

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 a Stated Meeting on Saturday, January 27, 2024, held electronically via Zoom.us.

GATHERING FOR SHARED WORK: OPENING BUSINESS

GATHERING

9:15 am Registration and Fellowship Time (through 9:30 am)

CALL TO ORDER

TE Anita Milne (Waterloo, First), Moderator, called the meeting to order at 9:30 am, a quorum being present. The 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
ATLANTA	-----		NEWARK, PARK	Susan Frost	Anne Rogers
BATH, FIRST	John Woodring (CM)	Douglas Schmieg	OAKS CORNERS	A - Karl Warrington	
BELLONA, MEMORIAL	Amy Loving Austin	Roxann Carpenter	ONTARIO CENTER, FIRST	Deborah Grohman	
BIG FLATS, FIRST	EX - Denise Stone	Robin Fitzgerald	OVID, FEDERATED	Rob Mellgard	Judy Mellgard
BURDETT	Richard Evans (CRE)	EX - Martha Evans	PAINTED POST, UNITED	EX - David Preisendanz	
CANANDAIGUA, UNITED	A - Wade Allen (CM)	Ken Allen	PALMYRA, WESTERN	Hodong Hwang	Philip Opdycke
CANISTEO, FIRST	Michelle Serra		PENN YAN, FIRST	Paul Malles	Rob Anderson
COHOCTON, FIRST	-----	Linda Hodges	PHELPS, UNITED	H. Leigh Holder	Peg Carlson
CORNING, FIRST	A - Jeffrey Ugoretz	Kay Rogus	PRATTSBURGH, FIRST	-----	EX - Lynn Dinehart
EAST PALMYRA, FIRST	-----	EX - Judith Langdon	PULTENEY, FIRST	-----	Mary Jane Peek
ELMIRA, FIRST	Lynn Rubier-Capron		RED CREEK		Virginia Kachurak
ELMIRA, NORTH	Evan Hansen	Annie LeFevre	ROCK STREAM	Carleen Frost (CRE)	
GENEVA, THE PC	Colin Pritchard	EX - Chris Gerling	SENECA #9	Amy Loving Austin	EX - Pam Ells
HAMMONDSPORT, FIRST	-----	Linda Kressly	SENECA FALLS, FIRST	Leah Ntuala	EX - Susan Sholar

HECTOR	Daniel Russell	EX - Charles Knight	SHORTSVILLE, FIRST	Connie Franks (CRE)	
HORNELL, UNITED	Jonathan Barker (CM)	Lisa Sanford	SODUS, FIRST	A - Gail Heimberger	A - Keith Blackall
HORSEHEADS, FIRST	Aaron Frank	Ruth Hauser	SPENCER, CHRIST THE KING FELLOWSHIP	Sabrina Slater	Tom Bailey
HOWARD, UNION	-----		TRUMANSBURG, FIRST ULYSSES	Susan Joseph Rack	A - Pamela Postle
HURON		Linda Hayes	WATERLOO, FIRST	Anita Milne	EX - George Bassett
ITHACA, FIRST	Cynthia Weaver EX - Kirianne Weaver	Brad McFall	WATKINS GLEN, FIRST	Cara Milne	John King
JASPER, UNITED	A - Brain Dieffenbacher (CM)		WESTON	-----	Barry Winters
JUNIUS	-----	A - Kristi Ward	WOLCOTT, FIRST	Walter Stuber (CM)	Dolores Gingerich
LYONS, FIRST	-----	Joanne Reinhardt			

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

Present:	Marjorie Ackerman (VM)	Adrian Tierson (VM)	Glenn Kennedy (AL)
	Christy Wareham (AL)	David Ashby (AL)	Jane Winters (HR)
	John Milne (HR)	Robin Lostetter (HR)	
	Cynthia Huling Hummel (HR)	James Hicks (HR)	
Excused:	Betsey Crimmins (HR)	Jeff Kellam (HR)	Philip Courtney (HR) Jim Gerling (HR)
	David Barnard (HR)	Susan Husted (HR)	James Kerr (HR)
	Paul Rack (HR)	Janice Fitzgerald (VM)	Robert Rochelle (HR)

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

Jeff Richards (Elmira, North) COUNCIL CHAIR	Virginia Champlin (Geneva) COUNCIL (Presbyterian Women)	Sandra Ansley (Geneva) COUNCIL (Operations)	A - Paul Yoder (Horseheads, First) CRE (Moreland)
EX - Pricilla Andrews (Rock Stream) CRE (Pulpit Supply)	Richard Evans (Watkins Glen, First) CRE (Burdett)	EX - Bob Sell (Horseheads, First) CRE (Pulpit Supply)	John Gingerich (Wolcott, First) CRE (Pulpit Supply)
Carleen Frost (Sodus, First) CRE (Rock Stream)	A - Bessie Tyrrell (Atlanta) CRE (Pulpit Supply)	Don Peek (Pulteney, First) CRE (Pulpit Supply)	Connie Franks (Ontario, First) CRE (Shortsville, First)
Irene Fadden (Palmyra, Western) COUNCIL (Operations)	Beth Newell (Geneva) COUNCIL (COM)	Rich Buchheimer (Elmira, First) COUNCIL (RE At-Large)	Linda Werts (Canandaigua, United) COUNCIL (Mission & Witness)

PRESBYTERY STAFF (granted voice)

Present: Elena Delhagen (Albany Presbytery) Bryan Muecke (Camp Whitman)

REGISTERED GUESTS (Current Meeting; granted voice)

RE Cathy Foerster (Penn Yan, First) RE Donna Colvin (Pulteney, First)

SUMMARIES FOR EACH MEETING 2023	Jan 27						
Total Minister Commissioners Present*	28						
Total Elder Commissioners Present **	37						
Parity (expressed in terms of Elders, + or -)	+9						
Total Minister Commissioners Absent, Unexcused***	3						
Total Churches Unrepresented by Elders****	26						
Total Churches Unrepresented by Elders and Pastors****	9						

Total Registered Visitors and Staff	4						
Total Registered Attendance*****	72						

* 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:

9:15 AM	Registration and fellowship time (through 9:30 AM)
9:30 AM	Call to Order, Declaration of Quorum, and Opening Prayer
9:35 AM	Introductory Business
	Call for New Business & Approval of the Docket
	Introduction of New Commissioners and Guests
	Acknowledgment of the First Stewards of the Land
9:40 AM	Consent Agenda and Clerk's Report
9:45 AM	Worship and the Lord's Supper [TE Cara Milne (Watkins Glen, First), presiding]
10:15 AM	Necrology Report [Committee on Leader Care]
10:30 AM	Committee on Ministry [RE Beth Newell (Geneva), COM Co-Chair]
10:45 AM	Committee on Operations and Treasurer's Report [TE David Ashby (VM), Treasurer]
10:50 AM	A Word from Camp Whitman [Bryan Muecke, Executive Director of Camp Whitman]
11:00 AM	Report on the MLK Jr. Day of Service [RE Jeff Richards (Elmira, North), Chair of Council]
11:05 AM	Committee on Representation
11:10 AM	Good News from Congregations
	* To include your news in the minutes, please email a written copy to: statedclerk@presbyteryofgeneva.org
11:25 AM	Resolution of Thanks
11:30 AM	Benediction and Adjournment

ACKNOWLEDGEMENT OF THE FIRST STEWARDS OF THE LAND

TE Cara Milne (Watkins Glen, First), offered acknowledgement of the first stewards of the land where we live and serve, sharing with the Presbytery about Catherine Montour. You can read more about her here: https://en.wikipedia.org/wiki/Catherine_Montour

CONSENT AGENDA

- The Presbytery VOTED to approve the following:
1. Approve the minutes of the November 28, 2023 stated meeting, held via Zoom.us.
 2. Grant privilege of voice to non-commissioners who will make a presentation or participate in a report to the presbytery.
 3. Receive the December Operating Statement and Balance Statement and Treasurer's report.
 4. Approve the 2024 Budget, as endorsed by the Committee on Operations and the General Council.
 5. Approve the election of the following to serve on Presbytery Committees and Boards:
 - a. Committee on Ministry
 - Class of 2026: CRE Don Peek (Pulteney, First)
 - Class of 2025: RE Tom Bailey (Spencer, Christ the King Fellowship)
 - b. Committee on Camp Whitman
 - Class of 2025: TE Susan Rack (Trumansburg, First Ulysses)
 - c. Committee on Mission and Witness
 - Class of 2025: Trevor Burrall [Deacon] (Geneva)
 6. Approve the Criminal Background Check Policy.
 7. Approve the Family Leave Policy. [Family Leave is required by the Book of Order; this policy outlines the minimum standards for the implementation of that requirement in this Presbytery.]

ITEM FOR THE PRESBYTERY'S ACTION FROM YOUR STATED CLERK

The Presbytery VOTED to:

- **approve** the following person to serve as an “additional elder commissioner” for calendar year 2024:
 - RE Sandra Ansley (Geneva) – Committee on Operations

ITEMS FOR PRESBYTERY’S INFORMATION FROM YOUR STATED CLERK

1. A reminder: the Annual Statistical Reports that congregations are required to file with the Office of the General Assembly of the PC(USA) are to be completed online by February 14, 2024. If you need assistance with completing your report, please contact the Stated Clerk: StatedClerk@PresbyteryOfGeneva.org
2. Please take advantage of the (FREE) Synod of the Northeast Webinars: <https://www.synodne.org/webinars>

WORSHIP AND THE LORD’S SUPPER

The Presbytery of Geneva engaged in a service of worship, led by the Rev. Cara Milne and members of the First Presbyterian Church of Watkins Glen, NY. The pre-recorded worship included a sermon given by Rev. Cara Milne, as well as the celebration (online) of the Lord’s Supper.

NECROLOGY REPORT

The Leader Care Committee presented the Necrology Report (all persons listed were Ruling Elders, unless otherwise identified):

LAST NAME	FIRST NAME	ORDINATION YEAR	CONGREGATION	CITY
Andrew	Linda	1983	FPC Ulysses	Trumansburgh
Bates	Larry Don	1966	FPC Bath	Bath
Bauer	Patricia	1990	FPC Wolcott	Wolcott
Blaisdell	Anne	1969	FPC Lyons	Lyons
Brown	Stephen Henry		Junius PC	Waterloo
Caslin	Gerald "Jud"		Burdett PC	Burdett
Copper	Irene P		United Church of Phelps	Phelps
Crego	Sue Ellen	2004	FPC Seneca Falls	Seneca Falls
Day, Sr.	Ernest H	1980	Oaks Corners PC	Oaks Corners
Deisering	Barbara		United Church of Phelps	Phelps
Donelly	Gertrude J		United Church of Phelps	Phelps
Dunton	Elizabeth	1985	FPC Wolcott	Wolcott
Fish	Marilyn	2004	FPC Canisteo	Canisteo
Flisnick	Beverly		FPC Horseheads	Horseheads
Fowler	Anona	2007	Huron PC	Wolcott
Gates	Mindy	2022	FPC Arkport	Arkport
Harkey	Susan	2018	FPC Seneca Falls	Seneca Falls
Heraghty	Betty		FPC Seneca Falls	Seneca Falls
Horton	Barbara	2010	FPC Elmira	Elmira
LaDue	Gerald	1993	FPC Wolcott	Wolcott
Lodge	Roseleah	1989	FPC Watkins Glen	Watkins Glen
Mecenas	Hermogenes "Leni"		FPC Ithaca	Ithaca
Manning	Jo	2009	FPC Horseheads	Horseheads
May	Shirley L		United Church of Phelps	Phelps
Mlott	Sally	2008	FPC Canisteo	Canisteo
Moracco	Daniel E		United Church of Phelps	Phelps
O'Leary, REV.	Lucinda Cindi	1992	Rock Stream PC	Rock Stream
Owens	Ronald	2008	FPC Elmira	Elmira
Pieri	Nancy	1996	United Church of Painted Post	Painted Post
Ritter	Don	2013	FPC Seneca Falls	Seneca Falls
Russell, REV.	Diane		Oaks Corners PC	Oaks Corners
Seligman	Janice	1955	FPC Prattsburgh	Prattsburgh
Snyder	Nancy L	1995	FPC Pulteney	Pulteney
Stevens	Barabara	2017	FPC Canisteo	Canisteo

Stevenson	Richard "Dick"		FPC Ithaca	Ithaca
Symonds	Norine	1989	Addison Presbyterian Church	Addison
Tennies, REV.	Herb		Seneca #9, Bellona, Emeritus	Stanley/Bellona
Wightman	Graham Don	1972	FPC Corning	Corning
Yost	Charles "Chuck"	2014	FPC Waterloo	Waterloo

THE COMMITTEE ON MINISTRY

RE Beth Newell (Geneva), co-chair of the Committee on Ministry, presented the report.

ACTIONS TAKEN ON BEHALF OF THE PRESBYTERY

The Committee on Ministry VOTED to:

- Approve the Waiver of Term Limit for 1 yr. for RE Emily Decker-First Presbyterian Church of Bath.

ITEMS FOR THE PRESBYTERY'S INFORMATION

The Committee on Ministry VOTED to:

- Approve the Stated Supply Agreement between the Presbyterian Church of Addison and Rev. Dr. Peter Marr. for 2024, ¼ time at the following terms:

Salary	\$ 4,931
Housing	\$ 14,168
Travel	all church mileage at current IRS rate for business
Study Leave	\$ 1,500
Study Leave Time	2 weeks, including 2 Sundays
Vacation Time	31 days, including 4 Sundays
- Approve the Covenant for Services as a Transitional Pastor between the First Presbyterian Church of Hector and Rev. Dr. Daniel Russell for September 20 to December 31, 2023, ¾ time at the following terms:

Salary	\$ 8,617
Housing	\$ 4,594
SECA	\$ 1,011
BOP (Minister's Choice)	\$ 1,321
Travel	all church mileage at current IRS rate for business
Study Leave	\$ 333.32
Death Benefit	\$ 112.24
Study Leave Time	4.7 days, including 1 Sunday
Vacation Time	10.3 days, including 1 Sunday
- Approve the Covenant for Services as a Transitional Pastor between the First Presbyterian Church of Hector and Rev. Dr. Daniel Russell for 2024, ¾ time, at the following terms:

Salary	\$ 26,792
Housing	\$ 14,426
SECA	\$ 3,153
BOP (Minister's Choice)	\$ 4,122
Travel	all church mileage at current IRS rate for business
Study Leave	\$ 1,500
403b contribution	\$ 1,000
Death Benefit	\$ 536
Study Leave Time	2 weeks, including 2 Sundays
Vacation Time	31 days, including 4 Sundays
- Approve the Covenant for Services as a Transitional Pastor between the Park Presbyterian Church, Newark, and Rev. Susan Frost for November 21, 2023 to November 21, 2024, full-time, at the following terms:

Salary	\$ 35,722
Housing	\$ 19,235
BOP	\$ 4,671
Travel	all church mileage at current IRS rate for business
Study Leave	\$ 1,500
Study Leave Time	2 weeks, including 2 Sundays

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|---------------|------------------------------|
| Vacation Time | 31 days, including 4 Sundays |
|---------------|------------------------------|
- Approve the Covenant for Temporary Supply Pastor between the First Presbyterian Church of Wolcott and Rev. Walter Stuber for 2024, ½, at the following terms:

Salary	\$ 11,832
Housing	\$ 18,500
BOP	\$ 14,533
Travel	all church mileage at current IRS rate for business
Study Leave Time	2 weeks, including 2 Sundays
Vacation Time	31 days, including 4 Sundays
 - Approve section 4 of the COM Guidebook: Ordered Ministry: Ending A Pastoral Relationship.
 - Approve the Model Agreement and Checklist that accompanies section 4 of the COM Guidebook.
 - Approve adding Rev. Mike Capron to the Pulpit Supply List.
 - Approve and ratify the appointment of RE Catherine Foerster as interim moderator of the December 4, 2023 meetings of the congregations and session of the First Presbyterian Church of Prattsburgh, NY.
 - Appoint Cathy Foerster to serve as interim moderator of the session and congregation of the First Presbyterian Church of Prattsburgh, NY, effective until Rev. Beverly Karr Lyon is able to resume her duties as moderator.
 - Approve the 2024 Covenant between the Rev. Michelle Serra and the First Presbyterian Church of Canisteo, for January 1, 2024 to December 31, 2024, at half-time service, at the following terms:

Salary	\$ 13,805
Housing	\$ 20,000
SECA offset	\$ 2,586
BOP	\$ 13,184
Travel	all church mileage at current IRS rate for business
Study Leave	\$ 1,500
Study Leave Time	2 weeks, including 2 Sundays
Vacation Time	31 days, including 4 Sundays
 - Appoint TE Betsey Crimmins to serve as the moderator for the First Presbyterian Church of Ontario Center.
 - Authorize Beth Newell and Susan Frost to approve, on behalf of the COM, the amicable dissolution agreement between the First Presbyterian Church of Ontario Center and the Rev. Deb Grohman
 - Appoint TE Betsey Crimmins to serve as the moderator for the United Church of Marion.
 - Appoint RE Jim Varner to serve as the moderator for the Howard Union Church.

COMMITTEE ON OPERATIONS & TREASURER'S REPORT

RE Sandra Ansley (Geneva), chair of the Committee on Operations, thanked the Presbytery for approving the 2024 Budget.

TE David Ashby (AL), Treasurer, offered a written report:

A first of the year reminder that the expense and travel reimbursement form for committees and congregation members seeking reimbursement is on the Presbytery Resources page <https://www.presbyteryofgeneva.org/wp-content/uploads/2024/01/2024-Presbytery-of-Geneva-Committee-Voucher-1.docx-1.docx>. Popular account lines for typical expenses have been added for your convenience. Please send forms directly to Cheryl Battaglia at finance@presbyteryofgeneva.org with the authorized person's signature and with the line for the committee's budget identified. It can also be mailed to the Presbytery's Post Office box.

A WORD FROM CAMP WHITMAN

Bryan Muecke, Executive Director of Camp Whitman, presented the report.

<https://www.campwhitman.org/>

Serving as a means to an end for the Presbytery of Geneva - Camp Whitman on Seneca Lake lives for those who are longing for belonging, seeking connection with community and creation, respite from chaos and competition, and an opportunity to encounter both the Holy and themselves.

IMPORTANT DATES TO REMEMBER

- FEBRUARY 11, 2024 - CAMP & RETREAT SUNDAY – Help us get people excited for Camp Whitman!
 - If your congregation would like to participate, please email Executive Director Bryan Muecke at campdir@presbyteryofgeneva.org for more information and materials.
- FEBRUARY 29, 2024 – EARLY REGISTRATION ENDS!
 - Those who sign up for camp between now and February 29 will receive a \$25 discount off their camp fee.

YOUR CAMP STAFF

- YEAR ROUND STAFF
 - Alena Ragan, Registration Coordinator – camp@campwhitman.org
 - Contact Alena with questions related to getting signed up for camp and scholarship opportunities!
 - Ray Crosby-Willis, Operations Director – operations@campwhitman.org
 - Contact Ray about opportunities to volunteer with work projects around the grounds!
 - Tony Loreti, Director of Camper & Counselor Care – assistantdirector@campwhitman.org
 - Contact Tony about summer camp program employment and program volunteer opportunities!
 - Bryan Muecke, Executive Director – campdir@presbyteryofgeneva.org
 - Contact Bryan for facility rentals, camp promotion in your church, fundraising opportunities and remembering Camp Whitman in your estate plan!
- SUMMER 2024 CAMP STAFF
 - Tony is attending Summer Job Fairs & conducting interviews. We hope to have our staff hired by Easter weekend in March. If you or someone you know is interested, please go to <https://www.campwhitman.org/employment> to apply.
 - Bryan is reaching out to Nurses, Chaplains, Food Service and Aquatics staff. If you or someone you know is interested in any of those positions, please contact Executive Director, Bryan Muecke, at campdir@presbyteryofgeneva.org

The Moderator offered prayer for Bryan's new ministry and for all of Camp Whitman.

REPORT ON THE MLK JR. DAY OF SERVICE

RE Jeff Richards (Elmira, North), Chair of Council, presented the report.

From Linda Werts at Canandaigua, United (the 1st site of the Day of Service):

We had a great day at United! Twenty nine people attended Most from United Church...but also a member of Park Presbyterian, Shortsville, and Geneva. We assembled and packed in about 40 minutes. Everyone really enjoyed themselves and stayed a long time socializing and enjoying a delicious fellowship meal.

From Jeff Richards, who attended Horseheads, First (the 2nd site of the Day of Service):

We had similar results at Horseheads, with about 20 people participating. With 12 school kits packed per box and 16 hygiene kits packed per box it resulted in a very compact collection by the time we were done. We had a couple of snafus with some of the rulers sticking together and had to go back and retrieve seven that were double packed incorrectly. We also had one wash cloth left over with the hygiene kits and had to go find which bag was missing one. We finished about 11 am, even having to backtrack to correct for those errors. It all turned out well. Everyone was in good spirits and we enjoyed a variety of sub sandwiches, coffee, fruit, chips and cupcakes for dessert.

It appears that we had almost 50 participants for the 2024 MLK Jr. Day of Service, and we assembled 384 kits all together!

To all of those who helped to coordinate, plan, host, and participate:

thank you so much for your leadership and desire to serve others!

COMMITTEE ON REPRESENTATION

TE Sabrian Slater (Spencer, Christ the King Fellowship), presented the report.

The Presbytery VOTED to:

- **approve** the following persons to serve on Presbytery Committees:
 - Committee on Ministry
 - Class of 2026: RE Chris Gerling (Geneva)
 - Committee on Leader Care
 - Class of 2025: RE Janet Barager (Palmyra, Western)

A draft of the proposed Anti-Racism Policy will be shared with the Presbytery via the Presbytery Newsletter and website, so that the Presbytery may review that policy prior to the March meeting. Anyone with questions or suggested edits are invited to reach out to the Committee on Representation at representation@PresbyteryOfGeneva.org.

GOOD NEWS FROM CONGREGATIONS

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

The Presbytery prayed for TE Deb Grohman (Ontario Center, First), former Moderator of the Presbytery of Geneva, as she is undergoing chemotherapy - and for the First Presbyterian Church of Ontario Center.

RESOLUTION OF THANKS

RE Jeff Richards (Elmira, North) offered the 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 11:23am.

Attest: Amy Loving Austin, Stated Clerk

Additional Written Reports Provided to the Presbytery on January 27, 2024

2024 Budget

Presbytery of Geneva - 2024 Budget			Budget 2024
Giving and Other Receipts (Income)	Mission	Operating	Total
4000.00 · Presbytery Receipts			
4100.00 · Per Capita		\$174,800.00	\$ 174,800.00
4500_O · Interest Income		\$100.00	\$ 100.00
4400-O - Release of Board Des. Funds			\$ -
4404_O · Other		\$5,000.00	\$ 5,000.00
3100_M · Presbytery Mission pledges	\$159,000.00		\$ 159,000.00
Total Presbytery Receipts	\$159,000.00	\$179,900.00	\$ 338,900.00
Camp Whitman Receipts	\$255,186.40		\$ 255,186.40
TOTAL INCOME	\$414,186.40	\$179,900.00	\$ 594,086.40
Presbytery of Geneva - 2024 Budget			
Expenses			
Personnel			
6050_O · Presbytery Leader (25 hours/week)			
6051_O · Cash Salary		\$35,000.00	\$ 35,000.00
6052_O · Housing Allowance		\$17,000.00	\$ 17,000.00
6056_O · Board of Pensions 39%		\$21,091.20	\$ 21,091.20
6057_O · Study Leave -\$2080 (4% of 2023 effective salary)		\$3,080.00	\$ 3,080.00
Presbytery Leader Formation course - New Hire Terms of Call		\$1,300.00	\$ 1,300.00
6058_O · Travel/Business		\$5,000.00	\$ 5,000.00
6265_O Payroll Taxes		\$4,137.12	\$ 4,137.12
SUBTOTAL Presbytery Leader		\$86,608.32	\$ 86,608.32
Stated Clerk (1/4-time) 10.5 hours/week			\$ -
6021_O · Cash Salary \$1301.81/month in 2024		\$15,621.72	\$ 15,621.72
6022_O Per Diem \$28.89/hour 80 hours in 2024		\$2,311.20	\$ 2,311.20
6027_O · Travel/Business		\$1,700.00	\$ 1,700.00
6265_O Payroll Taxes		\$1,326.05	\$ 1,326.05
SUBTOTAL Stated Clerk		\$20,958.97	\$ 20,958.97

6030_O · Administrative Service 2022 \$26.25 5% 2023 4% \$27.30 2024 4% \$28.39			\$ -
6031_O · Cash Salary (Communications) 30 hours 26 pay periods		\$22,144.20	\$ 22,144.20
Cash Salary (Financial Assistant) 15 hours 26 pay periods		\$11,072.10	\$ 11,072.10
Presbytery Meetings (travel and filing) part payroll and part reimburse travel		\$1,200.00	\$ 1,200.00
			\$ -
6265_O · Payroll Taxes		\$2,541.05	\$ 2,541.05
6795_O · Staff Travel		\$1,000.00	\$ 1,000.00
SUBTOTAL Administrative Service		\$37,957.35	\$ 37,957.35
6220_O · Disability Insurance		\$550.00	\$ 550.00
6250_O · Worker's Comp		\$2,485.00	\$ 2,485.00
6251_O OTHER			\$ -
6265_O · Employer FICA allocated above			\$ -
6298_O FSA			\$ -
6270_O · Unemployment Insurance			\$ -
SUBTOTAL		\$3,035.00	\$ 3,035.00
			\$ -
PERSONNEL TOTAL		\$148,559.64	\$ 148,559.64
			\$ -
5350_M · Mission Allocation to Camp	\$90,000.00		\$ 90,000.00
6511_M · Committee on Ministry expenses	\$1,000.00		\$ 1,000.00
6504_M · Leader Care expenses	\$2,000.00		\$ 2,000.00
6509_M · Vitality expenses	\$2,000.00		\$ 2,000.00
SUBTOTAL (Less Camp Allocation)	\$5,000.00		\$ 5,000.00
Presbytery Endorsed Projects			\$ -
5155 Youth Trienium2865	\$4,000.00		\$ 4,000.00
SUBTOTAL	\$99,000.00		\$ 99,000.00
			\$ -
5200_M · Mission and Witness \$55,000 grants	\$55,000.00		\$ 55,000.00
			\$ -
5xxxM · Mission non-local	\$5,000.00		\$ 5,000.00
Subtotal	\$60,000.00		\$ 60,000.00
Total Mission, Excluding Camp	\$69,000.00		\$ 69,000.00
Total Mission	\$159,000.00		\$ 159,000.00

			\$ -
<i>Operations</i>			\$ -
6600_O · Office Expenses			\$ -
6630_O · Telephone		\$900.00	\$ 900.00
6640_O · Postage		\$100.00	\$ 100.00
6651_O · Bank Fees		\$700.00	\$ 700.00
6059_O · Books/Materials			\$ -
6660_O · Equipment Purchases		\$2,000.00	\$ 2,000.00
6661_O · Computer Software-Hardware		\$6,000.00	\$ 6,000.00
6662_O · Operations Committee Expenses		\$1,000.00	\$ 1,000.00
6665_O · Website		\$615.00	\$ 615.00
6670_O · Office Supplies		\$2,000.00	\$ 2,000.00
6685_O · Staff Development and Appreciation		\$3,000.00	\$ 3,000.00
6689_O · Resources			\$ -
6755_O · Rent for storage space \$175/month for 6 months		\$1,050.00	\$ 1,050.00
6756_O · Office Expenses - Home Offices		\$1,050.00	\$ 1,050.00
Marji - \$80 CW- \$40 Elena- \$55 Amy \$50 Cheryl \$42 = \$267/mo		\$3,204.00	\$ 3,204.00
6715_O-Dues			\$ -
SUBTOTAL		\$21,619.00	\$ 21,619.00
6700 · Other Operating Expenses			
6720_O · Insurance-Office 25% of umbrella and package policy		\$5,000.00	\$ 5,000.00
6730_O · Synod Per Capita		\$14,858.00	\$ 14,858.00
6740_O · GA Per Capita		\$31,394.08	\$ 31,394.08
6750_O · Legal Expenses		\$10,000.00	\$ 10,000.00
6760_O · Church Officer Books			\$ -
6770_O · GA/Synod Meetings		\$5,000.00	\$ 5,000.00
6775_O Presbytery Meeting Expense		\$500.00	\$ 500.00
6780_O · Contingency Reserve			\$ -
6810_O · Payroll Service \$250/month		\$3,000.00	\$ 3,000.00
6820_O · Bookkeeping		\$5,000.00	\$ 5,000.00
6840_O · Computer Services			\$ -
6910 Auditor Contract		\$7,500.00	\$ 7,500.00
SUBTOTAL, Other Operations		\$82,252.08	

	Mission	Operations	
TOTAL Office and Other Operation		\$103,871.08	
TOTAL Mission Priorities	\$159,000.00		
TOTAL Payroll		\$148,559.64	
TOTAL CAMP WHITMAN			
TOTAL PRESBYTERY EXPENSE		\$252,430.72	
Total Presbytery Income (Line12)	\$159,000.00	\$179,900.00	
Total Presbytery Expernese (Line 104)	\$159,000.00	\$252,430.72	
Total Presbytery Income Less all Expense	\$0.00	(\$72,530.72)	
Use of Reserve Funds			
Membership Dec 2022			3496
Presbytery per capita			36.10
Synod per capita	\$14,333.60		4.10
GA per capita	\$34,260.80		9.80
Total per capita	\$48,594.40		50.00

Criminal Background Check Policy for Pastoral Leaders in the Presbytery of Geneva

The Presbytery of Geneva shall require a national criminal background check on all candidates for installed and covenanted pastoral positions to provide increased protection for churches and their members from those who have a history of criminal behavior. The policies help pastoral search committees and the Committee on Ministry make informed decisions about prospective pastors.

Persons who will undergo criminal background checks

The Presbytery of Geneva, through the Committee on Ministry, requires a criminal background check for the following persons before a call is issued or employment begins:

1. All individuals under the care of the Presbytery who move from Inquirer stage to Candidate for Ministry;
2. All teaching elders new to the Presbytery who are to be called to an installed pastoral position or begin a new covenanted pastoral position (interim/transitional or temporary pastor) regardless of the length of the term;
3. All commissioned ruling elders of the Presbytery, prior to initial commissioning;
4. All persons, regardless of denomination, who receive a new call or appointment to an installed pastoral position or begin a new covenanted pastoral position (interim/transitional or temporary pastor or CRE) regardless of the length of the term;
5. All teaching elders requesting membership in the presbytery but not being called to an installed or covenanted position.

Ministers and CREs who are renewing a covenant with the same congregation are not required to have a background check as a condition for that renewal, unless otherwise determined by COM.

Persons who only serve congregations as pulpit supply are not required to have a background check.

COM may, in its sole discretion, waive the requirement for a criminal background check on behalf of the Presbytery if a person in a pastoral position moves from one congregation in the Presbytery to another congregation in the Presbytery and the Presbytery has a satisfactory criminal background check on file dated within four years of the approval by COM of the call or covenant.

Approved by COM 3 October 2023

Proposed Family Leave Policy Presbytery of Geneva

Approved by the Committee on Ministry (January 9, 2024)

The celebration, nurture, and encouragement of the family takes place in many ways and on many levels in the life of a church. During times of joy and times of sadness, the congregation has the opportunity and responsibility of extending care to the pastor and the pastor's family. The Presbytery of Geneva is committed to a culture that helps our pastors meet the demands of family and ministry responsibilities and honoring the life that Christ has given to us. Offering the option of taking paid time off when they or a family member is sick is not just good for them and their families, but it is also healthy for the whole of the Church. This policy has been developed by the Presbytery of Geneva and shall be considered the minimum standards for installed pastors serving congregations in the Presbytery of Geneva. The Presbytery strongly recommends that congregations and pastors who have annual covenants (transition/interim pastors, temporary pastors, and commissioned ruling elders commissioned to serve a specific congregation) work out an equitable arrangement when the pastor needs family leave time during the term of the covenant.

Parental Leave

Parental leave is meant to give parents the opportunity to spend concentrated time on building up a new relationship with a child in their household. Terms of call for all installed pastoral positions must supply up to 12 weeks of paid family leave [G-2.0804]. This is not vacation or study leave. All parents who receive a new child into their home due to birth, adoption, placement of long-term foster children, or other legal guardianships of children shall be granted the option of up to 12 weeks of paid leave with benefits. A session and pastor may negotiate an extension of parental leave, as needed, with terms agreed upon by the session and pastor.

The timing of parental leave is up to the pastor. People planning to welcome a child into their home shall ordinarily give their session at least a three month notice of the intent to take parental leave. In cases where it is not possible to give a three-month notice, the pastor should give as much notice time as possible. A pastor may take up to 12 weeks paid leave (with benefits) during the calendar year for parental or family leave. The weeks need not be consecutive, but must be used within 1 year of the first day when the family leave is taken. A pastor is expected to be in close communication with their session regarding the weeks needed. Should a pastor find themselves in an extraordinary situation in which more than 12 weeks of family leave are needed within a calendar year, the pastor and session of their church should enter into a dialogue with the Committee on Ministry to work out the appropriate arrangements.

Family Leave

In addition to parental leave, other situations may arise for which a pastor needs to take time. Qualifying events for which a pastor may take family leave include, but need not be limited to, the death of a family member, the serious illness of an immediate family member, or moving an immediate family member into a care facility. An immediate family member is defined as a spouse, a partner, or a child. A session should give due consideration to the fact that some other family relationships are as close to a person as these

relationships and they are encouraged to act with grace and generosity in such situations. These other family relationships could also be a sibling; a step-parent; a parent or a parent-in-law; a grandparent; a grandchild; or other relatives living in the same household.

General issues Pertaining to Parental and Family Leave

- Parental and family leave time cannot accrue, and any unused leave time will not be compensated when a pastor leaves.
- Vacation time shall not be used as a substitute for any of these forms of leave, but can be used to supplement the leave if approved by session.
- Upon a pastor's completion of their parental or family leave, the pastor shall return to their position.
- The pastor's position will not be filled during the leave, except on a temporary basis.
- If a session moderator is needed and not secured in advance by the pastor, the COM will provide a session moderator during the pastor's leave.
- It is the responsibility of the congregation to provide the pastor with full pay and benefits during the 12 weeks of parental and/or family leave.
- The pastor and the session should, as far as possible, work together to plan for pulpit supply, pastoral care coverage, and other necessities for the duration of the leave.
- Preaching honoraria, mileage reimbursements, and other ministry expenses needed to fill pastoral responsibilities shall be the responsibility of the session on behalf of the congregation.
- In the event that more than 12 weeks needs to be taken within a calendar year, a pastor and their session shall involve the COM to discuss the needs of the pastor and the congregation and to work out an agreeable arrangement between all parties.
- If providing 12 weeks of leave in a given year proves to be a financial hardship for a congregation, this will be discussed with the COM, and the presbytery may provide assistance to congregations with demonstrated need.
- Any instances of parental or family leaves shall be documented by the session and reported to COM.

This policy is based on the Family Leave Policy of the Presbytery of Baltimore and New Harmony Presbytery.

GENERAL COUNCIL REPORT TO THE PRESBYTERY
January 27, 2024 – Zoom.us
[From the meetings of 12/12/2023 and 01/09/2024]

ITEMS FOR THE PRESBYTERY’S ACTION: None

ITEMS FOR THE PRESBYTERY’S INFORMATION

(Camp Whitman)

The General Council VOTED to *approve* the hiring of Brian Muecke, with a total compensation package of \$83,500 and a starting date of January 1, 2024.

(Committee on Operations)

The General Council VOTED to *direct* the Committee on Operations to revise/rewrite the Presbytery’s policy on the distribution of remaining funds from churches that close to follow the following guidance:

10% of remaining funds would be distributed by the congregation to the missions/programs of their choice; 40% would be used by the Presbytery to fund new/innovative ministries (New can mean new communities altogether, or outreach/program to entirely new people group, etc; it is not support of existing programs, but a huge encouragement for innovation from existing congregations or wholly new communities); 40% would be used by the Presbytery to fund existing ministries and/or discretionary needs within the Presbytery; and 10% would be used by the Presbytery to support PCUSA global missions. Any alternatives to this formula of distribution of remaining funds requested by a closing church would require the approval of the Committee on Operations and the General Council.

(Presbytery Meetings)

The General Council VOTED to *authorize* the Vice Moderator, Moderator, Council Chair, and Stated Clerk to select the dates, times, and locations for the 2024 (March, May, September, and November) and 2025 (January) Geneva Presbytery Stated Meetings.

UPCOMING PRESBYTERY MEETING DATES

Tuesday, March 19, 2024	7:00pm	Online Only
Tuesday, May 21, 2024	10:00am	Hybrid / Camp Whitman
Tuesday, September 24, 2024	10:00am	Hybrid / TBA
Tuesday, November 19, 2024	11:00pm	Hybrid / TBA
Saturday, January 25, 2025	10:00am	Online Only

Report from the Committee on Leader Care

We express our gratitude to the 27 congregations who provided responses and input for the 2023 Necrology Report for the Presbytery of Geneva.

Here are a few resources that may be helpful to some of our pastoral leaders and their congregations.

1. (Free Training) Small Church Week
Streaming sessions sponsored by Fresh Expressions.
January 29 – February 2, 1 pm ET, M-F
You can register for these free streaming lessons at [Small Church Week - Fresh Expressions](#)
2. This is the season of training and installing new church officers. Here are some links to videos you might want to incorporate in your training.
 - a. Introduction to Ordered Ministry by Theoacademy (~13 min)
[\(1\) Ordered Ministry 1 - Ordered Ministers - YouTube](#)
 - b. A fun video on the conduct of a Session meeting (~7 min)
<https://youtu.be/UyhKadk4fUU>
 - c. Treasurers 101 by Presbyterian Foundation (~ 1hr 30 min)
<https://youtu.be/yP5w3o0qkTY?si=tqTd5mME3KpPg4RS>
 - d. Presbyterian Trustees Training (~1 hr 45 min)
This video is long (almost 2 hours) and dry but full of information and thought provoking
[\(1\) CLD 2023 Trustees in the Presbyterian Church - YouTube](#)

Pastor Bruce Incze, on behalf of the CoLC

A Note from the Presbytery Leader

Hello Everyone and Happy New Year!

I hope everyone had a wonderful holiday season and an amazing start to the New Year. A very special 'thank you' to all those who were adventurous enough to face the winter weather in order to participate in the MLK Jr. Day of Service projects and to the churches who hosted those events. We could not have done this without you!

I'd also like to share a few programming options coming up very soon. An online Small Church Gathering will be held on Monday, February 12 at 11am. As always, this is an opportunity for open discussion, resource sharing and support for our smaller congregations. Please watch for zoom links and flyers on the presbytery website and in the newsletter.

With Lent coming up in just a few weeks, I wanted to share with you an opportunity to express some feelings of grief and loss that have been building up throughout the pandemic and seem to be 'hanging around' in much of what we do today. Beginning on Thursday, February 15th at 10am (and repeating week until March 21st), I will be leading an online writing and discussion group loosely based on the book *Praying Our Goodbyes: A Spiritual Companion Through Life's Losses and Sorrows* by Joyce Rupp. Although it is not necessary to read the book in order to participate in these sessions, it does contain a ton of great information that may be helpful to those facing these types of difficult circumstances. These sessions are open to anyone and are being offered in response to requests made in previous workshops. Please watch for zoom links and flyers on the presbytery website and in the newsletter.

After Easter, I will be offering a study series using the devotional booklet developed for the *Bridging the Gap* workshops that were offered in October (which can be found here: [Devotional-Booklet-for-website.pdf](#))

presbyteryofgeneva.org). This series will focus on themes of resurrection, faith, and reassurance and how they intersect with potential futures of our churches. These sessions are open to anyone and are being offered in response to requests from small churches who are looking for bible study opportunities and for those wanting to continue future-oriented conversations in their churches. Please watch for more details in upcoming newsletters.

Additional events are currently being planned for later this spring – if your church is interested in being a host site, please contact me at leader@presbyteryofgeneva.org so arrangements can be made.

I look forward to seeing you in these online events and I wish you a wonderful New Year filled with great peace, joy, and blessings.

In Christ's service,
Marji Ackerman
Presbytery Leader