 DAYS INCLUDING 4 SUNDAYS	(same)	(same)	(same)	(same)

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