

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 Tuesday, March 19, 2024, held electronically via Zoom.us.

GATHERING FOR SHARED WORK: OPENING BUSINESS

GATHERING

6:45 pm Registration and Fellowship Time (through 7:00 pm)

CALL TO ORDER

TE Anita Milne (Waterloo, First), Moderator, called the meeting to order at 7:00 pm, 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
-----	-----	-----	NEWARK, PARK	Susan Frost	Anne Rogers
BATH, FIRST	John Woodring (CM)	Douglas Schmiege	OAKS CORNERS	A - Karl Warrington	
BELLONA, MEMORIAL	Amy Loving Austin	Roxann Carpenter	ONTARIO CENTER, FIRST	----	
BIG FLATS, FIRST	EX - Denise Stone	A - Robin Fitzgerald	OVID, FEDERATED	Rob Mellgard	Judy Mellgard
BURDETT	EX - Richard Evans (CRE)	EX - Martha Evans	PAINTED POST, UNITED	David Preisendanz	
CANANDAIGUA, UNITED	A - Wade Allen (CM)	A - Ken Allen	PALMYRA, WESTERN	Hodong Hwang	EX - Philip Opdycke
CANISTEO, FIRST	Michelle Serra		PENN YAN, FIRST	Paul Malles	Rob Anderson
COHOCTON, FIRST	-----	EX - Linda Hodges	HELPS, UNITED	EX - H. Leigh Holder	Peg Carlson
CORNING, FIRST	EX - Jeffrey Ugoretz	EX - Kay Rogus	PRATTSBURGH, FIRST	-----	EX - Lynn Dinehart
EAST PALMYRA, FIRST	-----	EX - Judith Langdon	PULTENEY, FIRST	----	Mary Jane Peek
ELMIRA, FIRST	Lynn Rubier-Capron	Michelle Giacchino	RED CREEK		Virginia Kachurak
ELMIRA, NORTH	Evan Hansen	A - Annie LeFevre	ROCK STREAM	Carleen Frost (CRE)	
GENEVA, THE PC	Colin Pritchard	Chris Gerling	SENECA #9	Amy Loving Austin	Pam Ells
-----	-----	-----	SENECA FALLS, FIRST	Leah Ntuala	Susan Sholar

HECTOR	Daniel Russell	EX - Charles Knight	SHORTSVILLE, FIRST	Connie Franks (CRE)	
HORNELL, UNITED	EX - 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	EX - Susan Joseph Rack	A - Pamela Postle
HURON		A - Linda Hayes	WATERLOO, FIRST	Anita Milne	EX - George Bassett
ITHACA, FIRST	Cynthia Weaver Kirianna Weaver	Brad McFall	WATKINS GLEN, FIRST	EX - Cara Milne	Chris Scata
JASPER, UNITED	A - Brain Dieffenbacher (CM)		WESTON	-----	Vera Dykes
JUNIUS	---	A - Kristi Ward	WOLCOTT, FIRST	A - Walter Stuber (CM)	EX - Dolores Gingerich
LYONS, FIRST	-----	Joanne Reinhardt			

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

Present: Marjorie Ackerman (VM) Glenn Kennedy (AL) Christy Wareham (AL)
 David Ashby (AL) John Milne (HR) Jim Gerling (HR)
 Cynthia Huling Hummel (HR) James Hicks (HR) Deborah Grohman (AL)

Excused: Betsey Crimmins (HR) Jeff Kellam (HR) Philip Courtney (HR)
 David Barnard (HR) Susan Husted (HR) James Kerr (HR)
 Robin Lostetter (HR) Adrian Tierson (VM) Paul Rack (HR)
 Robert Rochelle (HR) Jane Winters (HR)

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

Jeff Richards (Elmira, North) COUNCIL CHAIR	Virginia Champlin (Geneva) COUNCIL (Presbyterian Women)	EX - Sandra Ansley (Geneva) COUNCIL (Operations)	A - Paul Yoder (Horseheads, First) CRE (Moreland)
Pricilla Andrews (Rock Stream) CRE (Pulpit Supply)	EX - Richard Evans (Watkins Glen, First) CRE (Burdett)	Bob Sell (Horseheads, First) CRE (Pulpit Supply)	EX - 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)	A - Rich Buchheimer (Elmira, First) COUNCIL (RE At-Large)	Linda Werts (Canandaigua, United) Presbyterian Women
Joanne Tunison (Lares, PR, Iglesia Presbiteriana) COUNCIL (Mission and Witness)			

PRESBYTERY STAFF (granted voice)

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

REGISTERED GUESTS (Current Meeting; granted voice)

RE Donna Colvin (Pulteney, First) John Schwartz TE Pamela Gnagy
 TE Barbara Schwartz

SUMMARIES FOR EACH MEETING 2023	Jan 27	Mar 19					
Total Minister Commissioners Present*	28	27					
Total Elder Commissioners Present **	37	31					
Parity (expressed in terms of Elders, + or -)	+9	+4					
Total Minister Commissioners Absent, Unexcused***	3	2					
Total Churches Unrepresented by Elders****	26	29					
Total Churches Unrepresented by Elders and Pastors****	9	20					
Total Registered Visitors and Staff	4	5					
Total Registered Attendance*****	72	64					

* 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:

- 6:45 PM Registration and fellowship time (through 7:00 PM)
- 7:00 PM Call to Order, Declaration of Quorum, and Opening Prayer
- 7:10 PM Introductory Business
- Call for New Business & Approval of the Docket
- Introduction of New Commissioners and Guests
- Acknowledgment of the First Stewards of the Land
- 7:15 PM Consent Agenda and Clerk's Report
- 7:20 PM Worship and the Lord's Supper [TE Kirianne Weaver (Ithaca, First), presiding]
- 8:00 PM Committee on Ministry [RE Beth Newell (Geneva), COM Co-Chair]
- 8:10 PM Motions from the Administrative Commission for the Junius Presbyterian Church
- 8:15 PM Committee on Operations and Treasurer's Report [TE David Ashby (VM), Treasurer]
- 8:20 PM Committee on Mission & Witness [RE Joanne Tunison (Lares, PR, Iglesia Presbiteriana)
- 8:25 PM Presbyterian Women [RE Linda Werts (Canandaigua, United)]
- 8:30 PM A Word about Open Space Meetings
- 8:40 PM Committee on Representation [TE Sabrina Slater (Spencer, Christ the King Fellowship)]
- 8:45 PM Good News from Congregations
- * To include your news in the minutes, please email a written copy to:
statedclerk@presbyteryofgeneva.org
- 8:55 PM Resolution of Thanks
- 9:00 PM Closing Prayer and Adjournment

INTRODUCTION OF NEW COMMISSIONERS AND GUESTS

New Commissioners and Guests were introduced.

ACKNOWLEDGEMENT OF THE FIRST STEWARDS OF THE LAND

TE Bruce Incze (Arkport, First), offered acknowledgement of the first stewards of the land where we live and serve.

CONSENT AGENDA

The Presbytery VOTED to approve the following:

1. **Approve** the minutes of the January 27, 2024 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 February Operating Statement and Balance Statement and Treasurer's report.
4. **Receive** the 2023 Statistical Report for the Presbytery of Geneva.
5. **Receive** for first read the Anti-Harassment Policy for the Presbytery of Geneva. (This is not a vote to approve – the motion to approve will come to the Presbytery in May.)

6. **Receive** for first read the Anti-Racism Policy for the Presbytery of Geneva. (This is not a vote to approve – the motion to approve will come to the Presbytery in May.)

ITEMS FOR PRESBYTERY'S INFORMATION FROM YOUR STATED CLERK

1. Thank you to all congregations that submitted their 2023 Statistical Reports to the OGA!
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. Kirianne Weaver (Ithaca, Flrst). The pre-recorded worship included a sermon given by Rev. Kirianne Weaver, as well as the celebration (online) of the Lord's Supper.

THE COMMITTEE ON MINISTRY

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

The COM presented the Rev. Barbara Schwartz (HR, Presbytery of Susquehanna Valley) for examination by the Presbytery to transfer her membership.

Following examination, the Presbytery of Geneva VOTED to:

- **sustain** the examination of the Rev. Barbara Schwartz.
- **approve** the transfer of membership to the Presbytery of Geneva of the Rev. Barbara Schwartz (HR, Presbytery of Susquehanna Valley), and **empower** the Stated Clerk to complete the required paperwork to complete the transfer effective March 20, 2024.

TE Sabrina Slater (Spencer, Christ the King Fellowship) offered prayer for Rev. Schwartz and her husband, John.

RE Beth Newell introduced the Rev. Pamela Gnagy (Presbytery of Cayuga-Syracuse), who will be presented to the Presbytery at our May meeting to be examined for transfer of membership.

RE Beth Newell reminded the Presbytery to turn in updated terms of call to the COM.

ITEMS FOR THE PRESBYTERY'S INFORMATION

The Committee on Ministry VOTED to:

- Approve the Annual Approval of Terms of Call between the First Presbyterian Church of Arkport and the Rev. Bruce Incze from January 1, 2024, to December 31, 2024.
- Approve the Annual Approval of Terms of Call between Christ the King Fellowship Presbyterian Church and the Rev. Sabrina Slater from January 1, 2024, to December 31, 2024.
- Approve the Annual Approval of Terms of Call between North Presbyterian Church of Elmira and the Rev. Evan Hansen from February 1, 2024, to January 31, 2025.
- Approve the Annual Approval of Terms of Call between Seneca #9 Presbyterian Church and the Rev. Amy Loving Austin from January 1, 2024, to December 31, 2024.
- Approve the Annual Approval of Terms of Call between The First Presbyterian Church of Horseheads and the Rev. Aaron Frank from January 1, 2024 to December 31, 2024.
- Approve the Covenant for Pastoral Services with a CRE between the First Presbyterian Church of Shortsville and CRE Constance L.W-Franks from January 1, 2024, to January 1, 2025.
- Approve the Covenant for Services as a Covenanted Pastor between the First Presbyterian Church of Waterloo and the Rev. Anita Milne from January 1, 2024, to December 31, 2024.
- Approve Annual Approval of Terms of Call between the First Presbyterian Church of Geneva and the Rev. Colin Pritchard from January 1, 2024, to December 31, 2024.
- Approve the Request for Waiver of Term Limit for 1 yr. for RE Martha Oldfield-First Presbyterian Church of Horseheads.
- Approve the Request for Waiver of Term Limit for 1 yr. for RE Debbie Gee-Oaks Corners Presbyterian Church.

- Approve the Covenant for Services as a Covenanted Pastor between Andover First Presbyterian and Christian Mattison for the period Jan. 1, 2024 to Dec. 31, 2024.
- Approve the Covenant for Pastoral Services between Morland Presbyterian and CRE Paul Yoder for Jan. 1, 2024 to Dec. 31, 2024.
- Approve the Covenant for Services as a Stated Supply Pastor between the First United Presbyterian Church of Sodus and the Rev. Gail Heimberger for Jan. 1, 2024 to Dec. 31, 2024.
- Receive the Attestation of Covenant/Call Arrangements through another denomination for Pastoral Services between the United Church of Canandaigua and the Rev. Dr. Wade Allen for the calendar year 2024.
- Approve the Annual Approval of Terms of Call between Western Presbyterian Church, Palmyra, and the Rev. HoDong Hwang for the calendar year 2024.
- Approve the Annual Approval of Terms of Call between The First Presbyterian Church of Penn Yan and the Rev. Paul Malles for the calendar year 2024.
- Approve the Annual Approval of Terms of Call between Corning First Presbyterian Church and the Rev. Jeffrey E. Ugoretz for the calendar year 2024.
- Approve the Annual Approval of Terms of Call between the First Presbyterian Church of Seneca Falls and the Rev. Leah Ntuala for the calendar year 2024.
- Approve the Annual Approval of Terms of Call between the First Presbyterian Church of Ulysses and the Rev. Susan Joseph Rack for the calendar year 2024.
- Approve the Annual Approval of Terms of Call between the First Presbyterian Church of Watkins Glen and the Rev. Cara Milne for the calendar year 2024.
- Receive the Annual Review for Congregations without a called or covenanted pastor report provided by East Palmyra Presbyterian Church.
- Receive the Annual Review for Congregations without a called or covenanted pastor report provided by the Huron Presbyterian Church.
- Receive the Annual Review for Congregations without a called or covenanted pastor report provided by Red Creek Presbyterian Church.
- Receive the Annual Review for Congregations without a called or covenanted pastor report provided by Cohocton First Presbyterian Church.
- Approve the Rev. Jane Winters' request to waive the preaching limit of twice a month, if the way be clear, so that she might provide some consistency for the Big Flats church while the Rev. Denise Stone is on a two months approved leave by their Personnel Committee that will start right after Easter.
- Approve appointing the Rev. Jane Winter as temporary moderator for Big Flats in the Rev. Denise's absence.
- Approve Rev. Paul Rack to serve as Moderator at Watkins Glen, starting April 1, 2024.
- Approve Rev. Jane Winters to serve as Moderator at Hornell, United, if needed.

ADMINISTRATIVE COMMISSION FOR THE JUNIUS PRESBYTERIAN CHURCH

RE Beth Newell (Geneva), member of the Administrative Commission for the Junius Presbyterian Church, presented the report and motions regarding sale of the Junius Presbyterian Church property and dissolution of the church and corporation.

Given the vote of the members at the September 23, 2023, Junius Presbyterian Church congregational meeting that gave the Administrative Commission the authority to take the actions necessary to sell the Junius Presbyterian Church property and dissolve the church and corporation, the AC brought two motions to presbytery:

The Junius AC moved the Presbytery of Geneva, and the Presbytery of Geneva VOTED to:

- **approve** the request of the Junius Presbyterian Church to sell its property at 621 Whiskey Hill Road, Waterloo, NY 13165 (tax map #15-1-16-11) as-is, without warranty of title, to Eric R. Lyon for \$25,000.00 and reimbursement of up to \$7,500.00 of closing costs. Proceeds of the sale after closing costs will be divided 25% to the Camp Whitman Scholarship Fund on the recommendation of the congregation, and the remainder to the Presbytery of Geneva.

- **approve** the request of the Junius Presbyterian Church that the congregation and its corporation be dissolved, as soon as the way is clear.

TE Rob Mellgard offered prayer for the congregation of the Junius Presbyterian Church and the ministry that has come out of that church community over the years.

COMMITTEE ON OPERATIONS & TREASURER'S REPORT

TE David Ashby (AL), Treasurer, presented the report.

- A representative from the Presbyterian Foundation will be meeting with the Committee on Operations soon.
- If your congregation owes money from 2023, please reach out to the Committee on Operations to plan the best way to make those payments.

COMMITTEE ON MISSION AND WITNESS

RE Joanne Tunison (Lares, PR, Iglesia Presbiteriana), chair of the Committee on Mission and Witness, presented the report.

- Joanne Tunison has participated in a 6-year long partnership with Iglesia Presbiteriana of Lares, Puerto Rico. The Mission and Witness Committee is hoping to expand that partnership to include more churches in the Presbytery of Geneva. For more information about this partnership, please contact Joanne Tunison.
- The Mission and Witness Committee is working on inviting a Mission Co-Worker to visit the Presbytery of Geneva later this year.
- The Committee on Mission & Witness has completed the 2024 Session Endorsed Matthew 25 Grant Application, and it is now available for download. You can access it by visiting their committee page website here: <https://www.presbyteryofgeneva.org/committee-on-mission-witness>.

PRESBYTERIAN WOMEN

RE Linda Werts (Canandaigua, United), Presbytery of Geneva Presbyterian Women Moderator, presented the report.

- Church World Service (CWS) Kits may be delivered to the United Church, 11 Gibson Street, Canandaigua, NY from April 22nd - April 26 between the hours of 9:00am- 1:00pm. Please have all boxes sealed and labeled with type of kit and quantities contained inside.
- Save the Date for the PW Spring Gathering: Friday, May 17, 2024, from 10:00 am - 2:00 pm at The Presbyterian Church in Geneva, NY. The Guest Speaker will be Margot Gorman, who will be speaking about mission work in Malawi
- Congregations are encouraged to pledge to and participate in the Birthday Offering (https://www.presbyterianwomen.org/what_we_do/support-mission/birthday-offering/). For more information on how to contribute, please contact Linda Werts.

A WORD ABOUT OPEN SPACE MEETINGS

TE Kirianne Weaver (Ithaca, First) and TE Anita Milne (Waterloo, First), provided an overview of "open space meetings".

- Open space meetings provide a different way of meeting.
- Meeting materials and reports are provided in writing well in advance of the meeting. Required business is clearly presented in a consent agenda or given time on the agenda for discussion and action. This encourages everyone to trust the work of committees and commissions.
- The majority of the time at the meeting is dedicated to providing space for the people present to discuss things that are important to them.
- Participants suggest topics/issues they would like to discuss, and those suggestions are listed on a whiteboard.
- Participants then split into groups based on the topics they want to discuss, meeting in separate rooms. Following discussion, everyone comes back together to share. This provides us with a unique opportunity to learn from each other.

- The Presbytery of Geneva hopes to use this meeting structure at some point in the future.

COMMITTEE ON REPRESENTATION

TE Sabrina Slater (Spencer, Christ the King Fellowship), member of the Committee on Representation, presented the report.

- The drafts of the Anti-Harassment Policy for the Presbytery of Geneva and the Anti-Racism Policy for the Presbytery of Geneva have been provided for a “first read”. *Please* read through these proposed policies, as we will be voting on them at our May meeting.
- The Committee is looking for people who can serve. If you or someone you know is interested, please contact the Committee (representation@presbyteryofgeneva.org).

GOOD NEWS FROM CONGREGATIONS

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

From TE Leah Ntuala (Seneca Falls, First): Good Friday Service (available on Good Friday and after):
<https://youtu.be/K5jtDhKEkxo>

From TE Cynthia Huling Hummel (HR): Lyons Presbyterian Church will be having Maundy Thursday and Good Friday services available on Facebook live.- you can tune in anytime. The services are pre-recorded.

From Bryan Muecke (Camp Whitman Director): On April 20 and May 11, Camp Whitman is hosting Volunteer Days. You can sign up by emailing Bryan Muecke at director@campwhitman.org.

RESOLUTION OF THANKS

CRE Carleen Frost (Rock Stream) 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 8:55pm. .

Attest: Amy Loving Austin, Stated Clerk

Additional Written Reports Provided to the Presbytery on March 19, 2024

GENERAL COUNCIL REPORT TO THE PRESBYTERY
March 19, 2024 – Zoom.us

[From the meetings of 02/13/2024 and 03/12/2024]

ITEMS FOR THE PRESBYTERY’S ACTION: None

ITEMS FOR THE PRESBYTERY’S INFORMATION

(226th General Assembly)

The General Council VOTED to *approve* sending the Stated Clerk and Presbytery Leader to attend the General Assembly in 2024.

(Presbytery Meetings)

The General Council VOTED to *introduce* the concept of “Open Space Meetings” to the Presbytery of Geneva at the March Presbytery meeting, and continue to share more about it at our May meeting, so that we may implement this format at our September meeting.

(Mission and Witness)

The General Council VOTED to *invite* the mission co-worker who will be visiting Canandaigua, United, in May to attend the May Presbytery Meeting.

UPCOMING PRESBYTERY MEETING DATES

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

2023 Presbytery Statistical Report

Presbytery Geneva
Address PO Box 24393, Rochester, NY 14624
Phone 315-536-7753 **Fax** 315-536-2128
Email officeadmin@presbyteryofgeneva.org
Web Site



Membership			
Prior Active Members	3496	Adjusted membership	3480
Gains		Losses	
Certificate	17	Certificate	12
Youth Professions	15	Deaths	86
Professions & Reaffirmations	47	Deleted for any Other Reason	164
Total Gains	79	Total Losses	262
Total Ending Active Members	3297		
Baptisms			
Presented by Others	23	Average Weekly Worship Attendance	1036
At Confirmation	4	Friends of the Congregation	611
All Other	7	Ruling Elders on Session	245
		Do you have Deacons? Yes / No	18 / 17
Age Distribution of Active Members		People with Disabilities	
17 & Under	46	Hearing impairment	160
18 - 25	71	Sight impairment	25
26 - 40	182	Mobility impairment	117
41 - 55	267	Other impairment	110
56 - 70	576		
Over 70	751	Gender Distribution	
Total Age Distribution	1893	Women	1179
		Men	762
		Non-Binary	0
Youth in Congregation			
Age 4 and under	28	Middle School (6th – 8th grade)	57
Elementary School (K-5th grade)	112	High School (9th – 12th grade)	52
		Total Youth	249
Racial Ethnic			
Asian/Pacific Islander/South Asian	21	Native American/Alaska Native/Indigenous	0
Black/African American/African	7	White	1878
Middle Eastern/North African	0	Multiracial	9
Hispanic/Latino-a	12		
		Total Racial Ethnic	1927
Budgeted Income	4,072,493		
Budgeted Expense	4,655,028		
Receipts			
Regular Contributions	17,577,082	Bequests	137,037
Capital Building Fund	325,654	Other Income	727,614
Investment Income	18,002,333	Subsidy or Aid	40,400
Expenditures			
Local Program	24,890,434	Investment Expenditures	348,759
Local Mission	1,223,000	Per Capital Apprt	140,124
Capital Expenditures	10,320,036	Other Mission	213,529

Anti Harassment Policy
DRAFT

Mission determines the forms and structures needed for the church to do its work. Administration is the process by which a council implements its decisions. Administration enables the church to give effective witness in the world to God's new creation in Jesus Christ and strengthens the church's witness to the mission of the triune God. ... All councils shall adopt and implement the following policies: a sexual misconduct policy, a harassment policy, a child and youth protection policy, and an antiracism policy. Each council's policy shall include requirements for boundary training which includes the topic of sexual misconduct, and child sexual abuse prevention training for its members at least every thirty-six months.

Excerpted from G-3.0106 - Administration of Mission (2023)

Objective

The Presbytery of Geneva strives to create and maintain an environment in which people are treated with dignity, decency and respect. When the Presbytery of Geneva gathers to do its work as a council, committees, commissions, or staff, it is committed to providing an environment that is characterized by mutual trust and is safe and free from harassment, bullying, and intimidation in any form. The Presbytery will not tolerate any type of harassment of its employees, minister members, ruling elders, volunteers, or ministry partners. Through enforcement of this policy and by education of its members and employees, the Presbytery will seek to prevent, correct and discipline behavior that violates this policy.

All members and employees (details for employees need to be spelled out separately in the presbytery's employee handbook) of the Presbytery, regardless of their role or position, are covered by and are expected to comply with this policy and to take appropriate measures to ensure that prohibited conduct does not occur. Appropriate disciplinary action will be taken against any member or employee of the presbytery who violates this policy. Based on the seriousness of the offense, disciplinary action may include removal from a role or position.

Prohibited Behavior

As used in this policy, the term "harassment" includes sexual as well as actions, words, jokes, or comments based on an individual's sex, race, color, national origin, age, religion, disability, sexual orientation, or any other legally protected characteristic.

Any action may be considered harassing if it:

1. creates a hostile, intimidating or offensive work environment;
2. unreasonably interferes with an employee's or Presbytery member's work performance; or
3. adversely impacts an individual's employment or volunteer opportunities.

Examples of prohibited conduct include:

Microaggressions

A microaggression is a verbal or nonverbal slight that impacts an individual who might identify as being from a marginalized or non mainstream community. Microaggressions are typically indirect, subtle, even unintentional, but nonetheless are considered discriminatory to the recipient.

Anti-Bullying

Bullying is a pattern of behavior in which the bully attempts to intimidate their victim. Examples of bullying behavior range from teasing, to extortion, to physical assault. In addition to physical interactions, bullying includes any form of interpersonal, including electronic, communication.

Workplace Violence

Workplace violence is acting or using words to make an individual feel endangered. This includes actions that create actual harm to another individual or words that result in another individual having a reasonable belief that they are in danger.

Conduct that threatens, intimidates, or coerces another employee, presbytery member, or a member of the public at any time will not be tolerated, this includes any form of electronic communication.

Sexual Harassment

Sexual harassment is defined as unwanted sexual advances, or visual, verbal, or physical conduct of a sexual nature. This definition includes many forms of offensive behavior and includes gender-based harassment of a person of the same sex as the harasser. This includes any form of electronic communication.

Prevention Practices

The Presbytery of Geneva provides regular anti-harassment training to ensure an environment free of sexual and other unlawful harassment. Minister members, commissioners, committee/commission members, Presbytery employees (and other categories of presbytery leaders) are expected to complete initial training and participate regularly in anti-harassment education training opportunities. All persons covered by this policy shall provide the presbytery office with documentation of training at least every 36 months.

Reporting Procedures

The Presbytery has established the following procedure for lodging a complaint of harassment, discrimination or retaliation. The Presbytery will treat all aspects of the procedure confidentially to the extent reasonably possible.

Complaints should be submitted as soon as possible after an incident has occurred, preferably in writing. The Stated Clerk and or the Presbytery Leader may assist the complainant in completing a written statement or, in the event a person refuses to provide information in writing, the Stated Clerk will dictate the verbal complaint.

Responding Procedures

Upon receiving a complaint or being advised the violation of this policy may be occurring, the Stated Clerk and or the Presbytery Leader will notify the General Council and review the complaint with the presbytery's legal counsel.

The Permanent Judicial Committee will initiate an investigation to determine whether there is a reasonable basis for believing that the alleged violation of this policy occurred.

If necessary, the complainant and the respondent will be separated during the course of the investigation.

During the investigation, the Permanent Judicial Committee, together with legal counsel, will interview the complainant, the respondent and any witnesses to determine whether the alleged conduct occurred.

Upon conclusion of an investigation, the Permanent Judicial Committee will submit a written report of their findings to the General Council. If it is determined that a violation of this policy has occurred, the Permanent Judicial Committee will recommend appropriate disciplinary action. The appropriate action will depend on the following factors:

- A. the severity, frequency and pervasiveness of the conduct;
- B. prior complaints made by the complainant;
- C. prior complaints made against the respondent; and
- D. the quality of the evidence (e.g., firsthand knowledge, credible corroboration).

If the investigation is inconclusive or if it is determined that there has been no violation of policy but potentially problematic conduct may have occurred, the Permanent Judicial Committee may recommend appropriate preventive action.

The Stated Clerk will review the investigative report and any statements submitted by the complainant or respondent, discuss results of the investigation with the General Council as appropriate, and decide what action, if any, will be taken.

Once a final decision is made by Permanent Judicial Committee, Stated Clerk and or the Presbytery Leader will meet with the complainant and the respondent separately and notify them of the findings of the investigation. If disciplinary action is to be taken, the respondent will be informed of the nature of the discipline and how it will be executed.

Nothing in this policy may prevent the complainant or the respondent from pursuing formal legal remedies or resolution through local, state or federal agencies, the court, or the Rules of Discipline of the PC(USA).

Definitions and Examples of Harassment

Microaggressions

A microaggression is a verbal or nonverbal slight that impacts an individual who might identify as being from a marginalized or non mainstream community. Microaggressions are typically indirect, subtle, even unintentional, but nonetheless are considered discriminatory to the recipient.

Examples of microaggressions include, but are not limited to:

- Asking a new acquaintance, "Where were you born?" Implication: "You don't belong here. You are not one of us."
- Saying, "I guess you like Korean/Mexican/soul/American food." Implication: "I have identified you in terms of a racial/ethnic stereotype."
- Asking the youngest member of the worship team to provide contemporary music. Implication: "We assume you won't participate in worship unless we have something non-traditional, and we're not interested enough to work with you to make worship relevant."

Anti-Bullying

Bullying is a pattern of behavior in which the bully attempts to intimidate their victim. Examples of bullying behavior range from teasing, to extortion, to physical assault. In addition to physical interactions, bullying includes any form of interpersonal, including electronic, communication.

Examples of bullying include, but are not limited to:

- Yelling, shouting, gesturing, "getting in someone's face."
- Directing, demanding, or ordering a council, committee, or commission to do what the leader or a small group of individuals wants.
- Standing in the doorway to the room or office while talking to staff, physically blocking their exit.
- Arbitrarily changing work hours or meeting times

Workplace Violence

Workplace violence is acting or using words to make an individual feel endangered. This includes actions that create actual harm to another individual or words that result in another individual having a reasonable belief that they are in danger.

Examples of workplace violence amounting to behavioral misconduct include but are not limited to

- verbal or physical threats
- assaults or other violence
- any behavior that causes others to feel unsafe such as bullying, shouting, or name calling
- belligerent, threatening or offensive comments
- hitting, pushing, or other similar physical contact, including touching or threats to take such action
- gestures or the display of offensive signs or pictures
- other aggressive behavior

Conduct that threatens, intimidates, or coerces another employee, presbytery member, or a member of the public at any time will not be tolerated, this includes any form of electronic communication.

Sexual Harassment

Sexual harassment is defined as unwanted sexual advances, or visual, verbal, or physical conduct of a sexual nature. This definition includes many forms of offensive behavior and includes gender-based harassment of a person of the same sex as the harasser. This includes any form of electronic communication. The following is a partial list of sexual harassment examples:

- Unwanted sexual advances.
- Offering anything in exchange for sexual favors.
- Making or threatening reprisals after a negative response to sexual advances.
- Visual conduct that includes leering, making sexual gestures, or displaying of sexually suggestive objects or pictures, cartoons or posters.
- Verbal conduct that includes making or using derogatory comments, epithets, slurs, or jokes.
- Verbal sexual advances or propositions.
- Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, or suggestive or obscene letters, notes, or invitations.
- Physical conduct that includes touching, assaulting, or impeding or blocking movements.
- Unwelcome sexual advances (either verbal or physical), requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:
 - (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment;
 - (2) submission or rejection of the conduct is used as a basis for making employment or volunteering decisions; or,
 - (3) the conduct has the purpose or effect of interfering with work performance or creating an intimidating, hostile, or offensive work environment.

**Presbytery of Geneva
Anti-Racism Policy**

There is no longer Jew or Greek; there is no longer slave or free; there is no longer male and female, for all of you are one in Christ Jesus. [Galatians 3:28]

Prologue

From the beginning of our Judeo-Christian history recorded in Genesis, the church confesses that without distinction, humanity is created in the image of God. The constitution of the PCUSA further states, “God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore no place in the life of the Church for discrimination against any person.” [F-1.0403]

Race is a social construct whose purpose (whether intentional or unintentional) instills a hierarchy of peoples based upon physical traits such as skin color. This hierarchy has no scientific basis. It was used during the 18th and 19th centuries as white Europeans expanded (colonized) their dominance through the use of forced slavery.

“Racism is the opposite of what God intends for humanity. It is the rejection of the other, which is entirely contrary to the Word of God incarnate in Jesus Christ. It is a form of idolatry that elevates human-made hierarchies of value over divinely-given free grace. Through colonization and slavery, the United States of America helped to create and embrace a system of valuing and devaluing people based on skin color and ethnic identity. The name for this system is white supremacy. This system deliberately subjugated groups of people for the purpose of material, political, and social advantage. Racism is the continuing legacy of white supremacy. Racism is a lie about our fellow human beings, for it says that some are less than others. It is also a lie about God, for it falsely claims that God favors parts of creation over the entirety of creation.” - from *PCUSA Facing Racism*

The Presbytery of Geneva has adopted this anti-racism policy as part of its administration of mission, as described in G-3.0106 of the *Book of Order*.

G-3.0106 Administration of Mission

*... All councils shall adopt and implement the following policies: a sexual misconduct policy, a harassment policy, a child and youth protection policy, **and an antiracism policy.** Each council's policy shall include requirements for boundary training which includes the topic of sexual misconduct, and child sexual abuse prevention training for its members at least every thirty-six months.*

Prohibiting Racism

The Presbytery of Geneva acknowledges that racism is contrary to the Scriptures and to the Constitution of the Presbyterian Church (U.S.A.).

Biblical and Theological Foundations

(See Appendix 1 for a fuller excerpt from *Facing Racism*.)

According to the Study Guide to *Facing Racism*:

The Bible provides a firm foundation and compelling imperative to engage in antiracist work....woven throughout the biblical witness.

The following biblical references are representative of themes found throughout Scripture:

Creation — Genesis 1:1-31 (see also Psalm 104)

We receive our existence as a gift from God. When humanity elevates one group over another, or falsely declares particular groups less good than others, we usurp God's place as creator of all that is. We deny our interrelation and proclaim our judgment more powerful than God's.

Image of God — Genesis 1:26

While humans have many differences, we are all children of God, made in the image of God, and therefore of equal worth, value, and dignity. It is therefore falsehood and deception to deny the full humanity of any group of people.

God loves diversity — Acts 10:9-23

While focusing on the image of God emphasizes how all human persons are fundamentally the same, the differences between persons are also valuable. And the grace of God does not erase differences, but rather invites unity among them.

God loves justice — Jeremiah 9:23-24

The prophets of the Hebrew Bible continually proclaim God's care for those who are oppressed and God's demand for just action. God delights in justice. Racism, as systemic inequality, is fundamentally unjust and therefore against the will of God.

With this biblical imperative to antiracist work, the Foundations of Presbyterian Polity rightly includes such essential elements as

F-1.01 GOD'S MISSION

The good news of the Gospel is that the triune God—Father, Son, and Holy Spirit—creates, redeems, sustains, rules, and transforms all things and all people. ... In Christ, the Church participates in God's mission for the transformation of creation and humanity by proclaiming to all people the good news of God's love, offering to all people the grace of God at font and table, and calling all people to discipleship in Christ.

F-1.0302 The Marks of the Church (c) (see also F-1.0404)

c. The Catholicity of the Church

Catholicity is God's gift to the Church in Jesus Christ. In the life, death, and resurrection of Christ, by the power of the Spirit, God overcomes our alienation and repairs our division.

Because in Christ the Church is catholic, it strives everywhere to testify to Christ's embrace of all people of all times, places, races, nations, ages, abilities, genders, conditions, and stations in life.

The catholicity of the Church summons the Church to a deeper faith, a larger hope, and a more complete love as it bears witness to God's grace.

F-1.0403 Unity in Diversity

Citing Galatians: 3:27–29

The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore no place in the life of the Church for discrimination against any person.

F-1.0404 Openness

... In Christ, Church members share with all humanity the realities of creatureliness, sinfulness, brokenness, and suffering, as well as the future toward which God is drawing them. The mission of God pertains not only to the Church but also to people everywhere and to all creation.

Particular Definitions

(Additional definitions from the Special Committee on Racism, Truth, and Reconciliation can be found in Appendix 2. Some definitions adapted from the glossary of the White Privilege Conference.)

- Antiracism is an intentional stance that opposes the sin of racism while affirming the dignity and humanity of those who may hold racist views or benefit from it. It opposes sin not the sinner.
- Race: a socially constructed concept that purports to use characteristics such as skin color, facial features, and body structure as a basis for classifying people for the purpose of installing hierarchies of oppression and benefits. It has no scientific or biological basis. It was introduced during the period of European colonial expansion.
- Racism – race-based prejudice + institutional power
- White Supremacy – a system of beliefs and attitudes that subtly or explicitly more highly esteem those racialized as White and continue to grant advantages
- Internalized White Supremacy – the acceptance of the negative societal beliefs and stereotypes about marginalized racial and ethnic populations by themselves and White persons, and the different impacts on their self-identity.
- (Micro)aggressions – (micro)aggressions are words and behaviors, intentional or unintentional, that dehumanize marginalized groups of people, often excused as innocent or well-intended. We

recognize that continuous subjection of pain is trivialized by calling these harms “micro”aggressions.

- Beloved Community – God’s call to share life in freedom and justice together as a family, referenced as kin-dom of God.

Applicability

This policy applies to all members of the Presbytery, elder commissioners to the Presbytery, staff, and anyone serving on a Presbytery commission or committee.

Preventing Racism

In our life together, our behavior should reflect the theological affirmations and values held as members of the Church of Jesus Christ as prescribed in our constitutional documents. In particular, (F-1.0302, F-1.0403, F-1.0404). As members of The Presbytery of Geneva, we acknowledge that we are accountable to one another for our behavior and language.

In section G-3.0103 Participation and Representation, our Form of Government calls for presbyteries to give full expression to the rich diversity of the church’s membership and shall provide for full participation and access to representation in decision-making and employment practices (F-1.0403). In fulfilling this commitment, councils shall give due consideration to both the gifts and requirements for ministry (G-2.0104) and the right of people in congregations and councils to elect their officers (F-3.0106).

Section G-3.0103 further calls for presbyteries to “develop procedures and mechanisms for promoting and reviewing that body’s implementation of the church’s commitment to inclusiveness and representation.” That commitment is addressed in part by the work of the Committee on Representation, but is in no way exclusive to it.

To further its commitment to dismantling racism, the Presbytery of Geneva shall offer prevention measures including, but not limited to:

- Providing antiracism training¹ facilitated by qualified professionals for staff, committees and commissions, and members of the presbytery as part of the presbytery’s regular training and education, but certainly not less than once every thirty-six months. Several providers of such training are found in Appendix 3. A demonstration of completion is included as part of your annual records review, with any remedial action determined by Presbytery.
- Facilitating awareness of racism’s impact through the land and labor acknowledgment at every stated meeting of the presbytery, and at other presbytery gatherings as appropriate.
- Offering resources on antiracism to congregations and ministries within the bounds of the presbytery.

¹ “Points of Engagement,” Presbyterian Church (U.S.A.), Churchwide Antiracism Policy, approved by the 222nd General Assembly, 2016.

- Affirming the diversity of applicants and candidates for all staff and ordered ministry positions over which the presbytery has jurisdiction.
- Supporting persons and groups of underrepresented races through intentional representation, caucuses, programming such as retreats or training, and resourcing as requested.
- Adopting or amending policies, practices, standing rules, and the manual of operations to ensure they afford full and inclusive participation of all voices, and publishing them in the languages spoken by members of this presbytery.
- Attending to revelations of systemic racism past and present as perpetrated within the bounds of the presbytery, researching their cause, and offering and implementing appropriate solutions, relief, or reparations accorded by the Constitution of the Presbyterian Church (U.S.A.).
- Designating persons to speak on matters of racism as they become known within the Presbytery's bounds, communicating the sentiments of this policy.

Accountability

We hold ourselves accountable for working consistently and purposefully towards racial justice and equity in our synod/presbytery/congregation:

- Taking responsibility as individuals and as communities of faith for engaging with resources and in conversations that help us to learn and grow, creating opportunities to invite people into those conversations, and recognizing that antiracism work is non-optional as Christians.
- Seeking partners and groups within the church and in ecumenical and community spaces who will help to hold us accountable as we engage antiracism resources and work.
- Establishing explicit norms within our synod/presbytery/congregation for accountable spaces that include sensitivity to how people may experience a conversation differently because of their racial identity.
(https://pcusa.org/site_media/media/uploads/oga/markers_of_accountability_in_antiracism_work.pdf)
- Maintaining a commitment to self-reflective truth-telling about our experiences with and/or participation in White supremacy in church and society, including an examination of our presbytery's/congregations' history; to honesty, openness, humility, courage, and grace with one another in our conversations; and to taking responsibility when our words or actions cause harm.
- Listening to voices long silenced within church and community.
- Ensuring intentional follow-through on statements and proposed actions, so that we live fully into our stated convictions and commitments.

- Designating a respondent who will speak for the council regarding incidents involving the general public.
- Employing church discipline when appropriate.

RESPONDING PROCEDURE

Matthew 18:15-17

“If your sibling sins against you, go and point out the fault when the two of you are alone. If you are listened to, you have regained that one. But if you are not listened to, take one or two others along with you, so that every word may be confirmed by the evidence of two or three witnesses. If that person refuses to listen to them, tell it to the church, and if the offender refuses to listen even to the church, let such a one be to you as a gentile and a tax collector.”

Remembering that Jesus continued to associate and eat with gentiles and tax collectors, the recommended means of response is to focus on grace rather than judgment, and education more than discipline, in all but the most intentional acts of racism.

To err on the side of grace is

- not to dismiss or diminish the offense, but to name the sin, gently rather than in anger;
- to recognize that people come into this subject matter from a variety of backgrounds and history;
- to acknowledge that, consequently, the time, length, and intensity of new understanding will vary from person to person.

This requires mutual conversation, and formal or informal courses of study, designed to equip more than reprimand or punish.

As a final resort one can turn to appropriate measures within the Constitution’s *Church Discipline*. It is incumbent upon us to remember, however, that despite its title, “The power that Jesus Christ has vested in his Church, a power manifested in the exercise of church discipline, is one for building up the body of Christ, not for destroying it, for redeeming, not for punishing. It should be exercised as a dispensation of mercy and not of wrath, so that the great ends of the Church may be achieved, that all children of God may be presented faultless in the day of Christ.” (D-1.01 Power Vested in Christ’s Church).

We trust that, just as Jesus associated and ate with gentiles and tax collectors, so too does he in all of our contemporary failings, including intentional and unintentional demonstrations of racism.

Review

This policy should be reviewed from time to time for relevance and accordance with the Scriptures and the Constitution of the Presbyterian Church (U.S.A.).

Adopted by the Presbytery of Geneva

First Reading on: March 19, 2024

Second reading and approval on: May, 21, 2024

Appendix 1 Biblical and Theological Foundations

Study Guide to *Facing Racism*:

The Bible provides a firm foundation and compelling imperative to engage in antiracist work. There are at least four different biblical themes that can ground and motivate antiracism. While we will read some selected texts, it is important to recognize that these themes are not confined to isolated verses. Rather, they are woven throughout the biblical witness.

The following biblical references are representative of themes found throughout Scripture:

Creation — Genesis 1:1-31 (see also Psalm 104)

We receive our existence as a gift from God. We are all part of creation that God has made and declared good, an intricate interwoven system of life. When humanity elevates one group over another, or falsely declares particular groups less good than others, we usurp God's place as creator of all that is. We deny our interrelation and proclaim our judgment more powerful than God's.

Image of God Genesis 1:26 — While humans have many differences, we are all children of God, made in the image of God, and therefore of equal worth, value, and dignity. The 1999 PC(USA) Policy "Facing Racism" calls us to a vision of humanity without racism that is "grounded in our common origin as children of God from which we derive our inalienable worth, dignity, and sanctity." All humans are made in the image of God. It is therefore falsehood and deception to deny the full humanity of any group of people.

God loves diversity — Acts 10:9-23

While focusing on the image of God emphasizes how all human persons are fundamentally the same, the differences between persons are also valuable. The Bible portrays God as delighting in the variety in creation (see Job 38-41). Jesus spoke with and honored all those he encountered, including respectable Jewish men, women, tax collectors, prostitutes, lepers, Samaritans, and Canaanites. People do not have to all be the same in order to be loved by God. There is room in God's grace for vast differences. And the grace of God does not erase differences, but rather invites unity among them.

God loves justice — Jeremiah 9:23-24

Jeremiah says that God "delights" in justice (Jer. 9:24). The prophets of the Hebrew Bible continually proclaim God's care for those who are oppressed and God's demand for just action. In Amos, the LORD calls for the people to "establish justice in the gate" and "let justice roll down like waters" (Amos 5:15, 5:24). The prophet Micah states that what the LORD requires is "to do justice, love kindness, and walk humbly with your God" (Micah 6:8). God delights in justice. Racism, as systemic inequality, is fundamentally unjust and therefore against the will of God.

Facing Racism pp 7-9 and the *Facing Racism Study Guide* pp 1-3 and *The Foundations of Presbyterian Polity, Presbyterian Church (U.S.A.) Book of Order, 2023-2025*

Appendix 2 Definitions from the Report of the Special Committee on Racism, Truth, and Reconciliation to the 225th General Assembly (2022) Some adapted from the glossary of the White Privilege Conference.

- Antiracism is an intentional stance that opposes the sin of racism while affirming the dignity and humanity of those who may hold racist views or benefit from it. It opposes sin not the sinner.
- Race – a social construct based on skin color that operates to install hierarchies of oppression and benefits
- Racism – race-based prejudice + institutional power
- Repair/Reparative Action – an orientation towards prioritizing fixing inequities caused by persisting racism with justice and reallocation of stolen resources
- Reparations – specific acts of reparative action intended to restore intergenerational wealth taken by discrimination, often through the power of the government
- White Supremacy – a system of beliefs and attitudes that subtly or explicitly more highly esteem those racialized as White and continue to grant advantages
- Internalized White Supremacy – the acceptance of the negative societal beliefs and stereotypes about marginalized racial and ethnic populations by themselves and White persons, and the different impacts on their self-identity.
- Black/Indigenous/People of Color – there are a number of ways that people of color identify by race; we will use Black/Indigenous/People of Color in this report, recognizing language limitations, the insufficiency in recognizing the identities of others, and people’s right to self identify.
- Biracial | Multiracial – relating to persons of more than one race or ethnicity.
- White/Whiteness/People Racialized as White– those accorded certain benefits, privileges, and advantages based on the color of their skin because of undismantled White Supremacy that seeks to create social hierarchies by race. We capitalize “White” to emphasize that Whiteness is a particular phenomenon with a specific function.
- (Micro)aggressions – (micro)aggressions are words and behaviors, intentional or unintentional, that dehumanize marginalized groups of people, often excused as innocent or well-intended. We recognize that continuous subjection of pain is trivialized by calling these harms “micro”aggressions.
- Beloved Community – God’s call to share life in freedom and justice together as a family, referenced as kin-dom of God.

Appendix 3 Providers of Antiracism Training

1. Presbyterian Mission Agency's Office of Gender, Racial and Intercultural Justice [weblink](#)
 - Samantha Davis, Associate for Gender, Racial and Intercultural Justice
 - Contact training@pcusa.org for more information about workshops, trainings and other educational events.
 - Antiracism Training
 - Facing Racism Policy
 - Cultural Humility
 - Intersectional Justice
 - Unpacking Gender
 - Creating a Welcoming and Affirming Space with Our Family in the LGBTQIA Community
 - Power and Privilege
 - Reproductive Justice
 - Radical Welcome
2. The Center for Jubilee Practice jubileepractice.org

The Center for Jubilee Practice seeks to be a bridge between the exciting movements for justice related to gender, sexuality, race, climate change, immigration policies, economic globalization and cultural homogenization on the one hand, and the traditional congregations that desire to engage those justice movements and exemplify biblical justice values on the other. We seek to:

- Help church judicatories and governing bodies rethink their rules of engagement related to the appropriate sale and disposition of property and other assets in order to create intentional opportunities for reparations, healing and new life.
- Support congregations and judicatories to take direct action to accomplish healing, repair and reparations with Black and Brown communities and in direct relation to harm we have caused to creation.
- Create brave spaces of welcome in which those who have been most impacted by historic patterns of oppression can gather to support and encourage one another.

3. Crossroads crossroadsantiracism.org

Crossroads' mission is to equip institutions with shared language, frameworks, practices and tools that will assist them in:

- Diagnosing how their institutions are structured to uphold white supremacy culture and systemic racism and;
- Deploying strategies aimed at animating antiracist ways of being that result in racially equitable institutional culture and practices.

4. PCUSA's Center for the Repair of Historic Harms

<https://www.presbyterianmission.org/ministries/center-for-repair/>

Director: Rev. Anthony Jermaine Ross-Allam: Jermaine.Ross.Allam@pcusa.org

The purpose of our office is to recognize, acknowledge and repair the harm caused to Indigenous peoples, African Americans and other marginalized groups. We aim to set an example by actively engaging in the work of repair within our denomination while also inspiring others worldwide to join us in this vital pursuit. In collaboration with PC(USA) sister agencies and mid councils, the Presbyterian Mission Agency hopes to initiate this denomination-wide effort to inspire repair and reconciliation both within and beyond the Presbyterian Church (U.S.A.).

A Letter from the Presbyter Leader

Hello Everyone –

I hope you are all doing well this Lenten season and are looking forward to approaching Holy Week and Easter celebrations.

A very special ‘thank-you’ to those who have participated in the online Lenten series focusing on experiences of grief and loss. Even with a very small group, the conversations have been truly amazing. What a blessing to be accompanied by such wonderful companions along this journey!

Coming up right after Easter, there will be an online Bible study focusing on the downloadable devotional booklet that was developed for the October workshops (found here on the presbytery website: <https://www.presbyteryofgeneva.org/resources-2> under Resources for Churches) This series is intended to help congregations address some of the spiritual aspects of preparing for an unknown future. The series will be offered every Monday in April (1st, 8th, 15th, 22nd, 29th) at 10am – please see the flier on the presbytery website for zoom login information.

The next online small church gathering will be held on Tuesday, April 16th at 11am. Anyone interested in joining the discussion is welcome to attend and we hope you will join us! Please watch the newsletter for zoom login information.

I look forward to seeing each of you at the in-person presbytery meeting in May at Camp Whitman. Until then, may the joys of a new season bring unending blessings to you and your family.

In Christ’s service,
Marji Ackerman,
Presbytery Leader