

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 conducted a Stated Meeting on Tuesday, September 26, 2023, held in person at the North Presbyterian Church of Elmira and electronically via Zoom.us.

GATHERING FOR SHARED WORK: OPENING BUSINESS

GATHERING

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

CALL TO ORDER

TE Anita Milne (Waterloo, First), Vice Moderator, called the meeting to order at 1:02 pm, a quorum being present. The Vice Moderator offered the opening prayer.

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 (CM)		MORELAND	A - Paul Yoder (CRE)	
ARKPORT, FIRST	Bruce Incze		NAPLES, TRINITY FEDERATED	A - Michael Whitcomb-Tavey (CM)	A - Jessie Olney
	-----	-----	NEWARK, PARK	Susan Frost	Anne Rogers
BATH, FIRST	John Woodring (CM)	A - Dean Chatfield	OAKS CORNERS	A - Karl Warrington	
BELLONA, MEMORIAL	Amy Loving Austin	EX - Jane Hansen	ONTARIO CENTER, FIRST	Deborah Grohman	
BIG FLATS, FIRST	EX - Denise Stone	A - Robin Fitzgerald	OVID, FEDERATED	A - Rob Mellgard	A - Judy Mellgard
BURDETT	A - Richard Evans (CRE)	A - Martha Evans	PAINTED POST, UNITED	A - David Preisendanz	A - Hank Jonas
CANANDAIGUA, UNITED	A - Wade Allen (CM)	Linda Werts	PALMYRA, WESTERN	Hodong Hwang	EX - Philip Opdycke
CANISTEO, FIRST	Michelle Serra		PENN YAN, FIRST	A - Paul Malles	EX - Rob Anderson
COHOCTON, FIRST	-----	A - Linda Hodges	PHELPS, UNITED	H. Leigh Holder	EX - Peg Carlson
CORNING, FIRST	Jeffrey Ugoretz	Kay Rogus	PRATTSBURGH, FIRST	-----	A - Lynn Dinehart
EAST PALMYRA, FIRST	-----	A - Judith Langdon	PULTENEY, FIRST	----	Mary Jane Peek
ELMIRA, FIRST	Lynn Rubier-Capron	Joanne Tunison	RED CREEK		Virginia Kachurak
ELMIRA, NORTH	Evan Hansen	A - Annie LeFevre	ROCK STREAM	EX - Lucinda O'Leary (CM)	
GENEVA, THE PC	Colin Pritchard	Chris Gerling	SENECA #9	Amy Loving Austin	Pam Ells
	-----	----	SENECA FALLS, FIRST	Leah Ntuala	A - Susan Sholar
HECTOR	Daniel Russell	A - Charles Knight	SHORTSVILLE, FIRST	Connie Franks (CRE)	

**PRESBYTERY OF GENEVA
NORTH PRESBYTERIAN CHURCH, ELMIRA and ZOOM.US**

**STATED MEETING
SEPTEMBER 26, 2023
1:00 PM**

HORNELL, UNITED	----	Lisa Sanford	SODUS, FIRST	Gail Heimberger	A - Keith Blackall
HORSEHEADS, FIRST	Aaron Frank	Jim Ellison	SPENCER, CHRIST THE KING FELLOWSHIP	EX - Sabrina Slater	A - Gail Maureen
HOWARD, UNION	-----		TRUMANSBURG, FIRST ULYSSES	Susan Joseph Rack	A - Pamela Postle
HURON	A - Nancy Farrell	A - Lois Wafler	WATERLOO, FIRST	Anita Milne	George Bassett
ITHACA, FIRST	Cynthia Weaver Kirianne Weaver	A - Brad McFall	WATKINS GLEN, FIRST	A - Cara Milne	Patti Smith
JASPER, UNITED	A - Brain Dieffenbacher (CM)		WESTON	-----	Barry Winters
JUNIUS	----	A - Kristi Ward	WOLCOTT, FIRST	EX - Walter Stuber (CM)	Dolores Gingerich
LYONS, FIRST	-----	Joanne Reinhardt			

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

Present: Marjorie Ackerman (VM) John Milne (HR) Paul Rack (HR)
Robert Rochelle (HR) Adrian Tierson (VM) Janice Fitzgerald (VM)
Jane Winters (HR) James Hicks (HR) J. Christy Wareham (AL)
Robin Lostetter (HR)

Excused: Betsey Crimmins (HR) Ellen Donnan (HR) James Kerr (HR)
David Ashby (AL) Philip Courtney (HR) Thomas Montgomery (HR)
David Barnard (HR) Susan Husted (HR) Jim Gerling (HR)
Glenn Kennedy (AL) Beverly Karr Lyon (HR) Sam Edwards (HR)
Cynthia Huling Hummel (HR)

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

EX - Jeff Richards (Elmira, North) MODERATOR	Tom Bailey (Spencer) TREASURER		A - Paul Yoder (Horseheads, First) CRE (Moreland)
A - Pricilla Andrews (Rock Stream) CRE (Pulpit Supply)	A - Richard Evans (Watkins Glen, First) CRE (Burdett)	Bob Sell (Horseheads, First) CRE (Pulpit Supply)	John Gingerich (Wolcott, First) CRE (Pulpit Supply)
Carleen Frost (Sodus, First) CRE (Pulpit Supply)	A - Bessie Tyrrell (Atlanta) CRE (Pulpit Supply)	EX - Don Peek (Pulteney, First) CRE (Pulpit Supply)	Connie Franks (Ontario, First) CRE (Shortsville, First)
A - Irene Fadden (Palmyra, Western) COUNCIL (Operations)	Beth Newell (Geneva) COUNCIL (COM)	Donna Colvin (Pulteney, First) COUNCIL (RE At-Large)	Cathy Foerster (Penn Yan, First) COUNCIL (COM alternate)

PRESBYTERY STAFF (granted voice)

Present: Elena Delhagen (Albany Presbytery) Lea Kone (Genesee Valley Presbytery)

REGISTERED GUESTS (Current Meeting; granted voice)

SUMMARIES FOR EACH MEETING 2023	Jan 28	Mar 28	May 23	Aug 15	Sept 26		
Total Minister Commissioners Present*	23	30	31	22	29		
Total Elder Commissioners Present **	38	33	30	19	24		
Parity (expressed in terms of Elders, + or -)	+15	+3	-1	-3	-5		
Total Minister Commissioners Absent, Unexcused***	3	8	1	1	6		
Total Churches Unrepresented by Elders****	24	28	32	37	33		

Total Churches Unrepresented by Elders and Pastors****	15	17	19	27	19		
Total Registered Visitors and Staff	7	5	10	2	2		
Total Registered Attendance*****	69	68	72	44	57		
In Person (IP) / Virtual (V) Attendance Totals	0 IP 69 V	0 IP 68 V	60 IP 12 V	0 IP 44 V	26 IP 31 V		

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

** Includes Elder Commissioners and Additional Elder Commissioners

*** 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

APPROVAL OF DOCKET

The presbytery VOTED to **approve** the docket for the meeting:

12:00 PM	Registration and fellowship time (through 1:00 PM)
1:00 PM	Call to Order, Declaration of Quorum, and Opening Prayer
1:10 PM	Introductory Business
	Call for New Business & Approval of the Docket
	Acknowledgment of the First Stewards of the Land [TE Lynn Rubier-Capron (Elmira, First)]
	Welcome and Introduction of New Commissioners and Guests
1:25 PM	Consent Agenda & Clerk's Report
1:35 PM	Committee on Camp Whitman [TE Colin Pritchard (Geneva); RE Lea Kone (Camp Dir.)]
1:45 PM	Committee on Operations [TE David Ashby (AL)]
1:55 PM	Worship & the Lord's Supper [TE Evan Hansen (Elmira, North)]
2:40 PM	Committee on Vitality [TE Leah Ntuala (Seneca Falls, First)]
	Minute for Mission
	Church Celebrations
2:50 PM	Committee on Ministry [RE Beth Newell (Geneva); TE Paul Rack (HR)]
	2024 Presbytery Minimum Salary Requirements
3:00 PM	Committee on Leader Care [CRE Connie Franks (Shortsville, First)]
3:10 PM	Good News from Congregations
	* To include your news in the minutes, please email a written copy to: statedclerk@presbyteryofgeneva.org
3:30 PM	A Word from the Presbytery Leader [TE Marji Ackerman (VM)]
3:40 PM	Resolution of Thanks [CRE Connie Franks (Shortsville, First)]
3:45 PM	Benediction and Adjournment

CALL FOR NEW BUSINESS & APPROVAL OF THE DOCKET

The Moderator asked if there was any new business to be added to the docket, and none was offered.

The Presbytery VOTED to **approve** the docket.

ACKNOWLEDGEMENT OF THE FIRST STEWARDS OF THE LAND

TE Lynn Rubier-Capron (Elmira, First), offered acknowledgement of the first stewards of the land where we live and serve.

WELCOME AND INTRODUCTION OF NEW COMMISSIONERS AND GUESTS

The Vice Moderator welcomed new commissioners.

CONSENT AGENDA

One item (#8) was pulled from the consent agenda to be considered during the COM report.

The Presbytery VOTED to approve the following:

1. **Approve** the minutes of the May 23, 2023 stated meeting, held in person at Camp Whitman and via Zoom.us. (Document 02b)
2. **Approve** the minutes of the August 15, 2023 called meeting, held via Zoom.us. (Document 02c)
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 and Treasurer's report.
 5. **Approve** the amended Workplace Sexual Harassment Policy. (Document 02d)
 6. **Grant** the status of Honorably Retired to Rev. Dr. Janice Fitzgerald, effective September 26, 2023.
 7. **Approve** the First Presbyterian Church of Elmira's election of the Rev. Dr. Betsey Crimmins as Pastor Emerita.
 8. **[removed for consideration during the COM report]**
 9. **Approve** the proposed amendments to the Healthy Boundaries policy. (Document 02f)
 10. **Approve** the following Administrative Commission to Install the Rev. Ho Dong Hwang to the position of Pastor of the Western Presbyterian Church, Palmyra, NY, on November 12, 2023, at 3:00pm at the Western Presbyterian Church, Palmyra, NY:
 - RE Jeffrey Richards (Elmira, North), Moderator
 - TE Susan Frost (Newark, Park)
 - TE Colin Pritchard (Geneva)
 - TE Nancy J. Farrell (HR)
 - TE Leah Ntuala (Seneca Falls, First)
 - CRE John Gingerich (Wolcott, First)
 - RE Kerm Bossard (Spencer, Christ the King Fellowship)
 - RE Janet Manktelow (Palmyra, Western)
- Approve** the celebration of the Lord's Supper at this service of installation.
- Grant** the moderator or his designee the authority to make any necessary and appropriate changes to the Administrative Commission to Install.
- Dismiss** the Administrative Commission with thanks, upon the completion of the Service of Installation.

ITEMS FOR PRESBYTERY'S INFORMATION FROM YOUR STATED CLERK

1. Michelle Serra was duly Ordained to the Ordered Ministry of Minister of Word and Sacrament on Saturday, July 8, 2023, at 2:00 pm at the First Presbyterian Church of Canisteo.
2. The Stated Clerk asks that each session elect their 2024 Elder Commissioner to the Presbytery of Geneva before the end of this year – and notify the Stated Clerk (StatedClerk@PresbyteryOfGeneva.org) before the January 2024 meeting.
3. Please take advantage of the (FREE) Synod of the Northeast Webinars: <https://www.synodne.org/webinars>

THE COMMITTEE ON CAMP WHITMAN

TE Colin Pritchard (Geneva) presented the report.

The Camp is benefitting greatly from partnerships formed with other community organizations.

Camp Director Lea Kone's last day working for Camp Whitman will be November 3, 2023. Also, the Assistant Camp Manager has resigned, as they are finishing seminary. The Camp Committee has decided that there will be a new staffing model for the Camp. An Executive Search Team has been formed, and they will be working in partnership with the Run River Consulting group.

THE COMMITTEE ON OPERATIONS

TE Evan Hansen (Elmira, North) presented the report, thanking the Presbytery for approving the updated Workplace Sexual Harassment Policy.

WORSHIP AND THE LORD'S SUPPER

The Presbytery of Geneva engaged in a service of worship, led by Teaching Elders Evan Hansen (Elmira, North), Lynn Rubier-Capron (Elmira, First), and Aaron Frank (Horseheads, First), including the celebration of the Lord's Supper (in person and online).

THE COMMITTEE ON VITALITY

TE Leah Ntuala (Seneca Falls, First) presented the report.

The Vitality Committee is asking churches to provide information on when their church services are held each week, so that this information can be provided on the church information pages on the Presbytery website. Please respond to the requests for information when you receive them!

THE COMMITTEE ON MINISTRY

RE Beth Newell (Geneva) and TE Paul Rack (HR) presented the motion to approve the proposed Presbytery of Geneva Minimum Salary Requirements for 2024.

Following discussion, the Presbytery of Geneva VOTED to **approve** the proposed Presbytery of Geneva Minimum Salary Requirements for 2024.

ACTIONS TAKEN ON BEHALF OF THE PRESBYTERY

The Committee on Ministry VOTED to:

Authorize on behalf of the Presbytery the following Ruling Elders to preside over and administer communion at the church listed at the direction of the session of that church:

RE Judy Van Norstrand	Red Creek Presbyterian Church
RE Michael Van Norstrand	Red Creek Presbyterian Church
RE Lynn Dinehart	First Presbyterian Church of Prattsburgh
RE Rhonda Burdin	Howard Union Church
RE Kermit Bossard	Christ the King Fellowship Presbyterian Church
RE Frank Koehler	Christ the King Fellowship Presbyterian Church
RE Susan Sholar	First Presbyterian Church & Society of Seneca Falls
RE Marion Crull	First Presbyterian Church & Society of Seneca Falls
RE Michele Edmonson	First Presbyterian Church & Society of Seneca Falls
RE Donna Colvin	First Presbyterian Church, Pulteney
RE Joy Roesler	First Presbyterian Church, Pulteney
RE Pam Fingar	First Presbyterian Church, Pulteney
RE Fred Schulte	First Presbyterian Church, Pulteney
RE Kathy Wheat	First Presbyterian Church, Pulteney
RE Donald Peek	First Presbyterian Church, Pulteney
RE Wilma Stewart	Howard Union Church
RE Douglas Schmieg	First Presbyterian Church, Bath NY
RE Beverly Packard	United Presbyterian Church, Hornell
RE James Varner	United Presbyterian Church, Hornell

Approve the transfer of membership of the Rev. Dr. Janice Fitzgerald from the Presbytery of Geneva to the Presbytery of Genesee Valley, effective September 27, 2023.

Receive and approve the updated Terms of Call for the First Presbyterian Church of Big Flats, NY and Rev. Denise Stone for the period August 1 to December 31, 2023. (Note: Changing from ½ time position to ¾ time).

Approve on behalf of the Presbytery of Geneva the transfer of membership of Rev. Jeff Kellam from the Presbytery of Geneva to the Susquehanna Valley Presbytery.

Approve on behalf of the Presbytery of Geneva the Promoting Healthy Boundaries agreement between the Rev. Katherine Griffis and the United Presbyterian Church, Hornell, NY.

Approve the MIF for an interim pastor for the First Presbyterian Church of Bath, NY, and approve the PNC moving forward in the search process.

Approve adding Rev. James Widboom (Genesee Valley Presbytery) to the pulpit supply list.

ITEMS FOR THE PRESBYTERY'S INFORMATION

The Committee on Ministry VOTED to:

Authorize the First Presbyterian Church of Elmira to hold a meeting of the congregation to vote upon the election of Rev. Dr. Betsey Crimmins as Pastor Emerita, and if that vote is in the affirmative, to recommend to the Presbytery of Geneva that it approve such election.

Approve changes to the COM Guidebook (removing the CPM-related duties previously included).

Receive and approve the clearance interview of the Rev. Hodong Hwang conducted by Susan Frost and Kerm Bossard.

Approve the proposed terms of call between the Western Presbyterian Church and Society, Palmyra, NY and Rev. Hodong Hwang and authorize the Session to call a meeting of the congregation to consider the candidate for pastor.

Grant authority to Jane Winters to appoint the moderator for Western Palmyra's congregational meeting on July 30, 2023.

Recommend the Presbytery:*

1. Examine the Rev. Ho Dong Hwang for membership in Geneva Presbytery; sustain the examination; and approve his membership.
2. Approve the transfer of membership of Rev. Ho Dong Hwang from the Presbytery of Genesee Valley to the Presbytery of Geneva and authorize the stated clerk to complete the required notifications, effective August 20, 2023.
3. Approve the call of the Western Presbyterian Church and Society, Palmyra, NY to Rev. Ho Dong Hwang to be Pastor, effective August 20, 2023 at the following terms of call:

Cash Salary	\$34,468
Housing/Manse (fair rental value)	\$18,376
Total Effective Salary	\$52,844
Pension/Medical	\$20,625
SECA Offset	\$ 4,043
Travel Allowance	All church mileage vouchered at IRS rate per mile
Study Leave	\$ 1,000
Other (Business/Professional)	\$ 3,000
Vacation:	31 days, including 4 Sundays
Study Leave:	2 weeks, including 2 Sundays
4. Appoint Rev. Ho Dong Hwang as moderator of the session of the Western Presbyterian Church and Society, Palmyra, NY, effective August 20, 2023.

*[These actions were approved by the Presbytery of Geneva at the Called Meeting held August 15, 2023.]

Appoint Kerm Bossard to serve as the moderator for Rock Stream Presbyterian Church.

Approve the Covenant for Services as a Covenanted Pastor for 2023 between the First Presbyterian Church of Ithaca and Rev. Cynthia Weaver, effective Jan. 31, 2023 - Jan. 31, 2024, at the following terms:

Salary:	\$17,550
Housing:	\$11,610
SECA:	\$ 1,342.58
Pension/Medical:	\$14,791.20
Travel:	all church mileage at current IRS rate for business
Study Leave:	\$ 2,500
Book Allowance:	\$ 300
Study Leave time:	2 weeks
Vacation time:	4 weeks

Approve the Covenant for Services as a Transitional (Interim) Pastor between the United Presbyterian Church, Hornell, NY and Rev. Dr. Jonathan C. Barker (Presbytery of New Hope), effective September 19, 2023 - September 18, 2024, at the following terms:

Salary:	\$37,000
Housing (Manse):	\$18,376
SECA:	\$ 4,236
Pastor's 403b	\$ 6,645
Travel:	all church mileage at current IRS rate for business

Study Leave:	\$ 1,000
Moving exp.(NC to NY):	\$ 4,500
Moving exp. (NY to NC)	\$ 4,500
Study Leave time:	2 weeks including two Sundays
Vacation time:	31 days including 4 Sundays

Approve Rev. Dr. Jonathan C. Barker (Presbytery of New Hope) to serve as moderator for the United Presbyterian Church, Hornell, NY, effective September 19, 2023.

Approve the request of the session of United Presbyterian Church of Hornell for a non-pulpit supply/non-PCUSA speaker, Marseena Harmonsens, to fill the pulpit for one Sunday (either 9/24 or 10/8).

Approve the Covenant Agreement for Stated Pulpit Supply & Pastoral Services between the Oaks Corners Presbyterian Church and Rev. Karl Warrington, effective September 1, 2023 - December 31, 2023, at the following terms:

Cash (Sunday Worship):	\$125 per Sunday Worship
Moderator of Session:	\$50 per meeting
Pastoral Services:	\$20 per hour. (church committee meetings, membership classes, etc.)
Visitation:	\$50 per 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
*All travel and hours for pastoral services, mutually agreed upon will be vouchered at the end of each month and turned into the Treasurer by the Stated Pulpit Supply Pastor	

THE COMMITTEE ON LEADER CARE

CRE Connie Franks (Ontario, First; serving at Shortsville, First) led the Presbytery in a time of recognition for the ministry of TE Janice Fitzgerald (HR), presenting some tokens of thanks. In 1999, the original building for the North Presbyterian Church of Elmira burned; TE Fitzgerald served the congregation as they navigated that tragedy, providing wisdom, patience, and grace that helped lead to healing and rebuilding. TE Fitzgerald was also recognized and thanked by TE Evan Hansen, the current pastor of Elmira, North.

GOOD NEWS FROM CONGREGATIONS

Members of the Presbytery shared good news and announcements from their congregations and ministries. The Presbytery also shared prayer requests for members of the Presbytery and their families.

A WORD FROM THE PRESBYTERY LEADER

TE Marjorie Ackerman (VM), presented her report.

The Lifelines workshop series offered by our Presbytery Leader in the spring opened some fantastic conversations around several topics. At the Futures workshop in Horseheads, three questions stood out: How do we get young people into the church? How do we focus on thinking farther down the road when we're in the middle of these crises (no young people, money running out, etc.)? Where is the hope? The Presbytery Leader developed the Bridging the Gap workshop in direct response to these questions.

The Bridging the Gap workshop will be repeated in a few locations. Each will begin at 9am, conclude by 4pm, and lunch will be provided. A devotional booklet that accompanies the workshop is available for download via the Presbytery website. So far, four workshops have been scheduled: at First Ulysses of Trumansburg on Saturday, October 14; at Park Presbyterian of Newark on Wednesday, October 25; at United Presbyterian of Hornell on Friday, October 27; and First Presbyterian of Corning on Monday October 30.

RESOLUTION OF THANKS

CRE Connie Franks (Ontario, First; serving at Shortsville, First) offered a Resolution of Thanks.

BENEDICTION AND ADJOURNMENT

The Presbytery VOTED to **adjourn** the meeting with prayer and the benediction.

The Moderator offered prayer and benediction, and pronounced the meeting to be adjourned at 3:35pm.

Attest: Amy Loving Austin, Stated Clerk

Additional Written Reports Provided to the Presbytery [September 26, 2023]

GENERAL COUNCIL REPORT TO THE PRESBYTERY

September 26, 2023 -- North Presbyterian Church, Elmira & Zoom.us
[From the meetings of 06/13/2023 and 09/12/2023]

ITEMS FOR THE PRESBYTERY'S ACTION: None

ITEMS FOR THE PRESBYTERY'S INFORMATION

(Committee on Ministry)

The General Council VOTED to *recommend to the Presbytery the following guidance:*
For individuals whose terms of call are already above the presbytery minimum we highly recommend that effective salary be increased by at least 4% for 2024.

(Anti-Racism Policy)

The General Council VOTED to *refer* the creation of an Anti-Racism Policy to the Committee on Representation; related documents and possible templates for such a policy will be sent to the COR for their use in creating this policy.

(Camp Whitman)

The General Council VOTED to *receive, with deep sadness*, the resignation of Lea Kone as Director of Camp Whitman, effective November 3, 2023.

The General Council VOTED to *empower* the following Council members to appoint the Executive Director Search Team for Camp Whitman: Deb Grohman, Jeff Richards, Anita Milne, Colin Pritchard, and David Ashby (with the Stated Clerk and Presbytery Leader assisting ex officio).

(Presbytery Meetings)

The General Council VOTED to *empower* the Leadership Team (Council Chair, Mod, Vice Mod, Stated Clerk, Treasurer, Presbytery Leader, & Operations Chair) to approve calling a meeting of the Presbytery between now and the September meeting, if needed.

(Committee on Operations)

The General Council VOTED to *approve and recommend the Presbytery approve* the amended Workplace Sexual Harassment Policy.

(General Council)

The General Council VOTED to *schedule* a Council Retreat for Tuesday, November 14, 2023, from 9am to 3 pm at Memorial PC of Bellona.

Letter to the Presbytery from the Presbytery Leader (September)

Hello Everyone –

I hope you were able to relax and enjoy the beautiful summer weather and catch up on sabbath rest. As we turn our attention to fall programming, I pray the transitions have gone smoothly and everything is up and running the way you'd hoped it would be.

It was great to visit with many of you this summer and see the town festivals taking place in each area. Just a quick reminder: please check the presbytery website to make sure your service times are correct and that there is a full street address listed for your church so that GPS can be used to find your location.

I continue to be pleasantly surprised with the level of sharing and the sincere prayers that take place at every committee meeting. The dedicated volunteers serving in these roles are doing an amazing job keeping everything running smoothly – it is an honor to work with each and every one of you. Thank you for all that you do!

You may have seen some of the announcements for the *Bridging the Gap* workshops being offered this fall. These workshops were developed out of the information shared last spring, and are specifically focused on addressing the questions raised there. This workshop will be offered 9am-4pm in four locations:

Trumansburg - Saturday, October 14

Newark – Wednesday, October 25

Hornell – Friday, October 27

Corning – Monday, October 30

Registration links are available on the presbytery website, along with an accompanying devotional booklet for you to use as you see fit. A huge “Thank you” to all of the churches who will be hosting us! Please note, these workshops are also being used as part of a Doctor of Ministry research project – if you'd like more details about that, I'm happy to discuss it with you. I hope you will join us!

Blessings and peace to you always,

Marji Ackerman, Presbytery Leader

Puerto Rico and First Pres Lunch & Learn

On September 20, 2017, category 4 Hurricane María made landfall. On January 7, 2020, a 6.4 magnitude earthquake shattered parts of the island, On September 17-19, 2022, Hurricane Fiona continued the destruction . The fragile infrastructure of PR, and the misuse of relief funds for these natural disasters, leaves Puerto Rico a nation of great need.

First Pres Elmira is sister church to the Presbyterian Church in Lares, PR. On October 1st, immediately following our worship service, there will be a Lunch and Learn program in the HGR with a PowerPoint presentation highlighting our work.. Featured guest speakers on Zoom are the Rev. Dr. Edwin Castillo-Gonzalez, Director of Presbyterian Disaster Assistance and Pastora Evelyn Torres-Ramirez of Lares. Lunch will be catered by PR Boricana Restaurant of Elmira.

A free will offering will be received for Puerto Rico Partnership projects. Reservations must be made by September 22. Call the church office to reserve your place!

We thank you for your support.



First Presbyterian Church
Elmira

1054 West Clinton Street, Elmira NY 14905
607-734-1614 - firstpreselmira.org

PRESBYTERY of GENEVA MINIMUM SALARIES 2024

These figures represent a 4% COLA increase from the 2023 Minimums

As churches, when we call and contract with a pastor, the Book of Order (W-4.04045c) asks: “Do we promise to pay [her/him] fairly and provide for [her/his] welfare as [she/he] works among us; to stand by [her/him] in trouble and share [her/his] joys?...”

Therefore our budgets and our compensation structure are moral documents and represent caring relationships.

	2024 Full Time*	2024 3/4 Time	2024 1/2 Time	2024 3/8 time	2024 1/4 time
A. EFFECTIVE SALARY					
Cash Salary	\$35,722 (65% of TES ¹)	\$26,792	\$17,861	\$13,396	\$8,931
Housing Allowance or Fair Rental Value of Manse	\$19,235 (35% of TES ¹)	\$14,426	\$9,618	\$7,213	\$4,809
TOTAL EFFECTIVE SALARY (TES)	\$54,957	\$41,218	\$27,479	\$20,609	\$13,740
B. ADDITIONAL PAID COMPENSATION					
Social Security Offset (SECA) = 7.65% of effective salary (required for installed positions, recommended for others)	\$4,204	\$3,153	\$2,102	\$1,577	\$1,051
Pension/Medical Benefits ² = 39% of effective salary (required for installed positions, recommended for others)	\$21,433	\$16,075	\$10,717	\$8,038	\$5,359
Travel Allowance (vouchered @ current IRS rate per mile) ³	All church related travel	Same	Same	Same	Same
Study Leave	\$1,500	Same	Same	Same	Same

TOTAL ADDITIONAL PAID COMPENSATION Plus all church-related expenses ⁴	\$27,137	\$20,728	\$14,319	\$11,115	\$7,910
TOTAL SALARY PACKAGE (Effective Salary + Additional Paid Compensation + all church-related expenses)	\$82,095	\$61,946	\$41,798	\$31,724	\$21,650
C. ADDITIONAL BENEFITS					
PAID STUDY LEAVE TIME ⁵	2 weeks, including 2 Sundays	Same	Same	Same	Same
VACATION	31 days including 4 Sundays	Same	Same	Same	Same
PAID FAMILY LEAVE see revised Book of Order G-2.0804	12 weeks (policy forthcoming)	Same	Same	Same	Same

*** Work Hours per Week (Board of Pensions)**

Full Time	3/4 Time	1/2 Time	3/8 Time	1/4 Time
35	26.25	17.5	13.125	8.75

¹ Percentage allocated to salary and housing can be modified.

² Employers must provide installed pastors with the Board of Pensions (BOP) Pastor's Participation Benefits Package (on a non-contributory basis), regardless of the number of hours worked. Dues are invoiced by the BOP to the church.

Employers shall offer a combination of BOP benefits, including medical benefits, to any Minister of the Word and Sacrament who is not in an installed relationship with a church and to other employees. See the PCUSA BOP website (pensions.org) for more information.

³ The ceiling for travel expenses will vary according to the amount of travel required. ⁴ Church-related expenses are vouchered and reimbursed subject to budgetary ceilings determined by the session.

⁵ Study leave time may be accumulated for up to 3 years.