



Presbytery of Genesee Valley

1049 WEGMAN ROAD • ROCHESTER, NEW YORK 14624 • (585) 242-0080

WEBSITE: www.pbygenval.org

A Stated Meeting of the Presbytery of Genesee Valley was held electronically via Zoom on Saturday, January 28, 2023. Presbyters were invited to attend pre-meetings on Tuesday, January 24, 2023 at 6:30 pm and on Saturday, January 28, 2023 at 8:30 am for a conversation about the proposed amendments to the Constitution.

CONSTITUTION

Moderator Michelle Sumption (York) called the meeting to order at 9:30 am with prayer. She declared a quorum was present and made announcements.

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

CONGREGATION	MINISTER	COMMISSIONER(S)	CONGREGATION	MINISTER	COMMISSIONER(S)
Albion, First	Sue Thaine	Amanda Krenning-Mucio	Lyndonville	CP Martha Mitchell	Elizabeth Wolanyk
Attica, First			Medina, First	William Wilkinson	
Avon, Central	Carin Farmer	Barbara Sceusa	Mt. Morris, United	—	
Barre Center	CP John Goehle	Bruce Landis	Mumford, First		
Batavia, First	Roula Alkhouri	Thomas Schubmehl	North Bergen	CP David Fish	
Bethany	Robert Spratt		Nunda, Trinity	Ron Duttweiler	Julie Simone
Brockport, First	—	Kristen Gerling	Ogden	—	Pat Everett
Byron, First	—	Ruth Andes	Ossian, First	—	
Caledonia, First	Vinod Gnanaraj	Mary Robin Macntyre			
Chili, First	EX Brandi Wooten	Nancy Huffman	Penfield	Twyla Boyer	Melinda Shaffer
Christ Clarion	CP Mark McDaniel	Sarah Bullard	Perinton	EX Laura Fry	Mary Anne Cimbricz
Corfu United	Evan Wildhack	Patty Miles	Perry, Brick		Ted Warner
Covington United	Christine James	Ann Shephard	Pike Community		
Dansville	Marcia Reiff	Laurie Fox	Pittsford, First (2)	EX Erin Jacobson Aaron Neff	Barbara Smith Judith Van Dorn
Downtown	Laurie Tiberi		Roch. Korean (2)	—	
East Avon, First	Michelle Allen	Kevin Tucker	Scottsville, Union	Kevin Hershey	Donald Tubman
East Bethany	CM Shiela McCullough		South		Nancy Rice
Elba, First	Barbara Tipton		Sparta, First	—	Karen Roffe
Gates	EX Laura Bachmann	Thomas Brewer	Stone, Bergen	CP David Fish	Deborah Godlove
Geneseo, Central	Nancy Lowmaster		Summerville	Elaine Loggi	Mary Haverfield
Groveland Fed.			Third (3)	Tedd Pullano	Ralph Carter Rick Parmelee
Holley, First	—	Don Welch	Trinity Emmanuel (2)	Ernest Krug	Roger Miller
Honeoye Falls	Kirk Baker	Martha Kumler	Tuscarora, First		
Irondequoit		Carol Herring	Twelve Corners	Jeffrey Fox Kline	Katharine Iuli
John Calvin	—	Ellen Best	Victor, First	—	
John Knox		Priscilla Thomas	Warsaw United	—	
LeRoy, First			Webster	CM Philip Davis	Tony Hubbard
Lima	David Kilgore		York, United	Michelle Sumption	Debbie Orman
Livonia	CP Jerry Swain	Kenneth Schoonover			

MINISTERS IN VALIDATED MINISTRIES / MINISTERS AT LARGE / MINISTERS HONORABLY RETIRED (VM = Validated AL = At-large HR = Honorably Retired IA =Inactive)

Present:

Louise Armstrong (HR)	Robert Heppenstall (HR)	Rachel Reid (VM)
Philip Benier (AL)	Judy Lee Hay (HR)	James Renfrew (HR)
Viktoria Berlik (AL)	Lisa Lancaster (HR)	Charles Roberts (HR)
Bruce Boak (HR)	Ray Lindquist (HR)	Gail Ricciuti (HR)
Val Fowler (HR)	Nadia Mullin (AL)	Stephanie Sauve (HR)
Tom Gardner (AL)	Nathan Mochizuki (VM)	Walter Stuber (AL)
Carolyn Grohman (HR)	Carson Mouser (HR)	Anne Waasdorp (HR)
Marie Hanselman (HR)	Laurel Nelson (VM)	James Widboom (HR)
Ho Dong Hwang (AL)		

Excused:

Elizabeth Beckhusen (HR)	Roderic Frohmann (HR)	Pat Youngdahl (HR)
Jeff Falter (AL)	Jane Watt (HR)	

ADDITIONAL ELDER COMMISSIONERS / CERTIFIED CHRISTIAN EDUCATORS (Appointed by Presbytery to correct elder-clergy imbalance)

Linda Badger Becker (Gates)	George Gotcsik (Third)	Karen Pryor (Third)
Lewis Becker (Pittsford)	Lea Kone (Downtown)	Nancy Sprenkle (Pittsford)
Kathleen Coons (Gates)	Robert Mecredy (Pittsford)	Kay VanNostrand (Lyndonville)
	Susan Orr (Trinity Emmanuel)	

CORRESPONDING MEMBERS ENROLLED FOR THIS MEETING (others noted under "Congregations"):

None

REGISTERED VISITORS including PRESBYTERY STAFF and COMMISSIONED PASTORS not serving churches:

Cheryl Battaglia (Staff)	Janet Flynn (Caledonia)	Lori Shipman (Livonia)
Cindy Becker (Pittsford)	Vera Forster (John Calvin)	Sue Tedesco (CoTW)
Lisa Bennett (Staff)	Eli Henry (Third)	Valerie Wells (Lyndonville)
Lynn Brown (Livonia)	Peter Judd (Perinton)	Jessica White (East Avon)
Jackie Coates (Scottsville)	Ann McMican (Third)	

SUMMARIES OF 2023 MEETINGS	Jan 28					
Total Minister Members of Presbytery	108					
Total Minister Commissioners Present	49					
Total Elder Commissioners Present	54					
Parity (expressed in terms of Elders, + or -)	+5					
Total Churches Unrepresented by Elders	21					
Total Churches Unrepresented by Elders & Pastors	13					
Total Registered Visitors	16					
TOTAL REGISTERED ATTENDANCE - 2023	119					

LAND ACKNOWLEDGEMENT

Rev. William Wilkinson (Medina) read the Land Acknowledgement statement in which we pay respects to the indigenous people on whose traditional land this meeting was collectively held today. He encouraged all to work toward partnership with our indigenous sisters and brothers with a spirit of reconciliation and collaboration. Included were commitments made to determine how we could work with other faith communities in this effort.

INTRODUCTORY BUSINESS

None

Greeting New Commissioners

Commissioners attending their first Presbytery meeting in this role were recognized and welcomed.

Enrollment of Corresponding Members (other than those listed under "Congregations")

None

Approval of Docket

Having no objections, the Presbytery **VOTED** to approve the following docket for this meeting:

Stated Presbytery Meeting			January 28, 2023		
DOCKET					
For the Stated Meeting of the Presbytery of Genesee Valley					
Saturday, January 28, 2023			Electronic Meeting via Zoom		
Stated Meeting			THEME:		Rochester, New York
			Spirit of Sound Mind: " <i>For God has not given us a spirit of fear, but of power, and of love, and of a sound mind.</i> " 2 Timothy 1:7		
8:30 a.m.			Pre-meeting: Proposed Amendments to the Constitution		Susan Orr, members of Big Picture Team & Committee on Ministry
9:25 a.m.			Announcements		Michelle Sumption
9:30 a.m.			Call to Order <ul style="list-style-type: none">• Declaration of Quorum• Opening Prayer• Land Acknowledgement		
			Introductory Business <ul style="list-style-type: none">• Greeting New Commissioners• Enrollment of Corresponding Members• Approval of Docket• Privilege of the Floor		Michelle Sumption
9:40 a.m.			Call for New Business		
			Consent Agenda		
9:45 a.m.			Report of the Committee on Ministry <ul style="list-style-type: none">• Celebrating the Retirement of Marie Hanselman• Commissioning Elder Jerry Swain to service at Livonia First• Welcoming Rev. Sheila McCullough as supply to East Bethany (video)		Charles Roberts Ellen Best, Vera Forster Jerry Swain Shiela McCullough

10:05 a.m.			Worship <ul style="list-style-type: none"> • 2022 Necrology Report • Prayer Focus 	Aaron Neff
10:25 a.m.			Committee on Preparation for Ministry <ul style="list-style-type: none"> • Examination of Eli Henry for Candidacy 	Walter Stuber
10:40 a.m.			Report from the Transitional Leader/Stated Clerk	Susan Orr
10:45 a.m.			Report of the Big Picture Team – Part One <ul style="list-style-type: none"> • Presbytery Support Grant from the Synod of the NE • 2023 Budget Approval 	Jim Renfrew Karen Prior, Janet Flynn Bob Mecredy
11:10 a.m.			Five Minute Stretch	
11:15 a.m.			Good News from Congregations and Neighborhoods <ul style="list-style-type: none"> • Presbytery Winter Gathering • Congregational Learning Day 	Jim Renfrew
11:25 a.m.			Report of the Big Picture Team – Part Two <ul style="list-style-type: none"> • Proposed Amendments to the Constitution 	Jim Renfrew
12:10 p.m.			Three Key Things to Take Home	Laurie Tiberi
12:15 p.m.			Adjourn with Prayer	

Privilege of the Floor

Having no objections, the Presbytery **VOTED** to grant privilege of voice to non-commissioners for the purpose of participating in reports.

CALL FOR NEW BUSINESS

None

CONSENT AGENDA

An opportunity was given for presbyters to lift items from the Consent Agenda for later consideration. None was lifted. The Presbytery **VOTED** by poll vote of 87 – 1 in favor to approve the following Consent Agenda:

CONSENT AGENDA: Items for Presbytery's Action

The Stated Clerk moves that the Presbytery:

(Minutes)

Approve the Minutes of the October 25, 2022 Stated Meeting of the Presbytery of Genesee Valley.

(Treasurer's Report)

Receive the draft Treasurer's Report, for month ending December 31, 2022.

See Appendix A: draft Balance Sheet Summary as of December 31, 2022

See Appendix B: draft Operating Statement Summary as of December 31, 2022

See Appendix C: Mission and Per Capita Apportionment

See Appendix D: Fidelity Investment Statement for December 2022

(Committee on Representation / Nominations)

Elect, upon recommendation of the Committee on Representation, the following person to service:

Treasurer - RE Karen Pryor (Third) 2024

(Proposed Amendments to the Constitution)

Approve the following recommendations from the Big Picture Team regarding the proposed amendments to the Book of Order as approved by the 225th General Assembly (2022):

1. **The Big Picture Team recommends the following amendments be approved:** [NOTE: Committee on Ministry provided recommendations to the Big Picture Team on amendments that impact its work.]

<u>AMENDMENT</u>	<u>BPT VOTE</u>	<u>COM VOTE</u>	<u>Presbyteries Vote as of 1-11-23</u>
22-A – expands inclusive language with reference to gender identity F1.0302c	9-1		18-1
22-B – expand inclusive language with reference to gender identity F1.0404	10-1		18-0
22-C – establishes Roberts Rules as the default authority for congregational meetings; and authorizes electronic meetings G 1.0501	12-0		20-0
22-D – adds receiving a disciplinary decision against church member to list of proper business at a congregational meeting G1.0503	12-0		13-0
22-F – adds recommendation to ordain immigrant ministers for immigrant congregations and provide appropriate training and mentoring G 20505a(1)	12-0	14-0	14-0
22-G – adds the requirement of boundary training during inquiry phase G 2.0603	12-0		12-3
22-H – requires Session to report to Presbytery any matters of sexual misconduct of inquirers or candidates G 2.0605	12-0		14-1
22-J – allows CPs to be commissioned to more than one validated ministry G 2.1001	12-0	16-0	16-0
22-K – adds the requirement of boundary training for CPs G 2.1002	12-0	17-0	15-0
22-L – adds the requirement of boundaries training for Christian Educators G2.1103	12-0	17-0	16-0
22-M – permits sessions to adopt electronic meeting procedures G 3.0104	12-0		19-0
22-N – permits all councils and committees to meet electronically G 3.0105	12-0		19-0
22-R – authorizes Synods to enroll officers as members G 3.0401	8-3		16-1
22-S – expands and clarifies confidentiality requirements for ministers and CPs G 4.0301	12-0	16-0	16-0
22-V – removes the requirement that a minister lead prayer of thanksgiving that concludes Lords Supper liturgy W 3. 0414	12-0		24-0
22-X – adds language re importance of household worship W 5.0104	12-0		23-1
22-Z – add “discipleship” to list of Church’s ministries that are connected to worship and adds references W 5.0201	12-0		23-0
22-AA – adds “particular specialized pastoral care” rather than expand the list W 5.0204	12-0		21-1
22-BB – clarifies language re” service of wholeness” W5.0204	12-0		20-0

2. **The Big Picture Team recommends the following amendments be disapproved (not approved):** [NOTE: Committee on Ministry provided recommendations to the Big Picture Team on amendments that impact its work.]

<u>AMENDMENT</u>	<u>BPT VOTE</u>	<u>COM VOTE</u>	<u>Presbyteries Vote as of 1-5-23</u>
22-Q – authorizes presbyteries to establish minimum requirements for severance packages in Terms of Call G 3.0303c	1-10	3-12	10-3
22-T – adds sacrament of Baptism to list of appropriate actions following the proclamation of forgiveness W 3.0205	3-8		17-4
22-U – adds “when appropriate” to the recommended act of providing invitation to baptismal preparation W 3.0409	0-11		15-6
22-W – adds language re: signs and symbols of blessing to section on ordination and installation services W 4.0403	1-11		22-1

CONSENT AGENDA: Items for Presbytery’s Information

(Matthew 25 Churches in the Presbytery)

Each of the following congregations have submitted paperwork to the Presbyterian Mission Agency to be declared a Matthew 25 church (as of September 30th):

Chili	Geneseo	Medina	South
Downtown	John Knox	Mt. Morris	Third
Gates	Irondequoit	Penfield	Trinity Emmanuel

(Anniversaries)

The following are the significant anniversaries of congregations that occur in 2023 (listed in 25-year increments):

125 years (1898)	Bethany Presbyterian Church, Rochester, NY
200 years (1823)	North Bergen Presbyterian Church, North Bergen, NY
225 years (1798)	First Presbyterian Church, Victor, NY

(Necrology)

The Rev. Robert Kaiser (HR) , 88, died on January 3, 2023. Services will be held in the spring. The Necrology Report listing the names of elders and ministers of Word and Sacrament who died in 2022 was created from the submissions of clerks of session. These individuals will be honored during the worship service at this Presbytery meeting.

(2022 Session Minutes Review)

The 2022 Session Minutes Reviews were conducted in October by Stated Clerk Susan Orr, assisted by Journal Clerk Kathy Coons: The following four churches did not present their books for review (with year of last review in parentheses): East Bethany (2021); Groveland Federated (2011); Ossian (2019); Warsaw (2014). [NOTE: A detailed report and completed review forms were sent to Committee on Ministry liaisons.]

(Mendon Church)

Due to the original attorney closing his practice because of health reasons, the Mendon Community Church project was transferred to Underberg and Kessler LLP. The new firm submitted the petition with the Monroe County Court in December to be followed by proper filings with NYS to complete the project. The PGV settlement amount of \$113,642 remains in an attorney trust account and will be issued at the final closing. The Church will submit all records of historical value, including Minutes, after scanning the items they wish to keep on hand. This project is hoped to be completed by March.

(Parkminster Presbyterian Church)

The final worship service was held on November 20, 2022. It was led by Rev. Charles Roberts and all the members of the Administrative Commission and members of the congregation. The service involved the decommissioning of the congregation and was very meaningful and moving for all attendees. The service was followed by a final catered meal

for attendees in the Fellowship Hall. The Church sale closure took place on November 22, 2022 transferring to the new owners of the Seventh Day Adventist Church. Parkminster Presbyterian Church filed a petition with the NY State Supreme Court on Thursday, January 12, 2023 to dissolve as a congregation/corporation and complete final distribution of the remaining assets. Court has informed the church of a confirmed date of March 14, 2023 to act upon the petition. Final distribution of remaining assets will take place upon action of the court after March 14, 2023. A task group of church members has reviewed and prepared for shipment the church records for the PC(USA) Historical Society.

(Presbytery Litigation)

In August 2021 the Presbytery and United Church of Mt. Morris were sued under the NY Child Victims Act by a former member of the church. Presbytery has hired the law firm of Refermat Hurwitz & Daniel PLLC to defend it in this matter. An additional defendant, the Mt. Morris Central School District, was named in the fall. The plaintiff petitioned the court to consolidate the two cases for discovery as well as for trial, and the court has agreed to do so. The matter remains in discovery phase. Discovery is the process by which parties in litigation share information and documentation to establish a factual record and identify disputed facts.

(NYS Mandated Sexual Harassment Prevention Training)

The following employees and volunteers of the Presbytery of Genesee Valley received the NYS mandated 2022 Workplace Sexual Harassment Prevention Training:

PGV Officers, Staff & Office Volunteers: Cheryl Battaglia, Lisa Bennett, Janice Bilohlavek, Kathy Coons, Aaron Neff, Susan Orr, Karen Pryor, Michelle Sumption

COM members: Louise Armstrong, Lew Becker, Anne Bishop, Bruce Boak, Twyla Boyer, Tim Bucknam, Kathy Coons, John DeHority, Kristen Gerling, Bill Haake, Janette Henderson, Robert Heppenstall, Jim Hetzler, Christine James, Lisa Lancaster, Patricia Lockwood, Elaine Loggi, Mark McDaniel, Lisa Morrill, Charles Roberts, Stephanie Sauve, Anne Waasdorp, William Wilkinson

BPT members: Barbara Crane, Vinod Gnanaraj, Lea Kone, Elaine Loggi, Tedd Pullano, Jim Renfrew, Robin Sheppard, Laurie Tiberi, Evan Wildhack

(Roster of the Permanent Judicial Commission)

The Book of Order (D-5.0206b) requires the stated clerk of a governing body annually report to that governing body the names of the members of its Permanent Judicial Commission and the names of those whose terms have expired within the past six years:

Current Roster: term expires on December 31st of the year noted

Class of 2028	Rev. Marcia Reiff (Dansville) Elder Fred Denson (Webster)
Class of 2026	Rev. Laurie Tiberi (Downtown) Elder Andrea Wright (Pittsford)
Class of 2024	Rev. Carin Farmer (Avon Central) Rev. Gordon Webster (HR) Rev. Jeff Falter (AL)

Expired Terms (2018 through 2022):

Class of 2022	Elder LaMarr Jackson (Trinity Emmanuel) Elder Ella Van Loon (Laurelton/PGV)
Class of 2020	Elder Allan Reeve (Pittsford, First) Elder Joan Wolfarth (Downtown)
Class of 2018	Rev. Roula Alkhouri (Batavia) Rev. Bruce Boak (HR)

(Schedule: BIG PICTURE TEAM (BPT) & PRESBYTERY: 2023 Meeting Dates)

- BPT – Monday, February 20, 2022 at 6:00 pm via zoom
- CONGREGATIONAL LEARNING DAY – Saturday, March 4, 2022 via zoom

- BPT – Monday, March 20, 2023 at 6:00 pm via zoom
- PRESBYTERY – Saturday, April 29, 2023 at 9:30 am at Twelve Corners Presbyterian Church
- BPT – Monday, May 15, 2023 at 6:00 pm via zoom
- BPT – Monday, June 19, 2023 at 6:00 pm via zoom
- PRESBYTERY – Tuesday, July 25, 2023 at 6:00 pm via zoom
- BPT – Monday, August 21, 2023 at 6:00 pm via zoom
- BPT – Monday, September 18, 2023 at 6:00 pm via zoom
- PRESBYTERY – Tuesday, October 24, 2023 at 6:00 pm via zoom
- BPT – Monday, November 20, 2023 at 6:00 pm via zoom

COMMITTEE ON MINISTRY

(Celebration of ministry of Honorably Retired Rev. Marie Hanselman)

Rev. Charles Roberts (HR), moderator of the Committee on Ministry, announced the retirement of Rev. Marie Hanselman (HR) effective December 25, 2022. Elder Ellen Best and Vera Forster from John Calvin Presbyterian Church spoke to Rev. Hanselman's ministry. Rev. Hanselman offered words of praise about the congregation of John Calvin church. Rev. Roberts then gave a prayer.

(Welcoming Dr. Rev. Shiela McCullough)

Rev. Roberts welcomed Dr. Rev. Shiela McCullough (Progressive Baptist). Rev. McCullough is serving as Temporary Supply Pastor at East Bethany Presbyterian Church. Rev. McCullough introduced herself and indicated she feels a strong call to serve East Bethany.

(Commissioning of Commissioned Pastor Jerry Swain)

Rev. Roberts introduced Commissioned Pastor Jerry Swain who began serving Livonia First Presbyterian Church on January 1, 2023. Rev. Roberts and the Moderator asked the constitutional questions to which Jerry responded affirmatively. They then led the commissioning liturgy. The Moderator closed with prayer and welcomed Commissioned Pastor Swain to the ministry at Livonia.

REPORT OF THE COMMITTEE ON MINISTRY

Actions taken by COM on behalf of Presbytery

Acting on behalf of the Presbytery, the Committee **VOTED** to:

(Moderator Appointments)

Ogden

- **Appoint** RE Lew Becker as Moderator of Ogden Presbyterian Church Session meetings from November 2022 to January 2023.
- **Appoint** Rev. Robert Heppenstall (HR) as Moderator of the congregational meeting on November 20, 2022.

Trinity Emmanuel

Appoint Rev. Dr. Ernest Krug as Moderator of Trinity Emmanuel Presbyterian Church Session meetings from November 1, 2022 to November 1, 2023.

Byron

Appoint Rev. Roula Alkhouri as Moderator of Byron First Presbyterian Church Session meetings from October 19, 2022 until such time a transitional/Interim pastor is contracted.

Geneseo

- **Appoint** Rev. Twyla Boyer as Moderator of the Session meeting to be held on December 15, 2022.
- **Appoint** Rev. Laurel Nelson as Moderator of the Congregational meeting to be held on December 18, 2022.

East Bethany

Appoint Rev. William Wilkinson as Moderator of Session meetings during the transition period until a supply pastor is approved.

John Calvin

Appoint Rev. Stephanie Sauve (HR) as Moderator of Session meetings effective December 25, 2022.

(Membership)

- **Approve** the request of Rev. Jamie Tyrrell (HR) to rescind his request to transfer his membership to Presbytery of Geneva.
- **Confer** status of Honorably Retired to Rev. Marie Hanselman effective December 26, 2022.

Actions to be reported to Presbytery for Information

(Livonia)

Approved request of Session for CP Jerry Swain to serve as pulpit supply during 2022 Advent (November 27, 2022 – December 25, 2022), including authorizing him to administer communion on December 4, 2022.

(Webster)

Approved request of Session for one year waiver for term limits of 2 trustees to allow for longer search for replacements.

(John Calvin)

Authorized Commissioned Pastor Elder Carl DelleFave to officiate the sacrament of communion upon Session approval.

(Forms)

Approved Covenant Agreement for Non-Installed Pastors - A new form of Agreement was approved by COM on November 1, 2022. This single form replaces the multiple forms previously used for non-installed pastor positions.

See Appendix E: Covenant Agreement for Non- Installed Pastors

(Exit Interviews)

- **Ogden – Received** report of the exit interview with Rev. Eileen Borduin Vanderzwan conducted by Elder Lew Becker on November 17, 2022.
- **Trinity Emmanuel – Received** report of the exit interview with Rev. J D. Jackson conducted by Elder Bill Haake and Rev. Bruce Boak on December 5, 2022 and the report of the exit interview with Session conducted by Rev. Bruce Boak, Elder Janette Henderson and Elder Bill Haake on December 30, 2022.

(Pulpit Supply)

Approved adding Rev. Penni Farrington (HR United Methodist) to the pulpit supply list.

(Livonia)

- **Approved** the Covenant Agreement with CP Jerry Swain as part time (33%) Commissioned Pastor effective January 1, 2023 – December 31, 2023 upon the following terms of call:

Cash Salary	\$ 1,513.00
Deferred Compensation	\$ 0.00
Housing Allowance	\$12,000.00
Effective Salary	\$13,513.00
Social Security Offset	\$ 0.00
PC(USA) Benefits Plan	\$ 0.00
Cont Ed/Study Leave	\$ 1,500.00

Travel and Prof Allowance	\$ 1,000.00
Total Compensation	\$ 16,013.00
Continuing Ed/Study Leave	2 weeks
Annual Vacation	1 month, including 5 Sundays
Sick Leave	1 day /month cumulative

[NOTE: Social Security benefit and health insurance are not included per request of CP Swain.]

- **Appointed** CP Jerry Swain as Moderator of Session for the period January 1, 2023 – December 31, 2023.
- **Approved** the request of Session for CP Jerry Swain to administer communion on December 24, 2022.

(Dansville)

Approved the Covenant Agreement with Rev. Marcia Reiff as part time (43%) Stated Supply Pastor effective January 1, 2023 – December 31, 2023 upon the following terms of call:

Cash Salary	\$ 3,120.00
Deferred Compensation	\$ 0.00
Housing Allowance	\$17,680.00
Medical Deductible Benefit	\$ 1,737.00
Effective Salary	\$22,537.00
Social Security Offset	\$ 1,591.00
PC(USA) Benefits Plan	\$, 0.00
Cont Ed/Study Leave	\$ 1,500.00
Travel/Prof Allowance	\$ 1,554.00
Total Compensation	\$ 27,182.00
Annual Vacation: 30 days, including 5 Sundays	
Cont Ed/Study Leave: 2 weeks	
Sick Leave: 1 day/mo cumulative	

(Trinity Emmanuel)

Approved the Covenant Agreement with Rev. Dr. Ernst Krug (HR) as Temporary Supply Pastor effective November 13, 2022 at no compensation at Rev. Krug's request [Note: Rev. Krug indicated he does not take salary from a church, only an honorarium when he preaches].

(Barre Center)

Approved the Covenant Agreement with CP John Goehle as part time (50%) Temporary Supply Commissioned Pastor effective January 1, 2023 – April 30, 2023 upon the following terms of call:

Cash Salary	\$6,769.00
Effective Salary	\$6,769.00
Social Security	\$ 518.00
Cont Ed/Study Leave Allowance	\$ 519.00
Trave/Professional Allowance	\$ 547.00
TOTAL Compensation	\$ 8,353.00
Cont Ed/Study Leave	1 week
Annual vacations	21 days, including 3 Sundays
Sick Leave	1 day/mo cumulative

[Note: Medical and Benefit Plan are not included per request of CP Goehle.]

Congregational Transition Documents

(Webster)

Approved Ministry Information Form dated October 2022.

(Ogden)

Approved the Ministry Information Form dated November 2022.

WORSHIP

Rev. Aaron Neff (Pittsford) led worship based on this meeting's theme, "Spirit of Sound Mind." He read 1 Peter 5:1-4 and asked the question, "what does faithful church leadership look like?" Members were then divided into breakout rooms to share with each other where they have experienced outstanding leaders and/or how have church leaders reminded them of Jesus. A slide presentation of the Necrology Report was shown listing those church leaders who died in 2022. Members offered their thoughts in the chat on those leaders that they remembered as faithful servants and/or those in need of prayer. Rev. Neff closed worship with prayer.

COMMITTEE ON PREPARATION FOR MINISTRY

(Examination of Inquirer Eli Henry for Candidacy)

Rev. Walter Stuber (AL), chair of the Committee on Preparation for Ministry, provided background on Inquirer Eli Henry. He introduced Inquirer Henry for examination. Following a period of examination, Inquirer Henry was moved to an electronic waiting room. The Presbytery **VOTED** by poll vote to:

Approve, upon examination, to move Inquirer Eli Henry (Third) to Candidacy.

Candidate Henry rejoined the meeting at this time. Rev. Nathan Mohizuki (VM) offered a prayer.

See Appendix F: Candidacy Statement of Eli Henry

REPORT OF TRANSITIONAL LEADER/STATED CLERK

Susan Orr, Transitional Leader, announced that the word for her for 2023 is "disruption" and she has accepted the challenge disruption brings. She noted the pandemic and leadership changes in the Presbytery have caused much disruption in the work of the Presbytery these past few years. She challenged members to let go of what is not working and accept the disruption it may cause. She closed her report by reading the reverse prayer of St. Francis. (<https://franciscanaction.org/prayers/>).

REPORT OF BIG PICTURE TEAM – PART ONE

(Synod Presbytery Support Grant)

Elder Karen Pryor (Third) and Elder Janet Flynn (Caledonia) announced that Presbytery has received a \$30,900 grant from Synod, a portion of which will be used to fund the Leader Care Consultant position. The grant will also be used to fund additional hours for Communications Coordinator. They reported BPT is exploring solutions for how to care for pastors since the Pastoral Care Committee has been disbanded. Hiring a consultant on a short-term basis to assist with this is key. The job description was presented and also has been posted to the Presbytery website. Deadline for applications is February 17, 2023.

See Appendix G: Position Description for Leader Care Consultant

See Appendix H: Proposal for Communications Enhancement Projects

(2023 Budget)

Elder Robert Mecredy (Pittsford), chair of the Budget and Development Oversight Committee, and Treasurer Karen Pryor provided highlights of assumptions made in the proposed 2023 budget. Included in the proposed budget are: income projections based on membership trends, transfer of 7.5% from investments required to balance the budget, Mathew 25 funds no longer in the operating budget (since will come from the Matthew 25 Fund), 4.5% salary adjustments for staff, no change in designated mission support, legal fees of \$35,000. Discussion followed. Presbytery **VOTED** by poll vote to amend the proposed 2023 budget as presented to this meeting to reflect the following changes:

- (a) Include the Personnel Committee's recommendation to adjust staff salaries by 8.7% [81% yes, 19% no]

- (b) Remove \$35,000 legal fees from the operating budget; These shall be paid from the Genesee Valley Fund [89% yes, 11% no]
- (c) Include the Mission Linkages Working Group's recommendation to increase the allocations to designated mission support funds to Camp Whitman and Cameron Street Ministries for total increase of \$15,500 [79% yes, 21% no]
- (d) Approve the 2023 budget, as amended, presented to this meeting [84% yes, 16% no]
- (e) Empower the Budget and Development Oversight Committee to take such actions as may be required to balance the 2023 budget, as amended, and report the changes to Presbytery at the April 2023 meeting. [97% yes, 3% no]

See Appendix I. The attached draft of the 2023 proposed budget was submitted but was NOT approved. The final budget, which Presbytery gave authorization to BDOC to balance based upon the amendments made and implemented at this meeting, will be provided as a Big Picture Team/Acting on Behalf of Presbytery item at the April Presbytery meeting.

GOOD NEWS FROM CONGREGATIONS AND NEIGHBORHOODS

The following good news was shared:

- Medina held the first Martin Luther King Jr. Holiday celebration on January 15, 2023 which included participation by other churches and the local school
- Presbytery Winter Gathering will be on February 4, 2023 (see website for details)
- There will be an "Introduction to Anti Racism" seminar at John Knox Church on February 25, 2023.
- Companions on the Way celebrated their 8th anniversary this month
- Congregational Learning Day will be on March 4, 2023 (see website for details)

REPORT OF BIG PICTURE TEAM – PART TWO

Rev. Jim Renfrew (HR), on behalf of the Big Picture Team, presented the following recommendations of Big Picture Team on the five amendments listed below which are proposed by General Assembly. He noted the remaining proposed amendments will be acted upon at the April 2023 Presbytery meeting.

1. **Approve** the following proposed amendments to the Book of Order as approved by the 225th Assembly (2022):

AMENDMENT	BPT VOTE	COM VOTE	Presbyteries Vote as of 1/11/23
22-O - requires sexual misconduct policies to include boundary training, including sexual abuse, every 36 months [G-3.0106]	10-2	17-1	12-3
22-P – adds anti racism policy to required policies of councils [G-3.0106]	11-0	17-0	11-3
22-I - requires 12 weeks paid family leave for installed pastors [G-2.0804]	11-1	16-0	8-4

2. **Take action** on Amendment 22-Y [W-5.0104] which adds language to the section on household worship. [NOTE: The BPT vote to recommend was tied, 6-6, therefore, this amendment will require a motion from the floor in order to begin debate. The presbyteries vote as of 1/11/2023 is 23-1.]

3. **Disapprove** Amendment 22-E [G-2.0503] which removes "honorably" before "retired" in the Categories of Membership. [NOTE: The BPT vote to disapprove was 6-5. Committee on Ministry recommended the amendment be approved by a vote of 12-3. Presbyteries vote as of 1/11/2023 is 10-6.]

Presbytery **VOTED** by poll vote to approve the recommendation of the Big Picture Team on each of the following proposed amendments:

	Yes	No
22-O - requires sexual misconduct policies to include boundary training, including sexual abuse, every 36 months [G-3.0106]	83	3
22-P – adds anti racism policy to required policies of councils [G-3.0106]	78	8
22-I - requires 12 weeks paid family leave for installed pastors [G-2.0804]	79	6

Presbytery **VOTED** by poll vote to not approve a motion made on the floor to approve the following proposed amendment:

	Yes	No
22-Y [W-5.0104] which adds language to the section on household worship.	30	51

Presbytery **VOTED** by poll vote to not approve the recommendation of BPT on the following proposed amendment:

	Yes	No
22-E [G-2.0503] which removes “honorably” before “retired” in the Categories of Membership	33	52

Actions taken by BPT on behalf of the Presbytery

Acting on behalf of the Presbytery, the Big Picture Team **VOTED** to:

(Consultant for Leader Care and Development)

Approve the proposed job description for the Consultant for Leader Care and Development, a nonexempt short term contract position. [Funding for this position has been provided by the Synod Presbytery Support Grant]. A group of BPT members has been empowered to begin the search for the consultant and make a recommendation to BPT.]

See Appendix G: Position Description for Leader Care Consultant

(Funding for People’s Pantry)

Approve the recommendation of Trustees, in accordance with the Food Ministry policy, to distribute 1/5 of the balance in the Food Ministry Fund budget line item #3207 as of 12/31/2022 to the People’s Pantry for their use in operations.

(2023 Office Holidays)

Approve the following holidays for staff for 2023:

Monday January 2 (New Year’s Day)
Monday January 16 (Martin Luther King Day)
Monday February 20 (President’s Day)
Monday April 10 (Easter Monday)
Monday May 29 (Memorial Day)
Tuesday July 4 (Independence Day)
Monday September 4 (Labor Day)
Thursday November 23 (Thanksgiving)
Monday – Thursday December 25 – 28 (Christmas)
(NOTE: Each staff person is also given one floating holiday)

(5 Presbytery Conversation)

Receive the final report of the 5 Presbytery Conversation in the form of a letter to Gregg Carlsen, Senior Consultant and Director of Coaching & Contracted Services for Convergence Networks. The coaching contract expired at the end of 2022 and it has been decided by the five presbyteries involved to conclude this effort.

Items for Presbytery's Information

(Racial Justice Peace & Advocacy Working Group)

Disbursement of 2022 funds to organizations that support local racial justice work included: \$1000 Trinity Emmanuel Presbyterian (support the free Breakfast Café project) \$725 The Center for Teen Empowerment, Inc.

\$500 Urban League of Rochester

\$500 Ganondagan Cultural Center

\$225 Black Community Focus Fund/Civil Rights Heritage Site

\$225 Beyond the Sanctuary

\$225 The Avenue Black Box Theater

\$200 RocACTS

\$200 SURJ (Showing Up for Racial Justice)

\$200 Black Agenda Group

THREE KEY THINGS TO TAKE HOME

Rev. Laurie Tiberi (Downtown) listed the following as “take home” items:

- Thankfulness for a consent agenda
- Ability to agree to corporate wisdom after a lengthy discussion of finances
- God is God of all our life cycle – remembering those leaders who died this year while welcoming a new candidate

ADJOURNMENT WITH PRAYER

The meeting adjourned with prayer by the Moderator at 12:55 pm.

ATTEST: _____

Susan Orr, Stated Clerk

Kathleen L Coons, Journal Clerk

APPENDICES

Appendix A: draft Balance Sheet as of December 31, 2022

Appendix B: draft Operating Statement as of December 31, 2022

Appendix C: Mission and Per Capita Apportionment

Appendix D: Fidelity Investment Statement for December 2022

Appendix E: Covenant Agreement for Non- Installed Pastors

Appendix F: Candidacy Statement of Eli Henry

Appendix G: Position Description for Leader Care Consultant

Appendix H: Proposal for Communications Enhancement Projects

Appendix I. The attached draft of the 2023 proposed budget was submitted but was NOT approved. The final budget, which Presbytery gave authorization to BDOC to balance based upon the amendments made and implemented at this meeting, will be provided as a Big Picture Team/Acting on Behalf of Presbytery item at the April Presbytery meeting.

APPENDICES

Appendix A:

Balance Sheet as of December 31, 2022 - PRELIMINARY

	Dec 31, 22	Nov 30, 22	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
1117 · M & T Checking	117,721	86,833	30,888
1118 · M & T Money Market	<u>10,371</u>	<u>10,371</u>	<u>0</u>
Total Checking/Savings	128,092	97,204	30,888
Accounts Receivable			
1216 · Mortgage Receivable			
1216A · Mortgage Rec.-Lakeside 3/1/23	<u>250,800</u>	<u>251,182</u>	<u>(382)</u>
Total 1216 · Mortgage Receivable	<u>250,800</u>	<u>251,182</u>	<u>(382)</u>
Total Accounts Receivable	250,800	251,182	(382)
Other Current Assets			
1300 · Invested Funds			
1312 · PILP	100,000	100,000	0
1313 · Investment Fund			
1313A · Gain / Loss	1,144,247	1,232,815	(88,568)
1313 · Investment Fund - Other	<u>1,164,442</u>	<u>1,164,442</u>	<u>0</u>
Total 1313 · Investment Fund	<u>2,308,689</u>	<u>2,397,257</u>	<u>(88,568)</u>
Total 1300 · Invested Funds	<u>2,408,689</u>	<u>2,497,257</u>	<u>(88,568)</u>
Total Other Current Assets	<u>2,408,689</u>	<u>2,497,257</u>	<u>(88,568)</u>
Total Current Assets	2,787,581	2,845,643	(58,062)
Fixed Assets			
1800 · Equipment & Fixtures	1,999	1,999	0
1900 · Accumulated Depreciation	<u>(11,296)</u>	<u>(11,272)</u>	<u>(24)</u>
Total Fixed Assets	(9,297)	(9,273)	(24)
Other Assets			
1400 · Loans to Churches			
1412 · Gates	8,924	9,417	(493)
1413 · RKPC Loan 5 yr pymts begin 8/22	<u>5,539</u>	<u>5,739</u>	<u>(200)</u>
Total 1400 · Loans to Churches	<u>14,463</u>	<u>15,156</u>	<u>(693)</u>
Total Other Assets	<u>14,463</u>	<u>15,156</u>	<u>(693)</u>
TOTAL ASSETS	<u><u>2,792,747</u></u>	<u><u>2,851,526</u></u>	<u><u>(58,779)</u></u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2100 · Employee Related Accounts			
2101 · Employer Pension Escrow	0	2,325	(2,325)
2102 · Employee Pension Escrow	<u>0</u>	<u>699</u>	<u>(699)</u>
Total 2100 · Employee Related Accounts	<u>0</u>	<u>3,024</u>	<u>(3,024)</u>
Total Other Current Liabilities	<u>0</u>	<u>3,024</u>	<u>(3,024)</u>
Total Current Liabilities	<u>0</u>	<u>3,024</u>	<u>(3,024)</u>
Total Liabilities	0	3,024	(3,024)

	<u>Dec 31, 22</u>	<u>Nov 30, 22</u>	<u>\$ Change</u>
Equity			
3000 · Donor Restricted Funds			
3001 · Slater Fund			
3001A · Slater Fund - Book Value	22,623	22,623	0
3001B · Slater Fund Total Return	<u>(1,943)</u>	<u>(1,237)</u>	<u>(706)</u>
Total 3001 · Slater Fund	<u>20,680</u>	<u>21,386</u>	<u>(706)</u>
Total 3000 · Donor Restricted Funds	20,680	21,386	(706)
3100 · Donor Specific Use Funds			
3101 · Misc. Designated Gifts	29,918	16,424	13,494
3101B · Blossom Trust	258	258	0
3101CLS · Congregational Legal Support	7,785	7,785	0
3101MM · Measuring Mission	2,315	2,315	0
3101S · Scholarships	3,287	3,287	0
3101SNE · Synod Partnership Grant	0	171	(171)
3101VWG · Visioning Working Group	15,515	15,589	(74)
3101YYA · YYAWG PC(USA) Grant 2023	1,000	0	1,000
3104 · Presbytery Peace Offering	3,538	3,111	427
3110 · Ministry Candidates Aid Fund	9,429	9,429	0
3114 · Commissioned Pastor Training	2,871	2,871	0
3116 · New Worshipping Communities			
3116A · Companions on the Way	<u>3,960</u>	<u>3,920</u>	<u>40</u>
Total 3116 · New Worshipping Communities	3,960	3,920	40
3117 · Emergency Aid Fund (PCD)	14,000	13,925	75
3121LCD · Leader Care & Dev Consultant	<u>18,610</u>	<u>18,610</u>	<u>0</u>
Total 3100 · Donor Specific Use Funds	112,486	97,695	14,791
3200 · Presbytery Designated Funds			
3204 · Matthew 25 Fund	83,848	90,713	(6,865)
3207 · Food Ministry Fund	62,654	64,795	(2,141)
3211 · Westminster-RPH Mission Fund	62,514	64,650	(2,136)
3214 · Genesee Valley Fund			
3214G · Lakeside	78,571	77,038	1,533
3214 · Genesee Valley Fund - Other	<u>2,266,133</u>	<u>2,363,970</u>	<u>(97,837)</u>
Total 3214 · Genesee Valley Fund	2,344,704	2,441,008	(96,304)
3220 · Youth Triennium Escrow Fund	9,367	6,867	2,500
3221 · Touch of Grace Initiative-TOGI	<u>280</u>	<u>280</u>	<u>0</u>
Total 3200 · Presbytery Designated Funds	2,563,367	2,668,313	(104,946)
3300 · Un-Designated Equity	584,805	584,805	0
3900 · Retained Earnings	(329,251)	(328,869)	(382)
Net			
Income	<u>(159,337)</u>	<u>(194,827)</u>	<u>35,490</u>
Total Equity	<u>2,792,750</u>	<u>2,848,503</u>	<u>(55,753)</u>
TOTAL LIABILITIES & EQUITY	<u>2,792,750</u>	<u>2,851,527</u>	<u>(58,777)</u>

Appendix B: Operating Statement as of December 31, 2022 - PRELIMINARY

	<u>Dec Actual</u>	<u>Dec Budget</u>	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Ordinary Income/Expense					
Income					
4000INC · Congregational & Individual					
4000 · Presbytery General Mission	27,828	24,875	145,887	140,898	140,898
4100 · Presbytery Per Capita	<u>16,874</u>	<u>17,621</u>	<u>145,374</u>	<u>145,933</u>	<u>145,933</u>
Total 4000INC · Congregational & Individual	44,702	42,496	291,261	286,831	286,831
4400INC · Other Support					
4430 · Credit Card Rewards-Misc Income	0	42	192	500	500
4490 · Master Insurance Service Rcpts.	<u>0</u>	<u>0</u>	<u>720</u>	<u>1,600</u>	<u>1,600</u>
Total 4400INC · Other Support	0	42	912	2,100	2,100
4500INC · Investment Income Support					
4552 · Inv Support for Sustainability	<u>17,490</u>	<u>7,463</u>	<u>67,490</u>	<u>89,561</u>	<u>89,561</u>
Total 4500INC · Investment Income Support	17,490	7,463	67,490	89,561	89,561
4610 · Synod & GA PC Paid by Churches					
4611 · Synod PC Paid by Churches	3,075	2,216	26,494	26,588	26,588
4612 · GA PC Paid by Churches	<u>6,780</u>	<u>4,853</u>	<u>58,072</u>	<u>58,234</u>	<u>58,234</u>
Total 4610 · Synod & GA PC Paid by Churches	9,855	7,069	84,566	84,822	84,822
4620 · Award & Grant Income					
4621 · Matthew 25 Income	4,000	4,000	4,000	4,000	4,000
4622 · SNE Communications Grant	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total 4610 · Synod & GA PC Paid by Churches	<u>4,000</u>	<u>4,000</u>	<u>4,000</u>	<u>4,000</u>	<u>4,000</u>
Total Income	<u>76,047</u>	<u>61,070</u>	<u>448,229</u>	<u>467,314</u>	<u>467,314</u>
Gross Profit	76,047	61,070	448,229	467,314	467,314
Expense					
5600 · Designated Mission Support					
5601 · Cameron Comm Ministry	0	0	7,000	7,000	7,000
5603 · Greater Roch Comm Churches	0	0	1,000	1,000	1,000
5604 · Camp Whitman	0	0	17,500	17,500	17,500
5605 · Youth Triennium	2,500	2,500	2,500	2,500	2,500
5607 · Genesee Area Campus Ministries	0	0	4,000	4,000	4,000
5609 · NYS Council of Churches	<u>0</u>	<u>0</u>	<u>1,000</u>	<u>1,000</u>	<u>1,000</u>
Total 5600 · Designated Mission Support	2,500	2,500	33,000	33,000	33,000
6200 · Healthier Congregations Work					
6210 · Grants	3,450	0	21,000	20,000	20,000
6220 · Relationships	183	438	1,974	1,750	1,750
6230 · Tools & Training					
6232 · Measuring Mission	0	125	303	500	500
6233 · Scholarships	0	250	800	1,000	1,000
6234 · Mission Day	0	0	0	300	300

	<u>Dec Actual</u>	<u>Dec Budget</u>	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
6236 · Event Sponsorship (PGV/N/C)	0	306	0	1,225	1,225
6230 · Tools & Training - Other	<u>0</u>	<u>23</u>	<u>0</u>	<u>280</u>	<u>280</u>
Total 6230 · Tools & Training	0	704	1,103	3,305	3,305
6260 · Youth & Young Adults WG	<u>0</u>	<u>250</u>	<u>828</u>	<u>1,000</u>	<u>1,000</u>
Total 6200 · Healthier Congregations Work	3,633	1,392	24,905	26,055	26,055
6300 · Healthy Leaders Work					
6310 · Committee on Ministry					
6311 · CoM Committee Expenses	0	92	0	1,100	1,100
6312 · Resources	0	0	0	200	200
6313 · Sexual Misconduct Trng	0	0	0	200	200
6314 · Discretionary Fund	0	500	200	1,500	1,500
6315 · CP Scholarships	<u>0</u>	<u>500</u>	<u>0</u>	<u>1,000</u>	<u>1,000</u>
Total 6310 · Committee on Ministry	0	1,092	200	4,000	4,000
6320 · Leader Care Committee					
6321 · Committee Expense	0	13	0	160	160
6322 · Education & Training	0	90	0	360	360
6323 · Pastoral Wellness & Hospitality	<u>465</u>	<u>300</u>	<u>1,080</u>	<u>1,200</u>	<u>1,200</u>
Total 6320 · Leader Care Committee	465	403	1,080	1,720	1,720
6330 · Cmte on Prep. for Ministry					
6331 · Committee Expenses	0	75	0	300	300
6332 · Career Evaluation	<u>0</u>	<u>320</u>	<u>1,415</u>	<u>1,280</u>	<u>1,280</u>
Total 6330 · Cmte on Prep. for Ministry	<u>0</u>	<u>395</u>	<u>1,415</u>	<u>1,580</u>	<u>1,580</u>
Total 6300 · Healthy Leaders Work	465	1,890	2,695	7,300	7,300
7700 · Support for a Healthy Pby					
7701 · Salaries & Benefits					
7702 · NYS Disability Insurance	(10)	(5)	(36)	270	270
7703 · NYS Unemployment Insurance	0	278	1,052	1,110	1,110
7704 · Worker's Compensation	(823)	0	893	1,655	1,655
7705 · NYS Paid Family Leave	(44)	(39)	42	0	0
7720 · Transitional Leader/StatedClerk					
7721 · TPL/SC Salary	7,468	7,468	89,610	89,610	89,610
7723 · TPL/SC Pension 403(b)	747	747	8,961	8,961	8,961
7724 · TPL/SC Social Security	571	571	6,855	6,855	6,855
7727 · TPL/SC Medical/Dental	844	844	9,995	10,130	10,130
7728 · TPL/SC Professional Expense					
7728A · TPL/SC Travel & Professional	94	458	1,427	5,500	5,500
7728B · TPL/SC Coaching	<u>300</u>	<u>150</u>	<u>1,650</u>	<u>1,800</u>	<u>1,800</u>
Total 7728 · TPL/SC Professional Expense	394	608	3,077	7,300	7,300
7729 · TPL/SC Study Leave	<u>0</u>	<u>438</u>	<u>1,190</u>	<u>1,750</u>	<u>1,750</u>
Total 7720 · Transitional Leader/StatedClerk	10,024	10,676	119,688	124,606	124,606

	<u>Dec Actual</u>	<u>Dec Budget</u>	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
7730 · Other Salaries & Benefits					
7731A · Financial Admin - Salary					
7734 · Financial Admin-Pension 403(b)	416	416	4,990	4,990	4,990
7731A · Financial Admin - Salary - Other	<u>4,893</u>	<u>4,893</u>	<u>58,710</u>	<u>58,710</u>	<u>58,710</u>
Total 7731A · Financial Admin - Salary	5,309	5,309	63,700	63,700	63,700
7731B · Communications - Salary	2,039	1,882	23,281	22,582	22,582
7731C · Journal Clerk - Salary	863	927	8,970	11,124	11,124
7733 · Social Security-Other Salaries	<u>596</u>	<u>589</u>	<u>6,958</u>	<u>7,070</u>	<u>7,070</u>
Total 7730 · Other Salaries & Benefits	<u>8,807</u>	<u>8,707</u>	<u>102,909</u>	<u>104,476</u>	<u>104,476</u>
Total 7701 · Salaries & Benefits	17,954	19,617	224,548	232,117	232,117
7740 · Personnel Committee					
7741 · Staff Retreat	0	0	142	300	300
7742 · Staff/Vol Recognition	0	300	371	400	400
7744 · Quarterly Payroll Service Fee	250	250	1,000	1,025	1,025
7745 · Support Staff Cont Ed.	<u>0</u>	<u>250</u>	<u>0</u>	<u>1,000</u>	<u>1,000</u>
Total 7740 · Personnel Committee	250	800	1,513	2,725	2,725
7750 · Office/Admin					
7753 · Office Supplies	6	133	244	1,600	1,600
7754 · Postage 07/29/24 Lease end date	0	40	1,217	1,700	1,700
7755 · Telephone/Netwok Usage/Security	2,109	275	3,035	3,300	3,300
7756 · Non-cap Equip/Software/Warranty	15	732	1,076	1,765	1,765
7757 · Computer Maintenance	0	0	44	1,530	1,530
7758 · Copy Expense	0	42	0	500	500
7759 · PGV Technology Support					
7759A · Database Expense	400	400	4,800	4,800	4,800
7759B · Website Expense	67	67	6,001	6,501	6,501
7759 · PGV Technology Support - Other	<u>0</u>	<u>50</u>	<u>474</u>	<u>600</u>	<u>600</u>
Total 7759 · PGV Technology Support	<u>467</u>	<u>517</u>	<u>11,275</u>	<u>11,901</u>	<u>11,901</u>
Total 7750 · Office/Admin	2,597	1,739	16,891	22,296	22,296
7760 · Trustees/Facilities					
7762 · Office Rent	918	917	10,805	10,800	10,800
7763 · General Insurance	0	0	3,696	6,907	6,907
7764 · Legal	2,334	1,500	14,095	6,000	6,000
7765 · Other Legal Services	<u>0</u>	<u>0</u>	<u>0</u>	<u>500</u>	<u>500</u>
Total 7760 · Trustees/Facilities	3,252	2,417	28,596	24,207	24,207
7780 · Judicial Expenses	0	500	143	500	500
7785 · Audit/Banking/Depr Exp					
7786 · Heveron & Heveron Audit	0	0	9,320	11,650	11,650
7788 · Banking Fees	33	33	524	400	400
7789 · Depreciation	<u>24</u>	<u>24</u>	<u>1,137</u>	<u>286</u>	<u>286</u>
Total 7785 · Audit/Banking/Depr Exp	<u>57</u>	<u>57</u>	<u>10,981</u>	<u>12,336</u>	<u>12,336</u>
Total 7700 · Support for a Healthy Pby	24,110	25,130	282,672	294,181	294,181

	<u>Dec Actual</u>	<u>Dec Budget</u>	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
7790 · Big Picture Team					
7791 · Big Picture Team Oper Exp	0	33	200	400	400
7792 · PGV Moderator's Expense	75	33	246	400	400
7793 · Racial Justice Advocacy WG	4,000	1,000	4,000	4,000	4,000
7794 · RespHigherGovBodies-OGA SNE	<u>0</u>	<u>1,000</u>	<u>265</u>	<u>1,000</u>	<u>1,000</u>
Total 7790 · Big Picture Team	4,075	2,066	4,711	5,800	5,800
8000 · Synod & GA Per Capita Pd by Pby					
8010 · Synod PC Paid by Pby	0	0	30,861	31,652	31,652
8020 · GA PC Paid by Pby	<u>5,777</u>	<u>5,777</u>	<u>69,326</u>	<u>69,326</u>	<u>69,326</u>
Total 8000 · Synod & GA Per Capita Pd by Pby	<u>5,777</u>	<u>5,777</u>	<u>100,187</u>	<u>100,978</u>	<u>100,978</u>
Total Expense	<u>40,560</u>	<u>38,755</u>	<u>448,229</u>	<u>467,314</u>	<u>467,314</u>
Net Ordinary Income	<u>35,487</u>	<u>22,315</u>	<u>0</u>	<u>0</u>	<u>0</u>
Net Income	<u><u>35,487</u></u>	<u><u>22,315</u></u>	<u><u>0</u></u>	<u><u>0</u></u>	<u><u>0</u></u>

Appendix C: Mission and Per Capita as of December 30, 2022 – PRELIMINARY

CHURCHES	Presbytery Mission Estimate	Mission Paid To Date	Mission Estimate Balance	PBY Per Capita Apportionment	PBY Per Capita Paid To Date	PBY Per Capita Balance	SYNOD Per Capita Apportionment	SYNOD Per Capita Paid To Date	SYNOD Per Capita Balance	GA Per Capita Apportionment	GA Per Capita Paid To Date	GA Per Capita Balance	Total Per Capita Apportionment	Total Per Capita Paid	Per Capita Paid To Date
ALBION, FIRST	-	0	-	2,610	2,610	0	476	476	0	1,042	1,042	0	4,127	4,128	100
ATTICA, FIRST	100	100	0	1,305	405	900	238	74	164	521	162	359	2,064	641	31
AVON, CENTRAL	-	0	-	3,285	698	2,587	599	127	471	1,311	279	1,032	5,195	1,104	21
AVON, FIRST	0	0	-	2,070	2,070	0	377	377	0	826	826	0	3,273	3,273	100
BARRE CENTER	-	0	-	1,440	1,440	0	262	262	0	575	575	0	2,277	2,277	100
BATAVIA, FIRST	-	0	-	4,995	2,593	2,402	910	472	438	1,994	1,035	959	7,899	4,100	52
BETHANY	6,477	6,477	0	7,245	7,245	0	1,320	1,320	0	2,892	2,892	0	11,457	11,457	100
BROCKPORT, FIRST	-	2,476	-	2,723	2,678	45	496	488	8	1,087	1,069	18	4,305	4,234	98
BYRON, FIRST	2,600	2,600	0	2,588	2,588	0	472	472	0	1,033	1,033	0	4,092	4,092	100
CALEDONIA, FIRST	3,000	3,000	0	2,993	2,995	-3	545	546	-1	1,194	1,195	-1	4,732	4,736	100
CHILI, FIRST	-	0	-	2,138	2,138	0	390	390	0	853	853	0	3,380	3,380	100
CORFU, FIRST	-	0	-	2,903	339	2,564	529	62	467	1,158	135	1,023	4,590	536	12
DANSVILLE	-	0	-	1,350	679	671	246	125	121	539	274	265	2,135	1,078	51
DOWNTOWN UNITED	12,000	12,000	0	4,590	4,590	0	836	836	0	1,832	1,832	0	7,258	7,258	100
EAST BETHANY	-	0	-	1,418	0	1,418	258	0	258	566	0	566	2,242	0	0
ELBA	-	0	-	1,935	1,935	0	353	353	0	772	772	0	3,060	3,060	100
FAIRPORT, PERINTON	10,000	10,000	0	9,945	9,945	0	1,812	1,812	0	3,969	3,969	0	15,726	15,726	100
GATES	4,250	2,125	2,125	7,425	4,105	3,320	1,353	748	605	2,963	1,638	1,325	11,741	6,491	55
GENESECO, CENTRAL	500	500	0	4,973	4,972	1	906	906	0	1,985	1,985	0	7,863	7,863	100
GROVELAND, FEDERATED	-	0	-	180	0	180	33	0	33	72	0	72	285	0	0
GROVELAND, SPARTA	-	125	-	608	608	-1	111	111	0	242	242	0	961	961	100
HENRIETTA, JOHN CALVIN	100	100	0	855	855	0	156	156	0	341	341	0	1,352	1,352	100
HOLLEY	0	0	-	1,058	1,058	0	193	193	0	422	422	0	1,672	1,672	100
HONEOYE FALLS, FIRST	-	750	-	3,960	3,960	0	722	722	0	1,580	1,580	0	6,262	6,262	100
IRONDEQUOIT	2,760	2,760	0	1,620	1,620	0	295	295	0	647	647	0	2,562	2,562	100
JOHN KNOX	3,642	0	3,642	1,913	1,091	822	349	199	150	763	435	328	3,024	1,725	57
KOREAN	-	0	-	360	0	360	66	0	66	144	0	144	569	0	0
LEROY, FIRST	-	0	-	2,138	2,138	0	390	390	0	853	853	0	3,380	3,380	100
LIMA	500	500	-	968	968	0	176	176	0	386	386	0	1,530	1,530	100

CHURCHES	Presbytery Mission Estimate	Mission Paid To Date	Mission Estimate Balance	PBY Per Capita Apportionment	PBY Per Capita Paid To Date	PBY Per Capita Balance	SYNOD Per Capita Apportionment	SYNOD Per Capita Paid To Date	SYNOD Per Capita Balance	GA Per Capita Apportionment	GA Per Capita Paid To Date	GA Per Capita Balance	Total Per Capita Apportionment	Total Per Capita Paid	Per Capita Paid To Date
LIVONIA CENTER, FIRST	750	750	0	675	675	0	123	123	0	269	269	0	1,067	1,067	100
LYNDONVILLE	750	750	0	1,733	1,729	3	316	317	-1	691	694	-2	2,740	2,740	100
MEDINA, FIRST	2,000	2,000	0	1,800	749	1,051	328	136	192	718	299	420	2,846	1,184	42
MENDON	-	0	-	1,283	0	1,283	234	0	234	512	0	512	2,028	0	0
MOUNT MORRIS MUMFORD, FIRST	-	0	-	540	540	0	98	98	0	216	216	0	854	854	100
NORTH BERGEN NUNDA, TRINITY	0	0	0	990	743	248	180	135	45	395	296	99	1,566	1,174	75
OSSIAN	-	0	-	1,013	0	1,013	185	0	185	404	0	404	1,601	0	0
PARKMINSTER	-	3,237	-	1,170	1,193	-23	213	217	-4	467	522	-55	1,850	1,932	104
PAVILION, COVINGTON	-	0	-	405	405	0	74	74	0	162	162	0	640	640	100
PENFIELD	-	0	-	1,238	22	1,215	226	4	221	494	9	485	1,957	35	2
PERRY, BRICK PIKE, COMMUNITY	2,500	2,500	0	2,790	2,970	-180	508	541	-33	1,114	1,185	-72	4,412	4,697	106
PITTSFORD, CHRIST CLARION	4,072	2,575	1,497	2,970	2,970	0	541	541	0	1,185	1,185	0	4,697	4,697	100
PITTSFORD, FIRST	-	0	-	1,688	1,148	540	308	209	98	674	458	216	2,669	1,815	68
SCOTTSVILLE	500	500	-	270	190	80	49	35	15	108	76	32	427	300	70
SOUTH SPENCERPORT	-	0	-	1,598	0	1,598	291	0	291	638	0	638	2,526	0	0
STONE CHURCH BERGEN	21,000	21,000	0	17,820	17,820	0	3,247	3,247	0	7,112	7,112	0	28,179	28,179	100
SUMMERVILLE	-	1,759	-	3,015	3,015	0	549	549	0	1,203	1,203	0	4,768	4,768	100
THIRD	500	500	-	1,013	1,013	-1	185	185	-1	404	404	0	1,601	1,602	100
TRINITY EMMANUEL	2,900	2,175	725	3,960	1,458	2,502	722	265	456	1,580	584	997	6,262	2,306	37
TUSCARORA, FIRST	-	1,550	-	450	450	0	82	82	0	180	180	0	712	712	100
TWELVE CORNERS	2,750	2,750	0	2,453	2,453	0	447	447	0	979	978	1	3,878	3,877	100
VICTOR	-	45,069	-	22,748	22,747	0	4,145	4,145	0	9,079	9,079	0	35,971	35,971	100
WARSAW, UNITED	300	300	0	1,125	1,125	0	205	205	0	449	449	0	1,779	1,779	100
WEBSTER	100	100	0	990	993	-3	180	181	-1	395	396	-1	1,566	1,570	100
	3,720	3,720	0	1,913	1,913	0	349	349	0	763	763	0	3,024	3,024	100
	2,240	2,240	0	5,850	2,925	2,925	1,066	533	533	2,335	1,167	1,167	9,251	4,625	50
	-	0	-	810	0	810	148	0	148	323	0	323	1,281	0	0
	5,000	5,000	0	6,323	6,323	0	1,152	1,152	0	2,523	2,523	0	9,998	9,998	100

CHURCHES	Presbytery Mission Estimate	Mission Paid To Date	Mission Estimate Balance	PBY Per Capita Apportionment	PBY Per Capita Paid To Date	PBY Per Capita Balance	SYNOD Per Capita Apportionment	SYNOD Per Capita Paid To Date	SYNOD Per Capita Balance	GA Per Capita Apportionment	GA Per Capita Paid To Date	GA Per Capita Balance	Total Per Capita Apportionment	Total Per Capita Paid	% Per Capita Paid To Date
YORK	3,900	3,900	0	3,488	3,488	0	636	636	0	1,392	1,392	0	5,515	5,515	100
ADJUSTMENT															
TOTALS	98,911	145,887	7,989	173,700	145,374	28,326	31,652	26,494	5,158	69,326	58,072	11,253	274,678	229,940	
CHURCHES NOT YET MAKING A CONTRIBUTION		24			7			7			7				

Appendix D: Investment Report

INVESTMENT REPORT
December 1, 2022 - December 31, 2022

PRESBYTERY OF GENESEE VALLEY INC - CORPORATION

Account Summary

Account Value: **\$2,308,689.37**

Top Holdings

Description	Value	Percent of Account
Ishares Tr Esg Aware Msci USA ETF	\$673,762.50	29%
Ishares Tr Esg Awr Us Agrgt	464,595.60	20
Ishares Tr Esg Aw Msci Eafe	244,224.10	11
Ishares Core S&P Mid-Cap ETF	147,552.90	6
Ishares Tr Esg Aware Msci USA-Small Cap ETF	129,711.60	6
Ishares INC Esg Awr Msci Em	113,363.90	5
Spdr Portfolio S&P 500 Value ETF	82,641.25	4
Schwab Strategic Tr Us Tips ETF	77,426.05	3
Ishares 0-5 Year Tips Bond ETF	58,176.00	3
Ishares Tr Eafe Value ETF	53,220.80	2
Total	\$2,044,674.70	89%

Change in Account Value

▼ \$88,568.29

	This Period	Year-to-Date
Beginning Account Value	\$2,397,257.66	\$2,546,422.32
Additions	-	326,811.86
Deposits	-	326,811.86
Subtractions	-5,794.52	-173,588.96
Withdrawals	-	-162,000.00
Transaction Costs, Fees & Charges	-5,794.52	-11,588.96
Change in Investment Value *	-82,773.77	-390,955.85
Ending Account Value	\$2,308,689.37	\$2,308,689.37
Accrued Interest (AI)	0.00	
Ending Account Value Incl. AI	\$2,308,689.37	

* Reflects appreciation or depreciation of your holdings due to price changes, transactions from Other Activity In or Out and Multi-currency transactions, plus any distribution and income earned during the statement period.

Income Summary

	This Period	Year-to-Date
Taxable	\$13,745.77	\$51,889.81
Dividends	13,255.85	51,399.89
Long-term Capital Gains	489.92	489.92
Total	\$13,745.77	\$51,889.81

Core Account and Credit Balance Cash Flow

	This Period	Year-to-Date
Beginning Balance	\$9,885.21	\$24,331.40
Investment Activity		
Securities Bought	-	-\$484,508.23
Securities Sold	-	274,210.83
Dividends, Interest & Other Income ^D	12,219.19	49,018.29
Total Investment Activity	\$12,219.19	-\$161,279.11



Appendix E



THE PRESBYTERY OF GENESEE VALLEY

Covenant Agreement For Non-Installed Pastoral Positions

(Commissioned Lay Pastor; Transitional/Interim; Stated Supply, Temporary Supply, Student Supply)

When the Session is interested in contracting with a Non-Installed Pastor and when the COM has granted permission to pursue the covenant, a COM liaison will meet with the Session to establish the Covenant Agreement and assist the Session in devising a plan to interpret the work of the Pastor to the congregation. The Pastor may only begin service after the COM has voted to approve the Covenant Agreement and Terms of Call and the Presbytery has conducted any commissioning ceremony that may be required.

In order to set forth clearly the Covenantal Agreement for Pastoral leadership and services between the _____ (Name of Church) of _____, NY and the Pastor _____, (Name) the Session, being satisfied with the qualifications, and trusting that the ministry in the Gospel will be to the congregation's spiritual benefit adopts the following Covenant Agreement:

1. That Pastor _____ (Name) will begin service on _____, 20____ and will ordinarily spend _____ hours per week in service to _____ Church. The Pastor will be accountable to the Church Session and to the Presbytery of Genesee Valley through the Committee on Ministry during the period of this Covenant Agreement.
2. The Pastor agrees to provide pastoral leadership for a specific number of hours per week. Especially in the case of part-time pastorates, it is important that the priorities of the congregation are clearly stated and pastoral duties are appropriately customized according to negotiations between the Session and the Pastor. Recognizing that pastoral ministry is always fluid, please indicate the number of hours the Pastor would ordinarily be expected to spend per week per task or write N/A if not part of the Pastor's duties.
 - _____ Preaching and leading the worship life of the church on Sunday mornings.
 - _____ Preaching and leading the worship life for Special Services, e.g. Christmas Eve, Maundy Thursday, Good Friday.
 - _____ Officiate at communion, baptisms, weddings, and funerals as appropriate.
 - _____ Hospital visitation, including surgery and emergency visits.
 - _____ Homebound/Shut-in visitation in conjunction with the Deacons or Elders (including communion a number of times a year)
 - _____ Provide Pastoral Care for members and friends of the congregation as appropriate.
 - _____ Participating in membership classes, Confirmation classes and/or other Christian Education programs and services that may be mutually agreed upon.
 - _____ Outreach visitation: follow-up visits with potential members, new worshippers; or join with the Session in providing care of lesser participating active members.
 - _____ Serve as Moderator of the Session.
 - _____ Serve as Head of Staff
 - _____ Attend the following committee meetings: _____ (Name) regularly on this schedule _____ (Day and Time) or upon request.
 - _____ Administrative responsibilities: Will keep the following number of office hours _____ on these days and times (except in case of pastoral emergency) _____ or may be at discretion of Session and Pastor as time permits.

_____Specify other administrative duties (e.g. write article for newsletter) _____

_____Other Functions or Tasks _____

3. If the Pastor is serving as a Transitional/Interim Pastor, it is expected that much of their time and energy in fulfilling pastoral duties will be focused toward leading the congregation through the Five Developmental Tasks of the transitional/interim period.
 - Coming to terms with history—both understanding and valuing where the congregation has been
 - Discovering a new identity—congruent with, but not defined by, the past
 - Facilitating shifts of power—authorizing persons and processes in ways appropriate to the new situation
 - Strengthening denominational relationships—as part of the congregation’s identity and mission
 - Building commitment to new leadership for a new future—developing a shared vision and working relationships with each other and with the new pastor
4. The Session and the Church will support and cooperate with the Pastor in every way and will assume responsibility for:
 - a. Attending worship services and meetings.
 - b. Maintaining the church’s ministry to the community, supported by the Pastor
 - c. Providing clerical and/or other administrative services as needed.
 - d. Working on the Developmental Tasks for the congregation during the transitional/interim period.
5. Responsibilities to the Presbytery of Genesee Valley and to the Presbyterian heritage:
 - a. Attending meetings and participating in the life of the Presbytery of Genesee Valley.
 - b. Affirming, abiding by and supporting the ordination questions asked of installed clergy.
 - c. Agree to support the theological guidelines stated in the Book of Confessions, including the Reformed position on the Sacraments.
6. The Terms of the Covenant shall be based upon the current minimum Terms of Call adopted by the Presbytery of Genesee Valley. Please use separate Terms of Call Form and attach to this Covenant Agreement. Exceptions and rationale for exceptions to the Terms of Call should be detailed in writing as part of this Covenant Agreement.
7. This Covenant Agreement is for a period of ... months and may be renewed for an additional period(s) with the approval of the Session, Pastor and COM of the Presbytery.
8. This Covenant Agreement ordinarily will be terminated by the Pastor or the Session upon 30 days written notice, with the concurrence of the COM of the Presbytery of Genesee Valley; it may be terminated sooner, by either the Pastor or Session with the approval of the COM. A contract review will ordinarily be held after the initial six months. Contracts anticipated to last longer than two years should ordinarily be adjusted to line up with the calendar year.
9. A Non-Installed Pastor ordinarily will not be considered for an installed position of the congregation. All Pastors are accountable to the Committee on Ministry and the Presbytery for their entirety of their service, regardless of status.
10. At the termination of the relationship, the Session and the Pastor agree to participate in an exit interview concerning the period of ministry held between them and to execute an appropriate Separation Ethics Boundaries agreement of the Presbytery of Genesee Valley to assure the congregation can move forward seamlessly into a new relationship with a new Pastor without any hindrance.
11. The Session and the Pastor will provide copies of this signed covenant to the following: The Clerk of Session, the Pastor and the Committee on Ministry.

REQUIRED SIGNATURES TO FINALIZE CONTRACT

Clerk of Session: _____ Date: _____

Church Treasurer: _____ Date: _____

The Pastor: _____ Date: _____

COM Liaison: _____ Date: _____

Appendix F

Eli Henry: Candidacy Statement

I was not raised in a church tradition, but I was raised in a faith tradition of sorts. The earliest faith-related tradition I can remember being around is the tradition of Alcoholics Anonymous. My mother has been in AA for my entire life, along with her father (my grandfather), who entered the program in 1983. I never learned about Jesus or the Holy Spirit when I would go with my mother to her AA meetings—though most of the people in her groups likely would have identified as Christians—but I did learn the Serenity Prayer and watched how the grown-ups would start every meeting by going around and saying, “Hi, my name is _____, and I’m an alcoholic.” Reflecting on it now, I see how I learned the values of acceptance, courage, and wisdom, and the power of vulnerability and community. I was not a Christian, but I witnessed from a very young age one way of being Christian and I saw how people who have experienced or embodied some of the darkest parts of human nature were still able to come together in a community based on mutual support and faith in their Higher Power.

My family moved to Warsaw, New York when I had just turned sixteen; shortly thereafter, my mother and stepfather told me that they had found a church to go to, and that they wanted all of us kids to come with them. I was a bit opposed, having been raised on one side by my hardline atheist father, and being wary of the church in general after negative encounters with several highly conservative Christian classmates in high school. However, I conceded, and began to attend the United Church of Warsaw in Warsaw, New York. I found two things at UCW which I had never known before: a female pastor, and a network of older adults who were invested in my life. Joining UCW gave me a dozen new “grandparents” who would attend my choir concerts, track meets, and musicals, and would be genuinely excited to see me at church and around town. Much more than simply opening the door for me to then encounter God through scripture and sermon, the community at UCW itself was a channel for the love that God had for me. Before I ever knew anything about theology, or even much about scripture, the United Church of Warsaw showed me that God is love, that God loved me, and that we are called to “love and serve all God’s people.”

After I graduated high school, I started college at the University of Rochester. There, in February of my freshman year, I started attending weekly worship services and Dinner Dialogues with the Protestant Chapel Community. At PCC, I was challenged to think more deeply about Christianity and what it meant to be Christian in the world, facing issues and encountering diverse people and perspectives; I also learned many of the fundamental elements of the Christian faith which I had not learned as a child. PCC was also my first opportunity to serve as a leader in a faith community—it was instrumental in teaching me the importance of responsibility and accountability, and was the first place that I began to explore my vocation. The other space in which I started to explore my vocation was as an intern at the Interfaith Chapel at UR. As an intern working for the Director of Religious and Spiritual Life, I coordinated events and worked to foster connections and community between students of different faith traditions at the University. One of the most cherished opportunities I had as an intern was meeting and working with different clergy people from different religious traditions.

But despite the fulfillment and sense of vocation that I had for working as an intern and being a member of PCC, I still was oriented toward completing my degree in Evolutionary Biology and pursuing a job in that field. My thought process was, essentially, “I love doing campus religious life work, but I just can’t get a job doing that. So, I’ll do it for now, and then go get a job in STEM when I’m done here.” It took me a long time, and quite a bit of nudging from my internship supervisor and our PCC chaplain, to realize in my senior year that I actually could have a job doing what I felt called to do. I just needed to figure out how to do that, and what exactly that job would be.

I soon realized that I would need to go to seminary to get an education that would be relevant to this sense of call, and I would need to join a church community after college that could support me in my discernment and my journey toward seminary. Through our PCC chaplain and the Genesee Area Campus Ministries board, I was

connected to Third Presbyterian Church in Rochester. Over the course of my year of AmeriCorps VISTA service after college, I joined TPC and formed relationships with several other TPC members who were supportive of me and my discernment around seminary and my sense of call. The More Light committee of TPC introduced me to the legacy of LGBTQ+ activism in the PC(USA), which strengthened my sense of call to ministry in order to further the church's welcoming of all God's children. Even during the beginning of the COVID-19 pandemic, I had Third as a church family with which I could share the good news of my acceptance to Princeton Theological Seminary, and my move to Princeton in August of 2020. I continue to cherish my church family at Third, and their long-distance support of me and my journey through seminary and the ordination process.

Since coming to Princeton, I have had countless experiences that have shaped my relationship with God and furthered my discernment of my sense of call, which I'm afraid I don't have space to describe adequately here. My field education experience with Princeton Presbyterians, a PC(USA) campus ministry at Princeton University, has encouraged me to continue pursuing a vocation in campus ministry and higher education religious life. However, several opportunities for pulpit supply in the Rochester and Princeton areas, and the connections I have formed with a few local congregations in Princeton, have opened me up to the possibility of congregational ministry as well. I value the unique environment of campus ministry: college is a time of transition, a liminal space where young people are able to explore, question, and develop their understanding of religion and their relationship with God and others. I also value how congregational ministry is a chance to walk alongside a community of people in several different stages of life and being present for them during all the different seasons and changes that they experience. I know that each of these vocations comes with their own blessings, and their own challenges. At PTS and with the community and mentors that I have, I am in a uniquely suited place to continue to contemplate and discern where God may be moving me in my vocation to love and serve all God's people.

Appendix G: Position Description for Leader Care Consultant

Position Title: Consultant for Leader Care and Development

- Non-exempt, short-term, grant-funded, contract position; approximately 10 hours per week

Position Goals:

- Develop and launch a sustainable model that will provide care and development to the pastors and leaders of the Presbytery of Genesee Valley
- Document the model

Responsibilities

- Seek, gather, analyze, and document relevant information, including but not limited to
 - Understanding the current needs of PGV leaders
 - Determining what is truly needed and meaningful for the health, vitality, and on-going development of our leaders
 - Understanding our current reality, resources, and context
 - Understanding the original vision for Neighborhood groups and determine the feasibility of utilizing this model as a primary organizing vehicle for Leader Care and Development
- Engage in a process of research and discernment with the staff, committee leadership, the BPT, COR, Visioning Working Group, Relationships Working Group, COM, and pastoral leaders to gather input, ideas, and assess needs
- Develop a proposed model for Leader Care and Development which is relational and self-sustaining within our current context
- Collaborate with PGV leadership to guide and implement the launch of the model; this will include activities such as recruiting and training volunteers
- Develop a mechanism and/or process for effective leadership that will assure that Leader Care and Development is sustainable
- Document all elements of the model for reference and guidance
- Establish evaluative processes that encourage long-term success of the model of Leader Care and Development
- In September 2023, provide a report to the Synod of the Northeast on the progress of this position and potentially apply for additional Synod funding in 2024

Qualifications:

- Pastoral wisdom, creative problem-solving mindset, listening skills, and sensitive interpersonal communication skills to gather the necessary information, analyze and interpret findings, and develop the concept
- Ability to move the concept from vision (ideas) to reality (documented model); the successful candidate will have the skills and capacity to synthesize gathered data and input into a realistic working model
- Familiarity with the Presbytery of Genesee Valley and its pastors is a desirable attribute

Accountability:

- The Development Consultant will submit regular progress reports to the Big Picture Team
- The Development Consultant will report to and work collaboratively with the Transitional Leader

Terms: Contract position; approximately 10 hours per week for 12 months. (Synod funding may be sought for extension past 12 months, if necessary) Hourly rate: \$35. Paid twice monthly based on hours worked as submitted to Office Administrator via Google Timesheet.

Application Deadline: Friday, February 17, 2023

Send resume and cover letter to: Janet Flynn janet282flynn@gmail.com

Questions may be directed to: Janet Flynn janet282flynn@gmail.com or Karen Pryor kpryor@rochester.rr.com

Appendix H: Proposal for Communication Enhancement Projects

The following ideas can be considered as possible ways for enhancing communications in and around the Presbytery as supported by organizational priorities and potential grant funding. These are initial ideas that can be customized and would be added to the communication coordinator responsibilities beyond the current position description.

Research

- Determine most common communication needs within the Presbytery
- Conduct communication audits for PGV and individual churches-to assess and define strengths and weakness for development
 - o Message consistency - general internal consistency, with organizational goals
 - o Channel effectiveness
- Conduct focus group
 - o Ascertain local practices and communication needs
 - o Audience analysis for special projects

Training/consulting

- Create communication plans tied to mission/ministry vision and strategies
- Organizational communication best practices
- Understanding dimensions of relationship between an organization (church) and its various publics (congregation, community, other ministries, the Presbytery, other presbyteries, etc.) and taking care of them - trust, satisfaction, control mutuality, commitment, exchange relationship, communal relationship
- Crisis communication plan and practices
- Repurposing content for various audiences
- Copywriting-fundraising appeal, news story, website, brochure/flyer/fact sheet

Build/catalog photo/video library for PGV.

Update the PGV visual identity across the organization.

Annual Budget:

Additional 10 hrs/week for 52 weeks (2023) = **\$12,290**

Appendix I: 2023 Budget

	2022 Budget	2022 Actuals	2023 Proposed Budget
REV# 9-7.07%			
<i>Membership 5.57% decrease per yr.</i>	7,720	7,720	7,279
<i>Presbytery Per Capita no increase in 2023</i>	22.50	22.50	22.50
4000INC · Congregational & Individual			
4000 · Presbytery General Mission Decrease 5% per Year	140,898	145,887	133,853
4100 · Presbytery Per Capita	145,933	145,374	137,573
Total 4000INC · Congregational & Individual	286,831	291,261	271,426
4400INC · Other Support			
4430 · Credit Card Rewards-Misc Income	500	192	500
4490 · Master Insurance Service Rcpts.	1,600	720	0
Total 4400INC · Other Support	2,100	912	500
4500INC · Investment Income Support			
4552 · Investment Support for Sustainability	89,561	67,490	136,629
Total 4500INC · Investment Income Support	89,561	67,490	136,629
4600INC Non-Presbytery Per Capita Income			
4611 Synod Per Capita \$4.25 in 2023-2024 at 84% collection	26,588	26,494	25,069
4612 GA Per Capita Income \$9.85 2023, \$9.80 2024	58,234	58,072	60,226
Total Synod & GA Income	84,822	84,566	85,295
4620 Award & Grant Income			
4621 Matthew 25 Support	4,000	4,000	0
4622 SNE Communications Grant	0	0	12,290
Total 4620 Mission Support Income	4,000	4,000	12,290
Total Income	467,314	448,229	506,140
Expense			
5600 · Designated Mission Support			
5601 · Cameron Comm Ministry	7,000	7,000	7,000
5603 · Greater Roch Comm Churches	1,000	1,000	1,000
5604 · Camp Whitman	17,500	17,500	17,500
5605 · Youth Triennium	2,500	2,500	2,500
5607 Genesee Area Campus Ministries	4,000	4,000	4,000
5609 NYS Council of Churches	1,000	1,000	1,000
Total 5600 · Designated Mission Support	33,000	33,000	33,000

	<u>2022 Budget</u>	<u>2022 Actuals</u>	<u>2023 Proposed Budget</u>
6200 • Healthier Congregations Work			
6210 • Grants	20,000	21,000	20,000
6211 • Mission, Peace & Justice Part			
6212 • Congregational/Neighborhood			
6210 • Grants - Other			
Total 6210 • Grants	20,000	21,000	20,000
6220 • Relationships	1,750	1,974	1,750
6230 • Tools & Training			
6231. Congregational Learning Day			250
6232 • Measuring Mission	500	303	500
6233 • Scholarships	1,000	800	1,000
6234 • Mission Day	300	0	0
6235 • Satellite Courses		0	300
6236 • Event Sponsorship (PGV/N/C)	1,225	0	1,225
6230 • Tools & Training - Other	280	0	280
Total 6230 • Tools & Training	3,305	1,103	3,555
6260 Youth & Young Adults WG	1,000	828	1,000
Total 6200 • Healthier Congregations Work	26,055	24,905	26,305
6300 • Healthy Leaders Work			
Total 6310 • Committee on Ministry (includes CP Scholarships \$1k)	3,000	200	3,700
Total 6320 • Leader Care & Development	1,720	1,080	750
Total 6330 • Cmte on Prep. for Ministry (less \$1k for CP Scholarships to CoM)	2,580	1,415	1,580
Total 6300 • Healthy Leaders Work	7,300	2,695	6,030
7700 • Support for a Healthy Pby			
7701 • Salaries & Benefits			
7702 • NYS Disability Insurance	270	(36)	100
7703 • NYS Unemployment Insurance	1,110	1,052	1049
7704 • Worker's Compensation	1,655	893	850
7705 • NYS Paid Family Leave	0	42	0
7720 • Transitional Leader/StatedClerk			
7721 • TPL/SC Salary	89,610	89,610	93,642
7723 • TPL/SC Pension 403(b)	8,961	8,961	9,364
7724 • TPL/SC Social Security	6,855	6,855	7,164
7727 • TPL/SC Medical/Dental	10,130	9,995	11,527
7728 • TPL/SC Professional Expense			
7728A • TPL/SC Travel & Professional	5,500	1,427	2,300
7728B • TPL/SC Coaching	1,800	1,650	1,800
Total 7728 • TPL/SC Professional Expense	7,300	3,077	4,100
7729 • TPL/SC Study Leave	1,750	1,190	1,500
Total 7720 • Transitional Leader/StatedClerk	124,606	119,688	127,297

	<u>2022 Budget</u>	<u>2022 Actuals</u>	<u>2023 Proposed Budget</u>
7730 · Other Salaries & Benefits			
7731A · Financial Admin - Salary			
7734 · Financial Admin-Pension 403(b)	4,990	4,990	5,215
7731A · Financial Admin - Salary - Other	58,710	58,710	61,352
Total 7731A · Financial Admin - Salary	63,700	63,700	66,567
* 7731B · Communications - Salary	22,582	23,281	35,888
7731C · Journal Clerk - Salary	11,124	8,970	11,625
7733 · Social Security-Other Salaries	7,070	6,958	7,388
7736 · Staff Mileage-Other Salaries			500
Total 7730 · Other Salaries & Benefits	104,476	102,909	121,968
Total 7701 · Salaries & Benefits	232,117	224,548	251,264
<i>*AC#7731B increase primarily due to \$12,290 SNE Communications Grant. Also see Income AC#4622 for the offset.</i>			
Total 7740 · Personnel Committee	3,725	1,513	2,725
7750 · Office/Admin/Cust			
7751 · Pby Mtg Exp			
7753 · Office Supplies	1,600	244	750
7754 · Postage (postage meter lease end date 07/29/24)	1,700	1,217	1,100
7755 · Telephone/Network Usage/Security	3,300	3,035	2,300
7756 · Non-cap Equip/Software/Warranty	1,765	1,076	1,818
7757 · Computer Maintenance	1,530	44	1,445
7758 · Copy Expense	500	0	250
7759 · PGV Technology Support	600	474	618
7759A Database	4,800	4,800	4,800
7759B Website	6,501	6,001	750
77xx Moving to Virtual Office Exp			2,000
Total 7750 · Office/Admin/Cust	22,296	16,841	15,831
7760 · Trustees/Facilities			
7761 · Committee Expenses			
7762 · Office Rent	10,800	10,805	11,010
7763 · General Insurance	6,907	3,696	7,114
7764 · Legal	6,000	14,095	2,500
7765 · Additional Legal Services	500	0	35,000
Total 7760 · Trustees/Facilities	24,207	28,596	55,624
Total 7780 · Judicial Expenses	500	143	500
Total 7785 · Audit/Banking/Depr Exp	12,336	10,982	7,119
Total 7782 · Admin Comm Exp			500
Total 7700 · Support for a Healthy Pby	295,181	282,672	333,563

	<u>2022 Budget</u>	<u>2022 Actuals</u>	<u>2023 Proposed Budget</u>
Total 7790 · Big Picture Team 5000			
7791 Big Picture Team Oper Exp	400	200	400
7792 Moderator Expense	400	246	300
7793 RJPAWG	4,000	4,000	2,000
7794 RespHigherGovBodies-OGA SNE		265	3,000
Total 7790 Big Picture Team	4,800	4,711	5,700
8000 Synod & GA PC paid by Pby			
8010 Synod PC paid by Pby	31,652	30,861	29,844
8020 GA PC paid by Pby	69,326	69,326	71,698
Total 8000 Synod & GA PC Paid by Pby	100,978	100,187	101,542
Total Expense	467,314	448,229	506,140
Net Ordinary Income	0	0	(0)

Membership	7,720	7,720	7,279
Per Capita			
Presbytery	22.50	22.50	22.50
Synod	4.10	4.10	4.10
GA	8.98	8.98	9.85
Total Per Capita	35.58	35.58	36.45
(% increase over previous year)	1%	1%	2%

***PGV Per Capita +2% per year @ 84% collection rate**
NO increase in 2023