



**DRAFT**

A Stated Meeting of the Presbytery of Genesee Valley was held electronically via Zoom on Tuesday, January 30, 2024 at 6:00 pm. Pre meetings were held on January 29, 2024 at 6:30 pm via Zoom for discussions on the Warsaw Dismissal and on January 30, 2024 5:00 pm via Zoom for review of the 2024 Budget.

**CONSTITUTION**

The meeting began with announcements at 5:55 pm. Moderator Elect Mindy Shaffer (Penfield) asked that good news be shared through the chat feature of this Zoom meeting. She welcomed Rev. Dr. SanDawna Ashley, Transitional Leader of the Synod of the Northeast. The Moderator Elect then called the meeting to order at 6:00 p.m., declared a quorum present and offered a prayer.

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

CONGREGATION	MINISTER	COMMISSIONER(S)	CONGREGATION	MINISTER	COMMISSIONER(S)
Albion, First			Livonia		Kenneth Schoonover
Attica, First	CP Brad Smith	Susan Edwards	Lyndonville	CP Martha Mitchell	Elizabeth Wolanyk
Avon, Central	Carin Farmer	Barbara Sceusa	Medina, First	William Wilkinson	
Barre Center	CM Jimmy Reader	Sherry Haylett	Mt. Morris, United	---	Robin Kruppa
Batavia, First	Roula Alkhouri	Tom Schubmehl	Mumford, First	CP Roger Estes	Susan Csizmadia
Bethany	Robert Spratt	Jim Hetzler	Nunda, Trinity	Ron Duttweiler	Chip Anthony
Brockport, First	---	Kristen Gerling	Ogden	CP Whitney Scoville	Pat Everett
Byron, First	Michael Fry		Ossian, First	---	
Caledonia, First	Vinod Gnanaraj	Mary MacIntyre	Penfield	Twyla Boyer	Wally Knox
Chili, First	Brandi Wooden	Nancy Huffman	Perinton	Laura Fry	Barbara Jackson
Christ Clarion	CP Mark McDaniel	Sarah Bullard	Perry, Brick	CP Lynn Burdick	
Corfu United	Evan Wildhack		Pike Community		
Covington United	---		Pittsford, First (2)	Aaron Neff Erin Jacobson	Barbars Smith Lewis Becker
Dansville	Marcia Reiff	Janis Lewis	Scottsville, Union	Kevin Hershey	Donald Tubman
Downtown	---	Sam King	South	Deb Swift	Karen Thomas
East Avon, First	Michelle Allen	Jessica White	Sparta, First	---	
East Bethany			Stone, Bergen		Deborah Godlove
Elba, First			Summerville	Elaine Loggi	Mary Haverfield
Gates	Laura Bachmann	Thomas Brewer	Third (2)	Rebecca Segers Tedd Pullano	Tom Gillette Richard Parmelee
Geneseo, Central	Lauire Tiberi	Holly Harvey	Trinity Emmanuel (2)	---	Roger Miller Sarah Frasier
Groveland Fed.			Tuscarora, First		
Holley, First	---		Twelve Corners	EX Jeffrey Fox Kline	Katharine Iuli
Honeoye Falls	Kirk Baker	Martha Kumler	Victor, First		Dean Cornwell

Irondequoit	Deb Swift	Norma Carter	Warsaw United		
John Calvin	Carson Mouser	Ellen Best	Webster		Anita Bocker
LeRoy, First			York, United	Michelle Sumption	Shirley Mandeville
Lima	David Kilgore	Carolyn Fleming			

#### MINISTERS IN VALIDATED MINISTRIES / MINISTERS AT LARGE / RETIRED MINISTERS

(VM = Validated AL = At-large R = Retired IA =Inactive)

<b>Present:</b> Louise Armstrong (R) Viktoria Berlik (AL) Jeff Falter (AL) Janice Fitzgerald (R) Rod Frohman (R)  <b>Excused:</b> Val Fowler (R) Robert Heppenstall (R)	Tom Gardner (R) Judith Hay (R) Christine James (AL) Ernest Krug (R) Lisa Lancaster (R)  Nancy Lowmaster (R) Nathan Mochizuki (VM) Jane Watt (R)	Kay Michelinie (R) Laurel Nelson (VM) Jim Renfrew (R) Gail Ricciuti (R) Charles Roberts (R)  James Widboom (R) Pat Youngdahl (R)	Stephanie Sauve (R) Walter Stuber (AL) Anne Waasdorp (R) Marsha Wenhold (VM)
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#### ADDITIONAL ELDER COMMISSIONERS / CERTIFIED CHRISTIAN EDUCATORS (Appointed by Presbytery to correct elder-clergy imbalance)

Linda Badger Becker (Pittsford)	Bill Haake (Scottsville)	Susan Orr (Transitional Leader/Stated Clerk)
Paul Bishop (Treasurer)	Betty Iwan (Third)	Mindy Shaffer (Penfield)
Kathy Coons (Journal Clerk)	Mary Miller (Fellowship of Faith)	Hezekiah Simmons (Pittsford)
	Robert Mecredy (Pittsford)	

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

TE SanDawna Ashley (Transitional Leader, Synod of the Northeast)

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

Cheryl Battaglia (Staff)	Michael Depew (Bethany)	Joyce Miller (Trinity Emmanuel)
Cindy Becker (Pittsford)	Philip Davis	Audrey Parmele (Warsaw)
Lisa Bennett (Staff)	Janette Henderson (Pittsford)	Jeff Rase (Warsaw)
Ellen Chandler (Warsaw)	Peter Judd (Perinton)	Donna Smith (Holley)
LaMarr Jackson (Trinity Emmanuel)	Olivia Kassoum Amadou (Cameron)	Kay VanNostrand (Lyndonville)

SUMMARIES OF 2024 MEETINGS	Jan 30	Apr 20	July 30	Oct 26		
Total Minister Members of Presbytery	104					
Total Minister Commissioners Present	52					
Total Elder Commissioners Present	50					
Parity (expressed in terms of Elders, + or -)	-2					
Total Churches Unrepresented by Elders	18					
Total Churches Unrepresented by Elders & Pastors	14					
Total Registered Visitors	15					
TOTAL REGISTERED ATTENDANCE - 2024	117					

## LAND ACKNOWLEDGEMENT

RE Janette Henderson (Pittsford) read the Land Acknowledgement statement in which we pay respect to the indigenous people on whose traditional land this meeting was collectively held tonight. Presbyters were encouraged to work toward partnership with our indigenous siblings with a spirit of reconciliation and collaboration and address the historic injustices toward indigenous people, especially the injustices that occurred at Presbyterian affiliated schools.

## INTRODUCTORY BUSINESS

### Greeting New Commissioners

Commissioners who were attending their first Presbytery meeting as such introduced themselves and were welcomed.

### Enrollment of Corresponding Members

Rev. Dr. SanDawna Ashley (Transitional Leader, Synod of Northeast)

### Approval of Docket

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

### **For the STATED Meeting of the Presbytery of Genesee Valley, Tuesday, January 30, 2024**

**Zoom videoconferencing**

<b>THEME: WHAT IS A PRESBYTERY? Covenant Community Nurtured</b>			
Page Reference			
<b>5:00 p.m.</b>		<b>Pre-meetings</b> <ul style="list-style-type: none"> <li>Warsaw Dismissal</li> <li>2024 Budget</li> </ul>	Michelle Allen, Jeff Falter, Elaine Loggi Bob Mecredy, Paul Bishop, BDOC
<b>5:55 p.m.</b>		<b>Announcements &amp; Good News</b>	Mindy Shaffer
<b>6:00 p.m.</b>		<b>Call to Order &amp; Declaration of Quorum</b> <ul style="list-style-type: none"> <li>Opening Prayer</li> <li>Land Acknowledgement</li> </ul>	Janette Henderson
		<b>Introductory Business</b> <ul style="list-style-type: none"> <li>Greeting New Commissioners</li> <li>Enrollment of Corresponding Members</li> <li>Approval of Docket</li> <li>Privilege of the Floor</li> <li>Call for New Business</li> </ul>	Mindy Shaffer
<b>6:10 p.m.</b>		<b>Consent Agenda</b>	
<b>6:15 p.m.</b>		<b>Transitional Leader/Stated Clerk Report</b>	Susan Orr
<b>6:20 p.m.</b>	p. 17 p. 20, 26  p. 21 p. 26	<b>Big Picture Team Report</b> <ul style="list-style-type: none"> <li>Recommendations from Leader Care Consultants</li> <li>Update from the Search Committees</li> <li>2024 Budget</li> <li>United Church of Warsaw Dismissal</li> </ul>	Evan Wildhack Christine James, Stephanie Sauve Erin Jacobson, Rebecca Segers Bob Mecredy Michelle Allen, Jeff Falter, Elaine Loggi
<b>7:20 p.m.</b>		<b>Worship</b> <ul style="list-style-type: none"> <li>2023 Necrology Tribute</li> </ul>	Roger Estes, Laurel Nelson, William Wilkinson
<b>7:50 p.m.</b>		<b>Break</b>	
<b>7:55 p.m.</b>		<b>Good News from Congregations &amp; Neighborhoods</b> <ul style="list-style-type: none"> <li>2024 Congregational Learning Day</li> </ul>	Aaron Neff
<b>8:05 p.m.</b>		<b>Mission Linkages Working Group Report</b> <ul style="list-style-type: none"> <li>Cameron Community</li> </ul>	Olivia Kassoum-Amadou

8:15 p.m.		<b>Communication/Technology Working Group Report</b> <ul style="list-style-type: none"><li>New Presbytery Logo</li></ul>	Lisa Bennett
8:25 p.m.	p. 29, 33	<b>Committee on Ministry Report</b> <ul style="list-style-type: none"><li>General Assembly Overture Concurrence</li></ul>	Charles Roberts William Wilkinson
8:40 p.m.		<b>Three Key Things to Take Home</b>	Betty Iwan
8:45 p.m.		<b>Adjourn with Prayer</b>	Aaron Neff

### **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**

*The purpose of a Consent Agenda is to enable a governing body to deal with routine business expeditiously, thus freeing up time for other activities.*

#### **How to lift items for discussion or debate:**

- *An opportunity will be given for presbyters to request that action items be lifted from the Consent Agenda. Simply go to the microphone and when you are recognized, request the item you wish to lift out.*
- *Items lifted out for discussion will be handled during the committee report associated with that item.*
- *The remaining items (those not lifted out) will be approved in one motion.*

### **Items for Presbytery's Action**

Having no objections, the Presbytery VOTED to:

#### **(Minutes)**

1. **Approve** the Minutes of the October 24, 2023, stated meeting of the Presbytery of Genesee Valley.
2. **Approve** the Minutes of the November 28, 2023, special meeting of the Presbytery of Genesee Valley.

#### **(Treasurer's Report)**

**Receive** the Treasurer's Report, month ending December 31, 2023.

*Appendix A: Balance Sheet as of December 31, 2023*

*Appendix B: Operating Statement as of December 31, 2023*

*Appendix C: Mission and Per Capita Apportionment*

*Appendix D: Investment Statement*

#### **(Presbytery Office Lease)**

**Approve**, upon recommendation of the Big Picture Team, a \$12,000 payment from the Genesee Valley Fund to Gates Presbyterian Church for structural changes made to the church building prior to the start of the lease arrangement between the Church and the Presbytery.

Rationale: The original signed lease agreement between the Presbytery and Gates Presbyterian Church (GPC) included a loan of up to \$18,000 by the Presbytery to GPC for facility improvements to be made prior to the lease start. The actual expenses for the improvements were \$30,000; however, the lease was never revised to indicate the higher amount. Since the inception of the lease in July 2019, the full loan of \$30,000 is in the process of being repaid by GPC to the Presbytery via a monthly reduction in rent. This motion honors the original terms of the lease as approved by the Presbytery and GPC. The lease term ends July 31, 2024 at which time the Presbytery will vacate the offices.

**(Administrative Commission for Brockport Presbyterian Church, Brockport, NY)**

**Appoint**, upon recommendation of the Administrative Commission, Elder Carol Rizzo (Brockport) as member of the Brockport Administrative Commission.

Rationale: AC member, Elder John Terry (Brockport), resigned Nov 9, 2023. The AC was informed of the resignation at their meeting on Nov 14, 2023. Elder Carol Rizzo had previously expressed a willingness to serve. At the Dec 12, 2023 meeting, the AC voted to request that the Presbytery appoint Elder Rizzo to the Administrative Commission to replace Elder Terry. The Commission believes that it is important to maintain equal numbers of church elders and Presbytery appointees.

**(Committee on Representation / Nominations)**

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

**Treasurer** - RE Paul Bishop (Third) 2025

**(Revisions to the Policies & Procedures Manual)**

1. **Amend** paragraph 10 of Appendix E-1 of the Presbytery Policies & Procedures Manual, the job description of the Big Picture Team, to read as follows (text to be added is underlined, in brackets and italics):

Presbytery Big Picture Team shall have the authority to act on behalf of Presbytery in appointing an acting stated clerk *[(stated clerk pro tem)]* for the Presbytery *[in the absence of a stated clerk or]* in the event of the stated clerk's illness, incapacity, or death. The acting stated clerk shall serve up to one year. At such time as it becomes clear that the stated clerk will not be able to resume his or her office, the Big Picture Team shall provide for the election of a new stated clerk at a presbytery meeting, in conformity with Book of Order procedures. The Big Picture Team shall determine appropriate compensation for an acting stated clerk, subject to approval by the presbytery, and such compensation shall be paid through per-capita apportionment."

**Rationale:** Expanding Big Picture Team's authority in appointing an acting stated clerk, or stated clerk pro tem, would help in the event of receipt of disciplinary allegations that require timely response. This is also a best practice recommended by the Office of the General Assembly.

2. **Add**, upon recommendation of the Big Picture Team, the following language to the Policies & Procedures Manual "Part III: General Policies and Procedures" of the Policies & Procedures Manual:

**Conflict of Interest:** *Whenever a Presbytery entity (i.e. committee, working group, etc.) has business involving a particular congregation, then those employed by or are members of that congregation must recuse themselves from the discussion and vote. Whenever business involves an individual, then anyone related to or from the same congregation as the individual must recuse themselves from the discussion and vote.*

[NOTE: Per the Policies & Procedures Manual, revisions must be approved by a 2/3 vote of members present.]

**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 December 31):

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

**(Anniversaries)**

The following are the significant anniversaries of congregations that occur in 2024 (listed in 25-year increments):

**75 years** (1949) Twelve Corners Presbyterian Church, Rochester, NY

**200 years** (1824) First Presbyterian Church, Albion, NY

**200 years** (1824) Dansville Presbyterian Church, Dansville, NY

**(Ordinations / Installations)**

The installation of Rev. Michael McNamara as Pastor was held on December 19, 2023, at First Presbyterian Church, Victor, NY.

**(Committee on Preparation for Ministry)**

1. On January 3, 2024, the Committee on Preparation for Ministry certified Candidate Rebeka Ferguson-Lutz as ready for examination for ordination pending a call.
2. On October 18, 2023, the Committee on Preparation for Ministry enrolled Alfred Appiah (Victor) as Inquirer per G-2.0602.
3. On October 18, 2023, the Committee on Preparation for Ministry welcomed Elder Fred Mollon (Chili) under care for the formation as commissioned pastor.

**(2023 Session Minutes Review)**

The 2023 Session Minutes Reviews were conducted in October by Stated Clerk Susan Orr, assisted by Journal Clerk Kathy Coons: The following five churches did not present their books for review (with year of last review in parentheses): Albion (2022); Lima (2022); Ossian (2019); Sparta (2022); Warsaw (2014).

[NOTE: A detailed report and completed review forms were sent to Committee on Ministry liaisons.]

**(Master Insurance Policy)**

Effective January 1, 2024, the Presbytery of Genesee Valley's insurance agent is the Litwin Castle Insurance Agency of Orchard Park, N.Y., with coverage for property and liability insurance provided by Insurance Board of Cleveland, OH. Forty-four churches are included in the master policy, along with the Presbytery office. The Insurance Board provides insurance to over 1,000 PC(USA) churches nationwide and was selected after a competitive bidding process that considered cost, alignment of coverage with PC(USA) guidelines, and responsiveness. New baseline coverage in the 2024 master policy includes \$1MM of umbrella liability for all subscribers (to meet the guideline of the Synod of the Northeast), plus coverage for recovery from a cyber-attack. Introductory information from the new agent and provider were sent to each subscriber's general church email address, or if none then to the email address of either their Clerk of Session or Pastor. New administrative practices include electronic distribution of invoices and an option for electronic payment; all payments must be sent directly to the provider, the Insurance Board. The first invoice was already distributed; payment is due by January 31, 2024.

**(Proposed Correction of Imbalance between Clergy and Elders for 2024)**

The following change has been made to the report as presented to the Presbytery in October 2023:  
Elder Lea Kone (Downtown), former PGV Moderator, declined the offer to serve as Additional Elder Commissioner.

**(John Knox Presbyterian Church)**

John Knox Presbyterian Church celebrated their final worship service on Sunday, December 31, 2023, with the congregation of North Greece Baptist Church. Checks for \$28,465.03 unpaid mission and per capita, \$92,500 Matthew 25 commitment and \$100,000 seed money for La Madonna Della Strada were received in December. The clerk of Session is in the process of compiling historical documents for the Presbyterian Historical Society and is expected to deliver those records by March 1, 2024, to Stated Clerk Susan Orr.

**(Mendon Church)**

Six boxes of Mendon Presbytery Church historical records were delivered to the Presbytery offices on January 17 and will be transported to the Presbyterian Historical Society in the spring. An electronic inventory list was provided by the former clerk. We are grateful to the members of the congregation for their diligence and responsibility in this matter.

**(North Bergen Presbyterian Church)**

North Bergen Presbyterian Church celebrated their final worship service on Sunday, December 31, 2023. PGV Trustees has permitted church members to access the building in the month of January in order to remove items of personal meaning. The clerk of Session is in the process of compiling historical documents for the

Presbyterian Historical Society and is expected to deliver those records by March 1, 2024 to Stated Clerk Susan Orr. The food pantry infrastructure will be moved to its new home at the Bergen United Methodist Church. The financial records and assets are in the process of being transferred to Cheryl Battaglia, Operations Manager. Trustees have engaged a realtor who will list the property after February 1<sup>st</sup> for an estimated \$269,000.

**(Rochester Korean Presbyterian Church)**

The deed was transferred and recorded on October 27, 2023, and the disbursements of \$29,500 from RKPC and \$49,500 from RKUMC have been received by Presbytery. The final disbursement of RKPC funds to RKUMC of \$2,662 took place on January 5, 2024. Former RKPC members are in the process of compiling historical documents for the Presbyterian Historical Society and expect to deliver those records by March 1, 2024 to Stated Clerk Susan Orr.

**(Presbytery Litigation)**

In August 2021, a legal action commenced against the Presbytery and the United Church of Mt. Morris under the NY Child Victims Act by a former member of the congregation. The Presbytery has retained the law firm of Refermat Hurwitz & Daniel PLLC to represent it in this matter. The plaintiff subsequently commenced a separate legal action under the NY Child Victims Act against the Mt. Morris Central School District. Upon a motion by the plaintiff, the court consolidated these two actions by an order dated January 26, 2023. The consolidated actions are in the discovery phase, which is the process by which parties to litigation exchange information and documentation to establish a factual record and to identify any facts that are disputed, thereby requiring a trial to establish (or “find”) those disputed facts. On March 3, 2023, the court issued an amended scheduling order in the consolidated actions, which provides for discovery to continue through the winter of 2024. On November 3, 2023, a deposition of the Plaintiff was conducted.

**(Remote Office Update)**

The staff continues the process of reviewing all documents currently held in the office. All files will either be digitized for Google Drive, inventoried, and sent to the Presbyterian Historical Society, or shredded. Great progress has been made since the project began in early 2023. The staff has also undertaken the task of organizing and cleaning out the electronic files that have accumulated and duplicated over the years. Both projects are laborious. Employees have executed Equipment Agreements for their home offices with the PGV Trustees.

**(Transfer of PGV Membership)**

Clif and Amy Genge to Downtown Presbyterian Church (former member of Mendon Church)

[NOTE: Membership of persons from dissolved congregations is held by Presbytery until such time as they are welcomed into a new church home.]

**(NYS Mandated Sexual Harassment Prevention Training)**

The following employees and volunteers of the Presbytery of Genesee Valley have received the mandated 2023 Workplace Sexual Harassment Prevention Training:

*PGV Officers, Staff & Office Volunteers:* Cheryl Battaglia, Lisa Bennett, Paul Bishop, Kathy Coons, Aaron Neff, Susan Orr, Melinda Shaffer

*Committee on Ministry members:* Kathy Coons, Roger Estes, Jeff Fox-Kline, Kristen Gerling, Bill Haake, Janette Henderson, Jim Hetzler, Christine James, Steve LaLonde, Lisa Lancaster, Patricia Lockwood, Elaine Loggi, Mark McDaniel, Lisa Morrill, Nadia Mullin, Charles Roberts, Stephanie Sauve, Anne Waasdorp

*Big Picture Team members:* Paul Bishop, Vinod Gnanaraj, Aaron Neff, Tedd Pullano, Jim Renfrew, Michelle Sumption, Laurie Tiberi, Evan Wildhack

**(Roster of the Permanent Judicial Commission)**

The Book of Order (D-3.0602b) 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 31**

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)
Class of 2018	Rev. Roula Alkhouri (Batavia) Rev. Bruce Boak (HR)

**(Necrology)**

The Necrology Report listing the names of elders and Ministers of Word and Sacrament who died in 2023 was created from the submissions of clerks of session. These individuals will be honored during the worship service at this Presbytery meeting.

*Appendix E: 2023 Memorial Tribute: Elders and Ministers of the Presbytery*

**(Schedule: BIG PICTURE TEAM (BPT) & PRESBYTERY: 2024 Stated Meeting Dates)**

- BPT - Monday, February 19, 2024 at 6:00 pm (via Zoom)
- BPT - Monday, March 18, 2024 at 6:00 pm (via Zoom)
- PRESBYTERY - Saturday, April 20, 2024 (in-person), Trinity Emmanuel Presbyterian Church, time tbd
- BPT - Monday, May 20, 2024 at 6:00 pm (via Zoom)
- BPT - Monday, June 17, 2024 at 6:00 pm (via Zoom)
- PRESBYTERY - Tuesday, July 30, 2024 (via Zoom), time tbd
- BPT - Monday, August 19, 2024 at 6:00 pm (via Zoom)
- BPT - Monday, September 16, 2024 at 6:00 pm (via Zoom)
- PRESBYTERY - Saturday, October 26, 2024 (via Zoom), time tbd
- BPT - Monday, November 18, 2024 at 6:00 pm (via Zoom)

**TRANSITIONAL LEADER/STATED CLERK REPORT**

Susan Orr, Transitional Leader/Stated Clerk, provided a summary of her work with the Presbytery since 2001. She indicated that her time as Transitional Leader/Stated Clerk will conclude on June 6, 2024 and that she will not be applying for either of the new positions. She referenced an article titled "Be Strong and of Good Courage" by Gil Rendle in which he discusses nostalgia being the challenge since most of us prefer looking backward. Her advice to the Presbytery is to let go of the nostalgia and have the courage to keep looking forward. Presbytery must recognize the gap between the change we say we want and are ready for, and what we are actually willing to do. She noted she will be entering a personal wilderness leaving PGV after nearly 23 years of service and prays for courage.

**BIG PICTURE TEAM REPORT**

TE Evan Wildhack (Corfu), convener of the Big Picture Team, reported on the ongoing work and concerns of the BPT. The Team is planning for the possibility that when the Stated Clerk and Journal Clerk terms expire, the new leaders may not yet be in place. He is concerned there is resistance to new ideas and living a new vision for the Presbytery.

▪ **Recommendations from the Leader Care & Development Consultants**

The consultants, TE Stepanie Sauve (R) and TE Christine James (AL), gave a report of their work to date. They recommended: (a) forming a Shepherding Working Group, the purpose of which would be to support and build relationships among pastoral leaders, and (b) creating a Pastoral Care Professional part time staff



position whose responsibilities would be to work with the Shepherding Working Group in providing leader care and development. Presbytery **VOTED** by poll vote to approve amending the Policies & Procedures Manual to add a BPT Shepherding Working Group. It was noted that BPT approved creation of the Pastoral Care Professional staff position at the January 2024 BPT meeting. Presbytery offered a sincere thank you to the consultants for their work.

*Appendix F: Shepherding Working Group proposal*

Moderator Aaron Neff (Pittsford) assumed the role of moderator of the meeting at this time.

▪ **Search Teams Update**

Evan Wildhack reported Search Teams have been established to find candidates for the positions of Executive Presbyter and Stated Clerk. Both positions will begin August 1, 2024. Teams include:

*Executive Presbyter Team* – Members include TE Rebecca Segers (Third), TE Laura Fry (Perinton), TE Vinod Gnanaraj (Caledonia), RE Bill Haake (COM rep), RE Hezekiah Simmons (Pittsford). TE Rebecca Segers reported this Team has been meeting since November 2023. They are working on the job description which was recently approved by BPT and intend to distribute it as soon as possible. The Team continues to work on the Ministry Discernment Profile (MDP) which, once approved by BPT, will permit them to post the position on the Church Leadership Connection (CLC).

*Stated Clerk Team* – Members include RE Roger Miller (Personnel rep), RE Robin Shepard (BPT rep), TE Erin Jacobson (Committee on Representation rep). TE Erin Jacobson reported the Team began work in December 2023. They have researched salary and job descriptions of other presbyteries and are preparing a job description for a part time Stated Clerk. They intend to bring the proposed description to the February 2024 BPT meeting for approval.

A question/answer period followed.

**(2024 Budget)**

A premeeting on the 2024 budget was held prior to this meeting. RE Robert Mecredy (Pittsford), member of the Budget Development and Oversight Committee, presented the proposed 2024 budget which is a balanced budget. Income assumptions include: lower contributions from congregations due to decline in membership, and cash from Stutson St. mortgage is included thus reducing the draw from investments to 7.8%. Expense assumptions include: reduced administrative expenses due to office lease expiring in July 2024, 3.2% increase for staff salaries, \$10,000 moving expenses for new Presbytery Leader, estimates of salaries for new Stated Clerk and Presbytery Leader. A question/answer period followed. Presbytery **VOTED** by poll vote to approve the 2024 budget for Presbytery, as recommended by Budget, Development & Oversight Committee and the Big Picture Team.

*Appendix G: 2024 Budget and Notes*

**(Dismissal of United Church of Warsaw)**

TE Jeff Falter (AL), member of the former Warsaw Discernment Team, indicated the Warsaw church had requested to be dismissed from the Presbytery and PC (USA). Other members of the Team were TE Michelle Allen (East Avon) and TE Elaine Loggi (Summerville). He gave a summary of the final report of the Discernment Team, including the history of the relationship with Warsaw and the Discernment Team's timetable. A question/answer period followed. Presbytery **VOTED** by poll vote to approve each of the following motions:

Whereas, The Big Picture Team of the Presbytery of Genesee Valley, Inc. (the "Presbytery"), in consultation with the Presbyterian members of the Warsaw Discernment Team and with the concurrence of the Board of Trustees, recommends that the Presbytery, in response to the vote of the Congregation of United Church of Warsaw, Warsaw, NY (the "Church"), a religious corporation currently operating jointly between the Presbyterian Church (U.S.A.) and the United Church of Christ, at a duly called meeting of the Congregation and Corporation held on December 19, 2021, take the following actions:

1. **Enter** into a Dismissal Agreement with the Church providing for the dismissal of the Church, with its property, from the Presbytery and the Presbyterian Church (USA) to the United Church of Christ, in accordance with the terms and conditions set forth in these motions, including the payment by the Church to the Presbytery of the sum of \$4,000 effective March 31, 2024.
2. **Convey, quit claim and release** to the Church, in consideration of the payment of the sum of \$4,000 and performance of the other terms and conditions of the Dismissal Agreement including without limitation, items A, B, D, E, F and G of motion 3 herein (the "Consideration"), any and all interest and claims which the Presbytery may have in and to the following property:
  - A. The certain parcel of real property known as 22 S Main Street located in the Village and Town of Warsaw, County of Wyoming and State of New York having a section- block-lot number of 85.5-2-35.1.
  - B. Any fund, account, investment or certificate of deposit of the Church, subject to such conditions and restrictions as to investment and use as may heretofore exist; and
  - C. Any other property, asset, right or interest of the Church, of any nature, real or personal or otherwise.
3. **Authorize** the Presbytery Board of Trustees or the Stated Clerk, individually or such of them as may be necessary and appropriate, to prepare and file such documents, and take such actions, separately or in cooperation with representatives of the Church as may be required to effectuate the legal dissolution of the affiliation of the Church with Presbytery and the Presbyterian Church (USA) and the vesting of real and personal property with the Church, the costs of such actions to be paid by the Church, subject to the approval by a Supreme Court Justice of the conveyance of Presbytery's interest in real property to the Church, including:
  - A. The Church shall prepare the necessary legal documents necessary to dismiss the Church from the Presbyterian Church (U.S.A.) including the dissolution of the 1949 Plan of Union in order for the Church to be a religious corporation under Article 10 of the Religious Corporations Law, as a religious corporation affiliated solely with the United Church of Christ and subject to its constitution.
  - B. The Church shall pay to the Presbytery the sum of Four Thousand and no/100 Dollars (\$4,000.00), in the form of certified check or attorney's trust check. The Consideration paid by the Church to the Presbytery shall be in full satisfaction of any and all interests and claims which the Presbytery may have with regard to the Church or its property under the Trust Clause or otherwise.
  - C. Upon receipt of the Consideration set forth herein, Presbytery shall deliver to the Church a Quit Claim Deed or Deeds conveying, quit claiming and releasing to the Church any and all interests and claims which the Presbytery may have in the certain parcel of real property known as 22 S. Main Street located in the Village and Town of Warsaw, County of Wyoming and State of New York having a section-block-lot number of 85.5-2-35.1.
  - D. The Church hereby assumes and covenants to pay as due any debt, loan, obligation, mortgage, liability or other claim incurred in the name of the Church, and hereby agrees to indemnify hold harmless and release the Presbytery with regard to any claim relating to any such debt, loan, obligation, mortgage, liability or other claim.
  - E. In addition to the foregoing, the Church agrees to be responsible for and pay as due any costs associated with the dismissal and transfer of property, including but not limited to property appraisals, legal and filing fees and court costs.
  - F. The Church shall be responsible for its property insurance effective April 1, 2024, and will no longer be eligible under the Master Insurance Policy of the Presbytery of Genesee Valley.
  - G. Certain records of the Church are property of the PC(USA) and the Church shall cooperate so as to provide to the Presbytery, for the benefit of the Presbytery and the PC(USA), either the originals or copies of (i) records relevant to the founding and establishment of the Church as a Presbyterian congregation; (ii) Session minutes since establishment as a Presbyterian Church; and (iii) Church rolls (the full register of pastors, officers, members, marriages, deaths, baptized members, inactive members, etc.) since establishment as a Presbyterian Church. If the original records are provided to the Presbytery, the Church may, at its expense, have access to these materials which will be stored in the archives of the Presbyterian Historical Society in Philadelphia, Pennsylvania. The Church covenants and agrees that the foregoing submission of records shall be completed by September 30, 2024 which is six (6) months of the date of its dismissal from the Presbytery and the PC(USA).

The Moderator then offered a prayer.

*Appendix H: Warsaw Discernment Team Final Report to COM 1/2/2024*

### **ACTIONS TAKEN ON BEHALF OF THE PRESBYTERY**

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

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

**Elect** Owen Oldfield as the Presbytery's Young Adult Advisory Delegate to the 226<sup>th</sup> General Assembly. [Note: Presbytery gave the authority to elect the YAAD to Big Picture Team at the October 2023 Stated Meeting in order to meet the December 2023 registration deadline.]

#### **(Presbytery Logo)**

**Approve** a new logo for the Presbytery which resulted from the work of the Visual Identity Project conducted by Lisa Bennett, the Communications Coordinator, and the Communications & Technology Working Group.

#### **(Staff Reimbursement Policy)**

**Approve** the following Personnel and Financial policy, the effective date of which will be January 1, 2024:

*Full-time employees of the Presbytery of Genesee Valley shall receive a reimbursement of \$70.00 per month for expenses incurred by working from home, with part-time employees receiving a prorated amount. This is to cover expenses such as the use of employees' personal mobile phones and internet service as well as their increased utilities costs.*

#### **(Personnel)**

**Approve** hiring Susan Orr as Acting Stated Clerk on an "as needed" basis at the rate of \$35.00/hour for the period June 7, 2024 to start date/election of a new Stated Clerk.

**Approve** hiring a part time Pastor of Leader Care & Development (5 hour/week) and empower the Leader Care & Development Consultants to conduct the search and bring a hiring recommendation to Big Picture Team. Salary for the first year to be paid from Synod grant funds.

*Appendix I: Position Description for Pastor of Leader Care & Development*

### **ITEMS FOR INFORMATION**

#### **(Presbytery Leadership Search Team)**

Members of the Search Team are TE Rebecca Segers (Third), TE Laura Fry (Perinton), TE Vinod Gnanaraj (Caledonia), RE Bill Haake (Scottsville), RE Hezekiah Simmons (Pittsford).

#### **(Presbytery Stated Clerk Search Team)**

Members of the Search Team are TE Erin Jacobson (Pittsford), RE Roger Miller (Trinity Emmanuel), RE Robin Shepard (Penfield).

#### **(Transitional Leader/Stated Clerk)**

Received a letter from Elder Susan Orr stating that she will not be applying for either the Executive Presbyter or Stated Clerk positions. Susan shared additional remarks regarding the transitional period with members of Big Picture Team, Leader Care Consultants, and members of both search teams.

#### **(Synod Grant)**

The Synod Mission & Ministries Commission approved renewal of the grant application submitted by Presbytery. This grant funds the work of the Leader Care & Development Team and the Communications data collection activities. The Presbytery was awarded \$32,250.00 for 2024: \$9,000.00 for Communications and the balance for Leader Care.

#### **(Parkminster Legacy Fund)**

The Grants Working Group is currently meeting with pastors and laity to evaluate how funds in the Parkminster Legacy Fund might be used to insure impactful use of Parkminster's legacy.

### **(Matthew 25 Fund)**

The Racial Justice Peace & Advocacy Working Group is soliciting and reviewing grant applications. The deadline for these applications is January 31, 2024. (For information see Presbytery website).

*Appendix J: Matthew 25 Fund Grant Application*

### **WORSHIP**

RE Roger Estes (Mumford) opened worship with a prayer. Presbyters shared prayer concerns in the Chat feature of the meeting. TE Laurel Nelson (VM) gave tribute to the elders and minsters who died in 2023 and read their names. The hymn "For All Saints" was played. TE William Wilkinson gave a sermon speaking as the voice of Onesimus, reminding us that God is our solidarity and we are each other's mutuality. Worship closed with the hymn, "Guide My Feet."

### **GOOD NEWS FROM CONGREGATIONS AND NEIGHBORHOODS**

Good news included:

- Congregational Learning Day (CLD) is March 2, 2024
- Mt. Morris has begun Sunday School classes
- Grants Working Group will be sending 2024 application forms next week
- Medina had the 2<sup>nd</sup> annual Martin Luther King Service this month
- Dansville is holding community Bible Study

### **MISSION LINKAGES WORKING GROUP REPORT**

TE Laurel Nelson (VM) introduced Olivia Kassoum Amadou, Executive Director of Cameron Community. She indicated the mission of the organization is to create and empower community and meet needs of the community. She outlined the themes of their strategic plan which include: financial stability, branding/marketing, operating efficiency and work with the Lyell/Otis community. She gave highlights of their work in 2023 including opening a Barber Shop which offers an apprenticeship program, growing the youth and teen programs and a street outreach program. She noted the challenges are operating expenses, the opioid epidemic and violence in the neighborhoods.

### **COMMUNICATIONS/TECHNOLOGY WORKING GROUP REPORT**

Lisa Bennett, Communications Coordinator, presented the new logo for the Presbytery. She provided background on how it was developed and how it represents the Presbytery's identity. Slides of the logo demonstrating how it may be used were shown. A "Style Guide" is available on the website which outlines the standards for use of the logo. A sincere thank you was given to Lisa and the Communications/Technology Working Group for their work on this project.

### **COMMITTEE ON MINISTRY REPORT**

TE Chuck Roberts (R) gave the report for the Committee on Ministry which included the following:

#### **(Sexual Misconduct Training)**

The COM Sexual Misconduct Policy Implementation Team will be sharing information soon on the required prevention training, including Policy Training that will be offered at CLD Day on March 2, 2024. This policy training is one of three components of Boundaries/Sexual Misconduct Prevention Training. The Book of Order requires sexual misconduct prevention and boundaries training for all councils, including sessions. The Presbytery training must be completed in 2024 and repeated every 3 years thereafter for all leaders and committee members as noted in the new Sexual Misconduct Prevention Policy.

#### **(General Assembly Overture Concurrence)**

Rev. Roberts indicated COM is recommending concurrence with the Presbytery of Mid-Kentucky overture to the 226th General Assembly (2024) to amend G-2.0504b of The Book of Order to strike the word "twelve" and replace it with the word "thirty-six," so that the section reads:

"Titles and terms of service for temporary relationships shall be determined by the presbytery. A person serving in a temporary pastoral relationship is invited for a specified period not to exceed ~~twelve~~ thirty- six months in length, which is renewable with the approval of the presbytery."

The rationale for this is that an increasing number of congregations are being served by temporary pastors. Extending the specified period of service from 12 to 36 months will provide these congregations with a stronger sense of stability. It would save both sessions and presbyteries considerable time and paperwork if they did not have to renegotiate a contract every year, giving them more time to attend to the tasks of interim/transitional ministry rather than continuous contract negotiation. Finally, given that the average time that it takes to move a congregation from the end of one pastoral relationship to the start of another pastoral relationship is longer than 12 months, the church should make provision for temporary pastor contracts that are longer than 12 months.

Presbytery **VOTED** by poll vote to:

- **Concur** with the Presbytery of Mid Kentucky's proposed amendment to G 2.0504b of the Book of Order to change the term for temporary pastoral relationships from 12 months to not more than 36 months.
- **Appoint** Rev. William Wilkinson (Medina) as Overture Advocate for this amendment.

*Appendix K: Amending G-2.0504b*

### **Actions taken on behalf of the Presbytery**

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

#### **(Moderators)**

- **Barre Center - Appoint** Rev. Jimmy Reader as Moderator of meetings of the church beginning January 1, 2024.
- **Covington**
  - **Appoint** Rev. Thomas Taylor (R) as Moderator of a Special Congregational meeting held on December 31, 2023, upon the request of Rev. Christine James and Rev. Charles Roberts on behalf of COM Leadership Team.
  - **Appoint** Rev. Charles Roberts as Moderator of the Session meeting held on January 15, 2024.
- **Downtown - Appoint** Rev. Laura Norris-Buisch as Moderator of the congregational meeting held December 17, 2023 and of all meetings of the church to be held until time a new pastor begins work.
- **East Bethany - Appoint** Rev. Shiela Campbell as Moderator of the Session of East Bethany Presbyterian Church effective November 7, 2023. [Note: Rev. Campbell has completed and passed the course on Presbyterian polity offered by Dubuque Seminary per the request of COM. Rev. William Wilkinson will continue as her mentor.]
- **Geneseo**
  - **Appoint** Rev. Twyla Boyer (Penfield) as Moderator of the Session of Geneseo Central Presbyterian Church effective November 1, 2023 and until an interim pastor begins serving.
  - **Appoint** Rev. Bruce Boak (R) as Moderator of the congregational meeting held on December 17, 2023.
  - **Appoint** Rev. Laurie Tiberi as Moderator effective January 2, 2024.
- **Holley - Appoint** Rev. Charles Roberts as Moderator of a Special Meeting of Session held on December 19, 2023, and as moderator of the January 2, 2024 Special Meeting of Session, upon request of Rev. Jim Renfrew.
- **Lyndonville - Appoint** CP Roger Estes as Moderator of the Session for the meeting held on December 12, 2023.
- **Trinity Emmanuel**
  - **Appoint** Rev. Ernest Krug III (R) as Moderator for all meetings of the church to be held until a new pastor begins work.
  - **Appoint** RE Bill Haake as Moderator for the Session meeting held on December 19, 2023.

#### **(Retirement)**

**Confer** the status of Retired for Rev. Kathryn Bindig (IA) effective December 5, 2023, upon request of Rev. Bindig and as recommended by the VM/AL/IA Team.

**ACTIONS TO BE REPORTED TO PRESBYTERY AS INFORMATION**

**(Pulpit Supply)**

**Approve** Rev. Kellie Anderson-Picallo serving as pulpit supply for worship services to be held on November 19, 2023, and November 26, 2023 at Geneseo. [Note: Rev. Anderson-Picallo is not on the Presbytery pulpit supply list. She is a graduate of Union Seminary and was ordained on April 25, 2010. She is currently serves as Senior Leadership Team member at Fifth Avenue Presbyterian Church in New York City and formerly served that church as Parish Associate.]

**Approve** removing the following from the list effective immediately:

Rev. Carolyn Grohman (R)  
Sister Barbara Moore  
Rev. Marsha Wenhold (AL)

**Approve** adding Rev. Alan Dailey to the pulpit supply list effective January 1, 2024.

**(Barre Center)**

**Approved** the Covenant Agreement with Rev. Jimmy Reader and Rev. Joy Bergfalk as part time Temporary Supply Pastors (50%) for the period January 1, 2024 – December 31, 2024, upon the following terms of call:

Cash Salary	\$18,195.00
Housing Allowance	\$12,000.00
Effective Salary	\$30,195.00
Social Security Offset	\$ 2,310.00
Non PC USA Plan (Health insurance)	\$ 5,820.00
Continuing Ed/Study Leave	\$ 1,500.00
Travel/Professional Allowance	\$ 1,500.00
TOTAL COMPENSATION	\$41,325.00
Cont. Education/Study Leave	2 weeks/2 Sundays at PT hours
Annual vacation	6 Sundays, 6 weeks at PT hours

**(Caledonia)**

**Approved** \$335 from budget line #6314, the COM discretionary fund, to support a conflict management workshop to be led by Rev. Roula Alkhouri and Elder Bill Haak.

**(Christ Clarion)**

**Approved** the Covenant Agreement with CP Mark McDaniel as part time Commissioned Pastor (80%) for the period September 1, 2023 – August 31, 2024, upon the following terms of call:

Cash Salary	\$ 19,271.00
Housing Allowance	\$17,500.00
Effective Salary	\$36,771.00
Social Security Offset	0
Continuing Ed/Study Leave	\$ 800.00
Travel/Professional Allowance	\$ 3,811.00
TOTAL COMPENSATION	\$41,382.00
Cont. Education/Study Leave	14 days
Annual vacation	42 hours
Sick Leave	12 days

[Note: The financial terms of are unchanged from 2022/2023 terms (no 4% increase, no SS offset and continuing education below minimum) but they are above the Presbytery minimum effective salary. Also included are an additional 12 days of vacation (effectively a 3.8% pay increase).]

**(Covington)**

**Received** the Dissolution Agreement and Separations Ethics Boundary Covenant from Rev. Christine James effective January 14, 2024. [Note: These were approved at a Special Congregational meeting held on December 31, 2023, which was moderated by Rev. Thomas Taylor (R). The Dissolution Agreement includes allowing Rev. James use of the manse rent free until February 4, 2024. No cash payments were due to Rev. James.]

**(Downtown)**

**Received** the reports of the exit interviews with Session and Rev. Laurie Tiberi, conducted by Bill Haake and Anne Waasdorp on December 3, 2023, copies of which will be filed in the Presbytery files.

**Received** the Separations Ethics Boundary Covenant from Rev. Laurie Tiberi effective December 10, 2023.

**(Geneseo)**

**Approved** the Covenant Agreement with Rev. Laurie Tiberi as full-time Transitional Pastor effective January 2, 2024 – December 31, 2024 upon the following terms of call:

Cash Salary	\$30,391.00
Housing Allowance	\$35,000.00
Effective Salary	\$65,391.00
Social Security Offset*	\$ 5,002.00
PC Benefit Plan	\$ 6,539.00
Non PC Plan	\$ 6,813.00
Continuing Ed/Study Leave	\$ 1,500.00
Travel/Professional Allowance	\$ 3,270.00
TOTAL COMPENSATION	\$88,515.00
Cont. Education/Study Leave	14 days, incl 2 Sundays
Annual vacation	36 days, incl 6 Sundays
Sick Leave	1 day/mon, not to exceed 90 days
Family Leave	12 weeks

**(Livonia)**

**Approved** the Covenant Agreement with CP Jerry Swain as part time Commissioned Pastor (33%) for the period January 1, 2024 – December 31, 2024, upon the following terms of call:

Cash Salary	\$ 2,054.00
Housing Allowance	\$12,000.00
Effective Salary	\$14,054.00
Social Security Offset*	0
Continuing Ed/Study Leave	\$ 1,500.00
Travel/Professional Allowance	\$ 1,000.00
TOTAL COMPENSATION	\$16,554.00
Cont. Education/Study Leave	30 hours, 2 Sundays
Annual vacation	75 hours
Sick Leave	9 hours/month cumulative
Family Leave	12 weeks

[\*Note: Social Security benefit and health insurance not included per the request of CP Swain.]

**(Ogden)**

**Approved** the following amended terms of call for CP Whitney Scoville effective December 5, 2023:

Cash Salary	\$37,400.00
Housing Allowance	\$22,600.00
Effective Salary	\$60,000.00

Social Security Offset	\$ 4,590.00
PC USA Plan (Health plan eff. 9/1/23)	\$ 18,230.00
Continuing Ed/Study Leave	\$ 2,500.00
Benefit plans/allowances*	\$ 3,170.00
Travel/Professional Allowance	\$ 4,000.00
TOTAL COMPENSATION	\$92,490.00
Cont. Education/Study Leave	2 weeks
Annual vacation	1 month, 5 Sundays
Sick Leave	1 day/month

\*funds to assist in covering miscellaneous dependent care and minor medical expenses

**(Pike)**

**Approved** the Covenant Agreement with CP Timothy Bucknam as part time Commissioned Pastor (26%) effective January 1, 2024 – December 31, 2024 upon the following terms of call:

Housing Allowance	\$12,000.00
Effective Salary	\$12,000.00
Social Security Offset	\$ 918.00
Continuing Education	\$ 1500.00
Travel/Professional Allowance	\$ 1,000.00
TOTAL COMPENSATION	\$ 15,418.00

**(Stone Presbyterian Church)**

**Approved** a one-time waiver to allow two elders each to have an extension of their term by one year.

**(Third)**

**Approved** the Covenant Agreement with Rev. Christine James as full time Stated Supply Associate Pastor effective February 5, 2024 - December 31, 2024 upon the following terms of call:

Cash Salary	\$32,845.00
Deferred Compensation	\$ 1,500.00
Housing Allowance	\$29,000.00
Medical Deductible Benefit	\$ 750.00
Effective Salary	\$64,095.00
Social Security Offset	\$ 4,731.14
Benefit Plan PC USA	\$24,997.05
Other Benefits*	\$ 3,000.00
Continuing Education	\$ 1,500.00
Travel/Professional Allowance	\$ 5,495.00
TOTAL COMPENSATION	\$103,818.19
Study Leave Time/Cont. Ed	2 weeks
Annual vacation	30 days with 4 Sundays
Sick Leave	1 day /month cumulative

\*((\$1,500 each for moving expenses and 403b)

**(Trinity Emmanuel)**

**Approved** the job description for part time Temporary Supply Pastor.

**(Victor)**

**Appointed** the following as the Administrative Commission to install Rev. Michael McNamara as full time Pastor of First Presbyterian Church of Victor on December 17, 2023 at 3:00 pm at the church:



Moderator: Rev. Aaron Neff	Elder Marti Mowers (Victor)
Rev. Stephanie Sauve (R)	Elder Debbie Carter (Summerville)
Rev. Louise Armstrong (R)	Elder Chris Hinds (Honeoye Falls)
Rev. Kay Micheline (R)	

**Appointed** the following as additional participants of the Administrative Commission:

Rev. Matthew Martin Nickoloff (South Wedge Mission, ELCA)

Rev. Paul Grenier (Irondequoit United Church of Christ)

**Dismissed** the Administrative Commission at the conclusion of the Service of Installation.

**(Warsaw)**

**Approved** dissolution of the COM Warsaw Discernment Team effective January 2, 2024, and referred the proposed Dismissal Agreement as submitted by Warsaw on December 16, 2023, to the Trustees, Big Picture Team and Presbytery for action.

**KEY THINGS TO TAKE HOME**

Elder Betty Iwan (Third) concluded key items from this meeting were:

- Presbytery is entering the “desert of the unknown” in search for new leadership
- Tribute to those elders and ministers who died in 2023
- Approval of the 2024 budget
- Approval of the Dismissal of Warsaw United Church
- Cameron Community report evidenced a light of hope
- Presbytery has a new logo
- Concurrence with a General Assembly Overture was approved, and an advocate was selected

**ADJOURNMENT**

The meeting adjourned at 8:58 pm with prayer led by the Moderator.

ATTEST: \_\_\_\_\_  
Susan Orr, Stated Clerk

\_\_\_\_\_  
Kathleen L Coons, Transitional Journal Clerk

**APPENDICES**

Appendix A: Balance Sheet as of December 31, 2023  
Appendix B: Operating Statement as of December 31, 2023  
Appendix C: Mission and Per Capita Apportionment Report  
Appendix D: Investment Report as of December 31, 2023  
Appendix E: 2023 Memorial Tribute  
Appendix F: Shepherding Working Group proposal  
Appendix G: 2024 Budget and Notes  
Appendix H: Final Report of Warsaw Discernment Team  
Appendix I: Position Description for Pastoral Care Professional  
Appendix J: Matthew 25 Fund Grant Application  
Appendix K: Recommendation on amending G-2.0505b

## Appendix A: Balance Sheet Comparison as of December 31, 2023

	As of Dec 31, 2023	As of Nov 30, 2023	Change
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Bank Accounts</b>			
1117 M & T Checking	294,262	116,949	177,313
1118 M & T Commercial Savings	10,373	10,373	0
<b>Total Bank Accounts</b>	<b>\$ 304,635</b>	<b>\$ 127,322</b>	<b>\$177,313</b>
<b>Accounts Receivable</b>			
1200 Accounts Receivable	500	0	500
1216 Mortgage Receivable			0
1216A Mortgage Rec.-Lakeside 3/1/29	246,586	246,936	(351)
<b>Total 1216 Mortgage Receivable</b>	<b>\$ 246,586</b>	<b>\$ 246,936</b>	<b>\$ (351)</b>
<b>Total Accounts Receivable</b>	<b>\$ 247,086</b>	<b>\$ 246,936</b>	<b>\$ 149</b>
<b>Other Current Assets</b>			
1300 Invested Funds			0
1312 PILP	100,000	100,000	0
1313 Investment Fund	1,450,628	1,378,138	72,489
1313A Gain / Loss	1,526,890	1,376,228	150,662
<b>Total 1313 Investment Fund</b>	<b>\$ 2,977,518</b>	<b>\$ 2,754,366</b>	<b>\$223,152</b>
<b>Total 1300 Invested Funds</b>	<b>\$ 3,077,518</b>	<b>\$ 2,854,366</b>	<b>\$223,152</b>
<b>Total Other Current Assets</b>	<b>\$ 3,077,518</b>	<b>\$ 2,854,366</b>	<b>\$223,152</b>
<b>Total Current Assets</b>	<b>\$ 3,629,239</b>	<b>\$ 3,228,624</b>	<b>\$400,615</b>
<b>Other Assets</b>			
1400 Loans to Churches			0
1412 Gates	3,008	3,501	(493)
<b>Total 1400 Loans to Churches</b>	<b>\$ 3,008</b>	<b>\$ 3,501</b>	<b>\$ (493)</b>
<b>Total Other Assets</b>	<b>\$ 3,008</b>	<b>\$ 3,501</b>	<b>\$ (493)</b>
<b>TOTAL ASSETS</b>	<b>\$ 3,632,248</b>	<b>\$ 3,232,126</b>	<b>\$400,122</b>
<b>LIABILITIES AND EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Other Current Liabilities</b>			
2100 Employee Related Accounts			0
2101 Employer Pension Escrow	0	2,528	(2,528)
2102 Employee Pension Escrow	0	1,125	(1,125)
<b>Total 2100 Employee Related Accounts</b>	<b>\$ -</b>	<b>\$ 3,652</b>	<b>\$ (3,652)</b>
2310 Funds On Hold	5,083	555	4,528
<b>Total Other Current Liabilities</b>	<b>\$ 5,083</b>	<b>\$ 4,207</b>	<b>\$ 876</b>
<b>Total Current Liabilities</b>	<b>\$ 5,083</b>	<b>\$ 4,207</b>	<b>\$ 876</b>
<b>Total Liabilities</b>	<b>\$ 5,083</b>	<b>\$ 4,207</b>	<b>\$ 876</b>
<b>Equity</b>			
3000 Donor Restricted Funds			0

	As of Dec 31, 2023	As of Nov 30, 2023	Change
<b>3001 Slater Fund</b>			0
<b>3001A Slater Fund - Book Value</b>	22,623	22,623	0
<b>3001B Slater Fund Total Return</b>	(34)	(199)	165
<b>Total 3001 Slater Fund</b>	<b>\$ 22,589</b>	<b>\$ 22,424</b>	<b>\$ 165</b>
<b>Total 3000 Donor Restricted Funds</b>	<b>\$ 22,589</b>	<b>\$ 22,424</b>	<b>\$ 165</b>
<b>3100 Donor Specific Use Funds</b>			0
<b>3101 Misc. Designated Gifts</b>	288	(727)	1,015
<b>3101B Blossom Trust</b>	471	471	0
<b>3101CLS Congregational Legal Support</b>	7,785	7,785	0
<b>3101MM Measuring Mission</b>	2,236	1,736	500
<b>3101S Scholarships</b>	3,287	3,287	0
<b>3101VWG Visioning Working Group</b>	14,665	14,665	0
<b>3101YYA YYAWG PC(USA) Grant 2023</b>			0
<b>3101SYN Syond Grant</b>	3,038	3,038	0
<b>Total 3101YYA YYAWG PC(USA) Grant 2023</b>	<b>\$ 3,038</b>	<b>\$ 3,038</b>	<b>\$ -</b>
<b>3104 Presbytery Peace Offering</b>	3,168	2,491	677
<b>3110 Ministry Candidates Aid Fund</b>	9,999	9,757	242
<b>3114 Commissioned Pastor Training</b>	2,871	2,871	0
<b>3116 New Worshipping Communities</b>	0	0	0
<b>3116A Companions on the Way</b>	3,639	4,428	(789)
<b>Total 3116 New Worshipping Communities</b>	<b>\$ 3,639</b>	<b>\$ 4,428</b>	<b>\$ (789)</b>
<b>3117 Emergency Aid Fund (PCD)</b>	18,610	12,880	5,730
<b>3121LCD Leader Care &amp; Dev Consultants</b>			0
<b>3121LCD Fund 3121 LCD Fund</b>	280	280	0
<b>3121LCD SYN Grant 3121LCD Synod Grant</b>	31,074	9,237	21,838
<b>Total 3121LCD Leader Care &amp; Dev Consultants</b>	<b>\$ 31,354</b>	<b>\$ 9,517</b>	<b>\$ 21,838</b>
<b>3122 Communications Synod Grant Fund</b>	9,696		9,696
<b>Total 3100 Donor Specific Use Funds</b>	<b>\$ 111,107</b>	<b>\$ 72,199</b>	<b>\$ 38,908</b>
<b>3200 Presbytery Designated Funds</b>	0	0	0
<b>3204 Matthew 25 Fund</b>	191,750	94,844	96,906
<b>3207 Food Ministry Fund</b>	56,875	54,350	2,525
<b>3211 Westminster-RPH Mission Fund</b>	46,937	55,448	(8,511)
<b>3212 John Knox Fund (Sr. Grace Miller)</b>	100,000		100,000
<b>3213 Parkminster Legacy Fund</b>	80,121	76,564	3,557
<b>3214 Genesee Valley Fund</b>	2,864,185	2,710,889	153,296
<b>3214G Lakeside</b>	98,542	96,853	1,688
<b>Total 3214 Genesee Valley Fund</b>	<b>\$ 2,962,726</b>	<b>\$ 2,807,742</b>	<b>\$154,984</b>
<b>3220 Youth Triennium Escrow Fund</b>	11,867	9,367	2,500
<b>3222 Study Leave Fund</b>	1,750		1,750
<b>Total 3200 Presbytery Designated Funds</b>	<b>\$ 3,452,027</b>	<b>\$ 3,098,315</b>	<b>\$353,712</b>
<b>3300 Un-Designated Equity</b>	797,154	797,154	0
<b>3900 Retained Earnings</b>	(712,076)	(711,726)	(351)
<b>Net Revenue</b>	(43,637)	(50,448)	6,811
<b>Total Equity</b>	<b>\$ 3,627,164</b>	<b>\$ 3,227,919</b>	<b>\$399,245</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 3,632,248</b>	<b>\$ 3,232,126</b>	<b>\$400,122</b>

## Appendix B: Operating Statement as of December 31, 2023

	Dec Actual	Dec Budget	Difference	YTD Actual	2023 Annual Budget	Difference
<b>Revenue</b>						
<b>4000INC Congregational &amp; Individual</b>						
4000 Presbytery General Mission	23,106	11,154	11,952	141,745	133,853	7,892
4100 Presbytery Per Capita	15,747	15,356	391	140,911	137,573	3,338
<b>Total 4000INC Congregational &amp; Individual</b>	<b>\$38,853</b>	<b>\$ 26,511</b>	<b>\$ 12,342</b>	<b>\$ 282,656</b>	<b>\$ 271,426</b>	<b>\$ 11,230</b>
<b>4400INC Other Support</b>			0			0
4430 Credit Card Rewards-Misc Income		125	(125)	82	500	(418)
4490 Master Insurance Service Rcpts.		0	0		0	0
<b>Total 4400INC Other Support</b>	<b>\$ -</b>	<b>\$ 125</b>	<b>\$ (125)</b>	<b>\$ 82</b>	<b>\$ 500</b>	<b>\$ (418)</b>
<b>4500INC Investment Income Support</b>			0			0
*4552 Inv Support for Sustainability		32,564	(32,564)	94,086	130,255	(36,169)
<b>Total 4500INC Investment Income Support</b>	<b>\$ -</b>	<b>\$ 32,564</b>	<b>\$ (32,564)</b>	<b>\$ 94,086</b>	<b>\$ 130,255</b>	<b>\$ (36,169)</b>
<b>4610 Synod &amp; GA PC Paid by Churches</b>			0			0
4611 Synod PC Paid by Churches	2,866	2,089	777	25,674	25,069	605
4612 GA PC Paid by Churches	6,862	5,019	1,843	61,556	60,226	1,330
<b>Total 4610 Synod &amp; GA PC Paid by Churches</b>	<b>\$ 9,728</b>	<b>\$ 7,108</b>	<b>\$ 2,620</b>	<b>\$ 87,230</b>	<b>\$ 85,295</b>	<b>\$ 1,935</b>
<b>4620 Award and Grant Income</b>			0			0
4622 Synod NE Grant Support		1,024	(1,024)	12,290	12,290	0
<b>Total 4620 Award and Grant Income</b>	<b>\$ -</b>	<b>\$ 1,024</b>	<b>\$ (1,024)</b>	<b>\$ 12,290</b>	<b>\$ 12,290</b>	<b>\$ -</b>
<b>Total Revenue</b>	<b>\$48,581</b>	<b>\$ 67,332</b>	<b>\$ (18,751)</b>	<b>\$ 476,344</b>	<b>\$ 499,766</b>	<b>\$ (23,422)</b>
<b>Gross Profit</b>	<b>\$48,581</b>	<b>\$ 67,332</b>	<b>\$ (18,751)</b>	<b>\$ 476,344</b>	<b>\$ 499,766</b>	<b>\$ (23,422)</b>
<b>Expenditures</b>						
<b>5600 Designated Mission Support</b>			0			0
5601 Cameron Comm Ministry		0	0	15,000	15,000	0
5603 Greater Roch Comm Churches		0	0	1,000	1,000	0
5604 Camp Whitman		0	0	25,000	25,000	0
5605 Youth Triennium	2,500	2,500	0	2,500	2,500	0
5607 Genesee Area Campus Ministries		0	0	4,000	4,000	0
5609 NYS Council of Churches		0	0	1,000	1,000	0
<b>Total 5600 Designated Mission Support</b>	<b>\$ 2,500</b>	<b>\$ 2,500</b>	<b>\$ -</b>	<b>\$ 48,500</b>	<b>\$ 48,500</b>	<b>\$ -</b>
<b>6200 Healthier Congregations Work</b>			0			0
6210 Grants		0	0	19,750	20,000	(250)
6220 Relationships			0			0
6222 Relationship Building		0	0		1,750	(1,750)
6222-1 Relationship Bldg - 1st Event		0	0	381	0	381
6222-2 Relationship Bldg - 2nd Event	870	0	870	1,040	0	1,040
6222-3 Relationship Bldg - 3rd Event		0	0	(290)	0	(290)
6222-4 Relationship Bldg - 4th Event		0	0	(76)	0	(76)
<b>Total 6222 Relationship Building</b>	<b>\$ 870</b>	<b>\$ -</b>	<b>\$ 870</b>	<b>\$ 1,054</b>	<b>\$ 1,750</b>	<b>\$ (696)</b>
<b>Total 6220 Relationships</b>	<b>\$ 870</b>	<b>\$ -</b>	<b>\$ 870</b>	<b>\$ 1,054</b>	<b>\$ 1,750</b>	<b>\$ (696)</b>
<b>6230 Tools &amp; Training</b>		0	0		280	(280)
6231 Congregational Learning Day		0	0		250	(250)
6232 Measuring Mission	500	0	500	500	500	0
6233 Scholarships		0	0	1,300	1,000	300
6235 Satellite Courses		0	0		300	(300)

	Dec Actual	Dec Budget	Difference	YTD Actual	2023 Annual Budget	Difference
6236 Event Sponsorship (PGV/N/C)	799	0	799	1,512	1,225	287
<b>Total 6230 Tools &amp; Training</b>	<b>\$ 1,299</b>	<b>\$ -</b>	<b>\$ 1,299</b>	<b>\$ 3,312</b>	<b>\$ 3,555</b>	<b>\$ (243)</b>
6260 Youth & Young Adults WG	(5,922)	0	(5,922)	1,000	1,000	0
<b>Total 6200 Healthier Congregations Work</b>	<b>\$(3,753)</b>	<b>\$ -</b>	<b>\$ (3,753)</b>	<b>\$ 25,117</b>	<b>\$ 26,305</b>	<b>\$ (1,188)</b>
6300 Healthy Leaders Work			0			0
6310 Committee on Ministry			0			0
6311 CoM Committee Expenses	(8)	250	(258)	452	1,000	(548)
6312 Resources		0	0	21	100	(79)
6313 Sexual Misconduct Trng		0	0		100	(100)
6314 Discretionary Fund	2,627	375	2,252	3,670	1,500	2,170
<b>Total 6310 Committee on Ministry</b>	<b>\$ 2,619</b>	<b>\$ 625</b>	<b>\$ 1,994</b>	<b>\$ 4,143</b>	<b>\$ 2,700</b>	<b>\$ 1,443</b>
6320 Leader Care & Development		188	(188)		750	(750)
6323 Retired Leader Lunch, CP Gatherings, VM/AL/IA Gathering		0	0		0	0
<b>Total 6320 Leader Care &amp; Development</b>	<b>\$ -</b>	<b>\$ 188</b>	<b>\$ (188)</b>	<b>\$ -</b>	<b>\$ 750</b>	<b>\$ (750)</b>
6330 Cmte on Prep. for Ministry			0			0
6331 Committee Expenses	1,000	0	1,000	2,012	300	1,712
6332 Career Evaluation		0	0		1,280	(1,280)
6333 CP Scholarships		250	(250)		1,000	(1,000)
<b>Total 6330 Cmte on Prep. for Ministry</b>	<b>\$ 1,000</b>	<b>\$ 250</b>	<b>\$ 750</b>	<b>\$ 2,012</b>	<b>\$ 2,580</b>	<b>\$ (568)</b>
<b>Total 6300 Healthy Leaders Work</b>	<b>\$ 3,619</b>	<b>\$ 1,063</b>	<b>\$ 2,557</b>	<b>\$ 6,155</b>	<b>\$ 6,030</b>	<b>\$ 125</b>
7700 Support for a Healthy Pby			0			0
7701 Salaries & Benefits			0			0
7702 NYS Disability Insurance	(10)	0	(10)	22	100	(78)
7703 NYS Unemployment Insurance	67	0	67	797	1,049	(252)
7704 Worker's Compensation Insurance		0	0	838	850	(12)
7705 NYS Paid Family Leave	(41)	0	(41)	12	0	12
7720 Transitional Leader/StatedClerk (extended to 07/2024)			0			0
7721 TPL/SC Salary	8,117	8,117	(0)	97,406	97,406	(0)
7723 TPL/SC Pension 403(b)	812	812	(0)	9,741	9,741	(0)
7724 TPL/SC Social Security	621	621	(0)	7,452	7,452	(0)
7727 TPL/SC Medical/Dental	961	961	(0)	11,314	11,527	(213)
7728 TPL/SC Professional Expense			0			0
7728A TPL/SC Travel & Professional	226	458	(233)	3,353	5,500	(2,147)
7728B TPL/SC Coaching	150	150	0	1,200	1,800	(600)
<b>Total 7728 TPL/SC Professional Expense</b>	<b>\$ 376</b>	<b>\$ 608</b>	<b>\$ (233)</b>	<b>\$ 4,553</b>	<b>\$ 7,300</b>	<b>\$ (2,747)</b>
7729 TPL/SC Study Leave	1,750	438	1,313	1,750	1,750	0
<b>Total 7720 Transitional Leader/StatedClerk (extended to 07/2024)</b>	<b>\$12,636</b>	<b>\$ 11,556</b>	<b>\$ 1,080</b>	<b>\$ 132,215</b>	<b>\$ 135,176</b>	<b>\$ (2,961)</b>
7730 Other Salaries & Benefits			0			0
7731A Financial Admin - Salary	5,318	5,318	(0)	63,818	63,818	(0)
7734 Financial Admin-Pension 403(b)	452	452	(0)	5,424	5,425	(1)
<b>Total 7731A Financial Admin - Salary</b>	<b>\$ 5,770</b>	<b>\$ 5,770</b>	<b>\$ (0)</b>	<b>\$ 69,242</b>	<b>\$ 69,243</b>	<b>\$ (1)</b>
7731B Communications - Salary	2,125	3,070	(944)	24,828	36,836	(12,008)
7731B1 Communications-Synod Grant Salary	2,582		2,582	11,362		11,362
<b>Total 7731B Communications - Salary</b>	<b>\$ 4,707</b>	<b>\$ 3,070</b>	<b>\$ 1,637</b>	<b>\$ 36,190</b>	<b>\$ 36,836</b>	<b>\$ (646)</b>

	Dec Actual	Dec Budget	Difference	YTD Actual	2023 Annual Budget	Difference
7731C Journal Clerk – Salary (extended to 07/2024)	742	1,008	(266)	10,841	12,092	(1,251)
7733 Social Security-Other Salaries	626	640	(14)	7,611	7,685	(74)
7733B SS-Other Salaries-Synod Communications Grant	110		110	781		781
<b>Total 7733 Social Security-Other Salaries</b>	<b>\$ 736</b>	<b>\$ 640</b>	<b>\$ 96</b>	<b>\$ 8,392</b>	<b>\$ 7,685</b>	<b>\$ 707</b>
7736 Staff Mileage Expense	120	42	79	413	500	(87)
<b>Total 7730 Other Salaries &amp; Benefits</b>	<b>\$12,075</b>	<b>\$ 10,530</b>	<b>\$ 1,545</b>	<b>\$ 125,077</b>	<b>\$ 126,356</b>	<b>\$ (1,279)</b>
<b>Total 7701 Salaries &amp; Benefits</b>	<b>\$24,727</b>	<b>\$ 22,086</b>	<b>\$ 2,641</b>	<b>\$ 258,961</b>	<b>\$ 263,531</b>	<b>\$ (4,570)</b>
7740 Personnel Committee			0			0
7741 Staff Retreat	154	0	154	280	300	(20)
7742 Staff/Vol Recognition	2	0	2	347	400	(53)
7744 Payroll Service Fee	86	223	(137)	1,021	1,200	(179)
7745 Support Staff Cont Ed.		250	(250)	319	1,000	(681)
<b>Total 7740 Personnel Committee</b>	<b>\$ 242</b>	<b>\$ 473</b>	<b>\$ (231)</b>	<b>\$ 1,967</b>	<b>\$ 2,900</b>	<b>\$ (933)</b>
7750 Office/Admin			0			0
7753 Office Supplies	(17)	63	(80)	222	750	(528)
7754 Postage & PO Box (07/29/24 Lease end date)		0	0	1,298	1,316	(18)
7755 Telephone/Network Usage/Security	73	40	33	799	2,418	(1,619)
7756 Non-cap Equip/Software/Warranty	1,010	152	858	1,688	1,818	(130)
7757 Computer Maintenance	800	0	800	1,090	1,057	33
7758 Copy Expense		63	(63)		250	(250)
7759 PGV Technology Support		0	0	396	618	(222)
7759A Database Expense	400	400	0	4,800	4,800	0
7759B Website Expense	67	67	0	824	804	20
<b>Total 7759 PGV Technology Support</b>	<b>\$ 467</b>	<b>\$ 467</b>	<b>\$ -</b>	<b>\$ 6,020</b>	<b>\$ 6,222</b>	<b>\$ (202)</b>
<b>Total 7750 Office/Admin</b>	<b>\$ 2,333</b>	<b>\$ 784</b>	<b>\$ 1,550</b>	<b>\$ 11,117</b>	<b>\$ 13,831</b>	<b>\$ (2,714)</b>
7760 Trustees/Facilities			0			0
7762 Office Rent	947	918	29	11,185	11,010	175
7763 General Insurance		0	0	1,052	7,114	(6,062)
7764 Legal		625	(625)		2,500	(2,500)
7767 Move to Remote Office Expense	1,380	500	880	590	2,000	(1,410)
<b>Total 7760 Trustees/Facilities</b>	<b>\$ 2,327</b>	<b>\$ 2,043</b>	<b>\$ 284</b>	<b>\$ 12,827</b>	<b>\$ 22,624</b>	<b>\$ (9,797)</b>
7780 Judicial Expenses		125	(125)		500	(500)
7782 Admin Comm Exp		42	(42)		500	(500)
<b>Total 7780 Judicial Expenses</b>	<b>\$ -</b>	<b>\$ 167</b>	<b>\$ (167)</b>	<b>\$ -</b>	<b>\$ 1,000</b>	<b>\$ (1,000)</b>
7785 Audit/Banking/Depr Exp			0			0
7786 Heveron & Co. Audit		0	0	7,463	7,125	338
7788 Banking Fees		33	(33)	74	392	(318)
7789 Depreciation		24	(24)		286	(286)
<b>Total 7785 Audit/Banking/Depr Exp</b>	<b>\$ -</b>	<b>\$ 57</b>	<b>\$ (57)</b>	<b>\$ 7,537</b>	<b>\$ 7,803</b>	<b>\$ (266)</b>
<b>Total 7700 Support for a Healthy Pby</b>	<b>\$29,629</b>	<b>\$ 25,608</b>	<b>\$ 4,021</b>	<b>\$ 292,409</b>	<b>\$ 311,689</b>	<b>\$ (19,280)</b>
7790 Big Picture Team			0			0
7791 Big Picture Team Oper Exp		0	0		400	(400)
7792 PGV Moderator's Expense		0	0	(433)	300	(733)
7793 RJPWAG	3,800	4,000	(200)	3,800	4,000	(200)
7794 RespHigherGovBodies-OGA SNE		0	0		1,000	(1,000)

	Dec Actual	Dec Budget	Difference	YTD Actual	2023 Annual Budget	Difference
Total 7790 Big Picture Team	\$ 3,800	\$ 4,000	\$ (200)	\$ 3,367	\$ 5,700	\$ (2,333)
8000 Synod & GA Per Capita Pd by Pby			0			0
8010 Synod PC Paid by Pby		0	0	29,098	29,844	(746)
8020 GA PC Paid by Pby	5,975	5,975	0	71,698	71,698	0
Total 8000 Synod & GA Per Capita Pd by Pby	\$ 5,975	\$ 5,975	\$ 0	\$ 100,796	\$ 101,542	\$ (746)
Total Expenditures	\$41,770	\$ 39,145	\$ 2,625	\$ 476,344	\$ 499,766	\$ (23,422)
Net Operating Revenue	\$ 6,811	\$ 28,187	\$ (21,376)	\$ (0)	\$ -	\$ (0)

**Appendix C: Mission and Per Capita as of December 31,2023**

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	0	0	-	2,070	2,070	0	377	377	0	906	906	0	3,353	3,353	100
ATTICA	100	100	0	1,170	424	746	213	75	138	512	185	327	1,895	685	36
AVON, CNTRL	0	0	-	3,240	586	2,654	590	107	484	1,418	257	1,162	5,249	950	18
AVON, FIRST	0	0	0	1,778	1,778	0	324	324	0	778	778	0	2,880	2,880	100
BARRE CENTER	0	0	-	1,575	1,575	0	287	287	0	690	690	-1	2,552	2,552	100
BATAVIA	0	0	-	4,748	2,531	2,217	865	461	404	2,078	1,108	970	7,691	4,100	53
BETHANY	6,594	6,594	0	7,065	7,065	0	1,287	1,287	0	3,093	3,093	0	11,445	11,445	100
BROCKPORT	0	2,987	(2,987)	2,093	2,093	0	381	381	0	916	917	-1	3,390	3,390	100
BYRON	0	2,600	(2,600)	2,588	2,588	0	472	472	0	1,133	1,133	0	4,192	4,192	100
CALEDONIA	3,000	3,000	0	2,025	2,025	0	369	369	0	887	887	0	3,281	3,281	100
CHILI	0	0	-	2,183	2,183	0	398	398	0	955	955	0	3,536	3,536	100
CORFU	0	0	-	2,948	671	2,277	537	120	418	1,290	292	998	4,775	1,082	23
DANSVILLE	0	0	-	1,013	1,188	-175	185	219	-35	443	470	-27	1,640	1,877	114
DOWNTOWN	12,000	12,000	0	4,275	4,275	0	779	779	0	1,872	1,872	0	6,926	6,926	100
E. BETHANY	0	0	-	1,418	0	1,418	258	0	258	621	0	621	2,296	0	0
ELBA	0	0	-	1,890	1,890	0	344	344	0	827	827	0	3,062	3,062	100
PERINTON	9,000	9,000	0	9,068	9,067	0	1,652	1,652	0	3,970	3,970	0	14,689	14,689	100
GATES	0	2,125	(2,125)	7,448	3,724	3,723	1,357	679	678	3,260	1,630	1,630	12,065	6,033	50
GENESE0	0	1,000	(1,000)	4,860	4,860	0	886	885	1	2,128	2,128	0	7,873	7,873	100
GROVELAND	219	219	-	135	0	135	25	0	25	59	0	59	219	0	0
SPARTA	0	125	-	608	585	23	111	107	4	266	256	10	984	948	96
JOHN CALVIN	100	100	0	810	810	0	148	148	0	355	355	0	1,312	1,312	100
HOLLEY	0	0	-	1,035	1,035	0	189	189	0	453	453	0	1,677	1,677	100
HONEOYE FALLS	1,000	1,000	-	4,005	4,005	0	730	730	0	1,753	1,753	0	6,488	6,488	100
IRONDEQUOIT	2,760	2,760	0	1,665	1,665	0	303	303	0	729	729	0	2,697	2,697	100
JOHN KNOX	0	0	0	1,868	1,868	0	340	340	0	818	818	0	3,025	3,025	100
KOREAN	0	0	-	338	338	0	62	62	0	148	148	0	547	547	100
LEROY	0	0	-	2,093	2,093	0	381	381	0	916	916	0	3,390	3,390	100
LIMA	500	500	-	833	833	0	152	152	0	364	364	0	1,349	1,349	100
LIVONIA	750	750	0	675	675	0	123	123	0	296	296	0	1,094	1,094	100
LYNDONVILLE	500	750	(250)	1,688	1,688	0	308	308	0	739	739	0	2,734	2,734	100
MEDINA	2,000	2,000	0	1,643	635	1,008	299	116	184	719	278	441	2,661	1,028	39
MENDON	0	0	-	900	900	0	164	164	0	394	394	0	1,458	1,458	100
MOUNT MORRIS	0	0	-	585	585	0	107	107	0	256	256	0	948	948	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
MUMFORD	0	0	0	990	990	0	180	180	0	433	433	0	1,604	1,604	100
N. BERGEN	0	0	-	945	0	945	172	0	172	414	0	414	1,531	0	0
NUNDA, TRINITY	0	3,167	-	1,193	1,193	0	217	217	0	522	522	0	1,932	1,932	100
OSSIAN	0	0	-	405	405	0	74	74	0	177	177	0	656	656	100
PARKMINSTER	0	0	-	900	900	0	164	164	0	394	394	0	1,458	1,458	100
COVINGTON	2,500	2,500	0	2,723	2,723	0	496	496	0	1,192	1,192	0	4,410	4,410	100
PENFIELD	0	2,659	(2,659)	2,385	2,385	0	435	435	0	1,044	1,044	0	3,864	3,864	100
PERRY	0	0	-	1,620	0	1,620	295	0	295	709	0	709	2,624	0	0
PIIKE	0	200	-	270	185	85	49	34	15	118	81	37	437	300	69
CHRIST CLARION	0	0	-	1,530	1,530	0	279	279	0	670	670	0	2,479	2,479	100
PITTSFORD	21,000	15,750	5,250	17,550	17,550	0	3,198	3,198	0	7,683	7,683	0	28,431	28,431	100
SCOTTSVILLE	0	1,759	-	2,970	2,970	0	541	541	0	1,300	1,300	0	4,811	4,811	100
SOUTH	500	500	-	945	945	0	172	172	0	414	414	0	1,531	1,531	100
OGDEN	0	3,625	(3,625)	3,893	2,169	1,723	709	395	315	1,704	869	836	6,306	3,432	54
STONE CHURCH, BERGEN	775	775	-	405	405	0	74	74	0	177	177	0	656	656	100
SUMMERVILLE	2,750	2,750	0	2,408	2,408	0	439	439	0	1,054	1,054	0	3,900	3,900	100
THIRD	45,090	45,090	0	21,173	21,173	0	3,858	3,858	0	9,269	9,269	0	34,299	34,300	100
TRINITY EMMANUEL	500	500	0	1,013	1,013	0	185	185	0	443	443	0	1,640	1,640	100
TUSCARORA	0	0	0	990	0	990	180	0	180	433	0	433	1,604	0	0
TWELVE CORNERS	1,800	3,720	(1,920)	1,800	1,807	-7	328	329	-1	788	791	-3	2,916	2,928	100
VICTOR	2,240	2,240	(0)	5,355	2,677	2,678	976	488	488	2,344	1,172	1,172	8,675	4,338	50
WARSAW	0	0	-	810	0	810	148	0	148	355	0	355	1,312	0	0
WEBSTER	5,000	5,000	0	5,715	5,715	0	1,041	1,041	0	2,502	2,502	0	9,258	9,258	100
YORK	3,900	3,900	0	3,465	3,465	0	631	631	0	1,517	1,517	0	5,613	5,613	100
ADJUSTMENT															
TOTALS	124,578	141,745	(11,916)	163,778	140,910	22,867	29,844	25,674	4,170	71,698	61,556	10,143	265,320	228,140	
CHURCHES NOT YET MAKING A CONTRIBUTION:		24			6			6			6				

## Appendix D: Investment Report as of December 31, 2023

INVESTMENT REPORT  
December 1, 2023 - December 31, 2023

PRESBYTERY OF GENESEE VALLEY INC - CORPORATION

### Account Summary

Account Value: **\$2,977,518.11**

Change in Account Value **▲ \$223,151.79**

	This Period	Year-to-Date
<b>Beginning Account Value</b>	<b>\$2,754,366.32</b>	<b>\$2,308,689.37</b>
<b>Additions</b>	<b>79,000.00</b>	<b>368,841.23</b>
Deposits	79,000.00	368,841.23
<b>Subtractions</b>	<b>-6,510.58</b>	<b>-82,670.86</b>
Withdrawals	-	-70,000.00
Transaction Costs, Fees & Charges	-6,510.58	-12,670.86
<b>Change in Investment Value *</b>	<b>150,662.37</b>	<b>382,658.37</b>
<b>Ending Account Value</b>	<b>\$2,977,518.11</b>	<b>\$2,977,518.11</b>
Accrued Interest (AI)	0.00	
Ending Account Value Incl. AI	\$2,977,518.11	

\* 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
<b>Taxable</b>	<b>\$19,828.68</b>	<b>\$65,120.09</b>
Dividends	19,828.68	65,120.09
<b>Total</b>	<b>\$19,828.68</b>	<b>\$65,120.09</b>

### Top Holdings

Description	Value	Percent of Account
Ishares Tr Esg Aware Msci USA ETF	\$831,491.00	28%
Ishares Tr Esg Awr Us Agrgt	616,562.10	21
Ishares Tr Esg Aw Msci Eafe	298,760.70	10
Ishares Core S&P Mid-Cap ETF	232,806.00	8
Ishares INC Esg Awr Msci Em	134,972.60	5
Ishares Tr Esg Aware Msci USA-Small Cap ETF	118,971.30	4
Schwab Strategic Tr Us Tips ETF	101,268.00	3
American Century ETF Trust Avantis U S Large Cap Value ETF USD	83,752.00	3
Dimensional ETF Trust Dimensional Us High Profitability ETF	82,969.00	3
Ishares 0-5 Year Tips Bond ETF	71,970.70	2
<b>Total</b>	<b>\$2,573,523.40</b>	<b>87%</b>

### Margin Information (as of December 31, 2023)

Maximum amount you can borrow	\$161,874.47
Maximum rate that could currently apply	13.20%



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## Appendix E: 2023 Necrology Report

### 2023 MEMORIAL TRIBUTE ELDERS AND MINISTERS OF THE PRESBYTERY



*We give thanks for the lives of these women and men whom we have known and loved, who were examples for us of lives lived in faith and service to Jesus Christ, who have now entered the joy that God has prepared.*

*We give thanks to God for each of them, for their vision and hope, steadfastness and love, and for the grace, which was given to them.*

*May we so follow their good example that we may be one with them in spirit, and at the last enter with them into the fullness of God's unending joy and saving love in Jesus Christ.*

#### ELDERS OF THE PRESBYTERY OF GENESEE VALLEY

	Date of Ordination	Date of Death
<b>ALBION</b>		
Joan W. Buell	6/16/1991	12/8/2023
Timothy A. McGee	2014	6/20/2023
<b>BARRE CENTER</b>		
Jane Nesbitt	unknown	6/26/23
Wilford Wraight	unknown	9/6/23
<b>BATAVIA</b>		
Roxanne King Choate	11/11/2015	10/5/2023
Donald D. Lewis	1/15/1978	3/12/2023
<b>BERGEN, STONE</b>		
Elizabeth Long	1/17/1965	6/1/2023
<b>BETHANY</b>		
Jane Lyth	6/6/1982	1/16/2023
Clifford Streams	2/1/1970	1/27/2023
<b>BROCKPORT</b>		
Katherine (Kathy) Harris	1/7/2001	8/1/2023
Carolynn (Lynn) Ramsay	1/2011	10/8/2023
<b>BYRON</b>		
Ann Blair	1/25/1970	9/11/2023
Joyce Glazier	2/2/1975	8/24/2023
<b>CALEDONIA</b>		
Aileen Ayers	1/7/2001	8/9/2023
<b>CHILI</b>		
Joseph Gerard Harkness	1/29/2012	9/13/2023
Beverly L'Hommedieu	2/9/1964	11/15/2023
<b>CORFU</b>		
Robert Kruger	2/18/2007	9/5/2023

**ELDERS OF THE PRESBYTERY OF GENESEE VALLEY**

	<b>Date of Ordination</b>	<b>Date of Death</b>
<b>DANSVILLE</b>		
Harold "Cubbie" Culbertson	4/3/1955	11/2/2023
Barbara Mitchell	4/6/1944	1/21/2023
<b>DOWNTOWN</b>		
Jane Duerr	1971	10/24/2023
John Rumsey	unknown	1/7/2023
<b>EAST AVON</b>		
Beverly Hallett	1/22/1978	7/24/2023
<b>EAST BETHANY</b>		
Norma Bower	unknown	1/3/2023
Ronald Heywood	unknown	2/10/2023
<b>ELBA</b>		
Kenneth L. Post	1/1965	12/30/2023
Barbara J. Wyman Graham	1/2/1983	6/24/2023
<b>HOLLEY</b>		
Steven E. Davis	1/2013	2/28/2023
Jerome (Jeff) Machamer	1/1998	9/24/2023
<b>HONEOYE FALLS, FIRST</b>		
Rollo Hoffemeier	1982 & 1985	6/9/2023
Raymond Milne	1996	9/16/2023
<b>JOHN KNOX</b>		
Sula Baxter	2/2/1997	2/8/2023
<b>MT MORRIS</b>		
Robert W. Stevens Jr.	2/7/1980	11/23/2023
Nancy Strong	3/15/2015	3/7/2023
<b>NUNDA</b>		
Joyce M. (Folts) Zeh	1/25/1998	11/8/2023
<b>OGDEN</b>		
Norma Jones	6/6/1987	7/18/2023
<b>PENFIELD</b>		
Dawn Lorenzo	6/24/79	12/24/23
William Rice	10/7/83	12/12/23
<b>PERINTON</b>		
Gregory B. Knowles	5/9/2010	9/14/2023
<b>PITTSFORD, FIRST</b>		
George L. Foster	1/6/08	7/15/23
Marilyn M. Hediger	5/17/92	10/23/23
George D. Link	6/3/79	8/15/22
Clara Elizabeth Warren	5/18/80	3/12/23

***ELDERS OF THE PRESBYTERY OF GENESEE VALLEY***

	<b>Date of Ordination</b>	<b>Date of Death</b>
<b>SCOTTSVILLE</b>		
Gail Morse Davis	1971	9/23/2023
Donald Norris	1967	4/23/2023
<b>SUMMERVILLE</b>		
Mary Hauptman	6/22/1986	9/22/2023
Roger Landon	2/2/2003	8/16/2023
Harold "Hal" Schlindler	5/9/2004	8/14/2023
<b>THIRD</b>		
Joy Beale	1992	9/23/2023
Bill Boller	1970	8/8/2023
Suzanne Dehm	unknown	7/4/2023
Ronald Hansen	unknown	7/5/2023
Carol McMillen	1982	7/22/2023
Samuel Montello	unknown	9/1/2023
Jim Moore	1970	6/24/2023
Russell (Rusty) Olson	unknown	12/23/2023
Peg (Margaret) Strite	1970	4/25/2023
John Thomas	unknown	6/18/2023
Don Wichman	unknown	9/25/2023
<b>TRINITY EMMANUEL</b>		
John Griffin	2/1978	8/20/2023
Robert Frasier	2/1990	9/28/2023
Ben Hood	2/1979	11/13/2023
<b>TWELVE CORNERS</b>		
Pauline Orlebeke	6/1/1986	11/3/2023
<b>VICTOR</b>		
Evelyn Ruth Dreeste	1/1/1974	11/9/2023
Carol Fowler	1/27/2013	11/4/2023
Evelyn Kujawski	1/1/1979	7/8/2023
<b>WARSAW</b>		
Jeffery Thomas	unknown	6/24/2023
<b>WEBSTER</b>		
Wilma Brucker	1/22/1961	1/18/2023
Janet McCandless	2/4/1990	11/27/2023
Jane Parker	1/25/1998	1/8/2023
Janet Smith	1/24/1993	5/20/2023

***MINISTERS OF THE PRESBYTERY OF GENESEE VALLEY***

	<b>Date of Ordination</b>	<b>Date of Death</b>
Rev. Robert J Kaiser	5/1/1961	1/3/2023
Rev. Robert Rice	2/2/1986	3/14/2023

## **Appendix F: *Shepherding Working Group proposal***

### **Shepherding Working Group Vision and Duties**

#### **Rational:**

All PGV Leaders need access to pastoral care as they face the highs and lows of life, as well as to encouragement and support, both personal and professional.

#### **Vision:**

A Shepherding Working Group will be composed of 6 to 12 individuals who are tasked to be pastoral to individuals assigned to them in the PGV. The paid staff for Pastoral Care and Leader Development will convene and supervise the members of the Shepherding Working Group.

#### **Duties**

- Reach out to each leader within 2 weeks of being assigned to them to introduce yourself
- Meet with each leader at least twice a year
  - Could be for a coffee, meal, walk, etc.
- Assist Pastor of Care Leader and Development (PLCD) in developing and executing 2 leader development events per year
- Assist paid PLCD in developing a list of leaders to fill in during emergency situations
- Assist paid PLCD in identifying and assigning mentors, as well as training mentors and providing accountability for the task
- Assist PLCD with 2 lunch events for retired leaders per year
- Assist PLCD with Presbytery-wide Installation Celebration in the Spring and Fall of each year

## Appendix G: 2024 Budget and Notes

### Presbytery of Genesee Valley, Inc. 2024 Preliminary Budget as of 01/10/24

	2023 Budget	2024 Budget	
<b>Revenue</b>			
<b>4000INC Congregational &amp; Individual</b>			
4000 Presbytery General Mission	133,853	127,160	
4100 Presbytery Per Capita	137,573	127,755	
4150 Presbytery Meeting Offering	0	500	
<b>Total 4000INC Congregational &amp; Individual</b>	<b>271,426</b>	<b>255,416</b>	
<b>4400INC Other Support</b>			
4430 Credit Card Rewards-Misc Income	500	200	
4490 Master Insurance Service Rcpts.	0	0	
<b>Total 4400INC Other Support</b>	<b>500</b>	<b>200</b>	
<b>4500INC Investment Income Support</b>			
*4552 Inv Support for Sustainability	130,255	183,920	8.759% Draw, based on 20Qtr Rolling Avg
<b>Total 4500INC Investment Income Support</b>	<b>130,255</b>	<b>183,920</b>	
<b>4610 Synod &amp; GA PC Paid by Churches</b>			*PGV retains the Stutson St./Lakeside mortgage payment as cash for operations. In 2024 that amount is \$20,259.
4611 Synod PC Paid by Churches	25,069	22,823	
4612 GA PC Paid by Churches	60,226	54,553	
<b>Total 4610 Synod &amp; GA PC Paid by Churches</b>	<b>85,295</b>	<b>77,377</b>	
<b>4620 Award and Grant Income</b>			
4622 Synod NE Grant Support	12,290	9,000	
<b>Total 4620 Award and Grant Income</b>	<b>12,290</b>	<b>9,000</b>	
<b>Total Revenue</b>	<b>499,766</b>	<b>525,913</b>	
<b>Gross Profit</b>	<b>499,766</b>	<b>525,913</b>	
<b>Expenditures</b>			
<b>5600 Designated Mission Support</b>			
5601 Cameron Comm Ministry	15,000	15,000	
5603 Greater Roch Comm Churches	1,000	1,000	
5604 Camp Whitman	25,000	25,000	
5605 Youth Triennium	2,500	2,500	
5607 Genesee Area Campus Ministries	4,000	4,000	
5609 NYS Council of Churches	1,000	1,000	
<b>Total 5600 Designated Mission Support</b>	<b>48,500</b>	<b>48,500</b>	

**6200 Healthier Congregations Work**

<b>6210 Grants</b>	<b>20,000</b>	<b>20,000</b>
<b>6220 Relationships</b>		
<b>6222 Relationship Building</b>	1,750	1,750
<b>6222-1 Relationship Bldg - 1st Event</b>	0	0
<b>6222-2 Relationship Bldg - 2nd Event</b>	0	0
<b>6222-3 Relationship Bldg - 3rd Event</b>	0	0
<b>6222-4 Relationship Bldg - 4th Event</b>	0	0
<b>Total 6222 Relationship Building</b>	<b>1,750</b>	<b>1,750</b>
<b>Total 6220 Relationships</b>	<b>1,750</b>	<b>1,750</b>
<b>6230 Tools &amp; Training</b>	280	0
<b>6231 Congregational Learning Day</b>	250	55
<b>6232 Measuring Mission</b>	500	500
<b>6233 Scholarships</b>	1,000	1,000
<b>6235 Satellite Courses</b>	300	0
<b>6236 Event Sponsorship (PGV/N/C)</b>	1,225	1,000
<b>Total 6230 Tools &amp; Training</b>	<b>3,555</b>	<b>2,555</b>
<b>6260 Youth &amp; Young Adults WG</b>	<b>1,000</b>	<b>2,000</b>
<b>Total 6200 Healthier Congregations Work</b>	<b>26,305</b>	<b>26,305</b>
<b>6300 Healthy Leaders Work</b>		
<b>6310 Committee on Ministry</b>		
<b>6311 CoM Committee Expenses</b>	1,000	1,000
<b>6312 Resources</b>	100	100
<b>6313 Sexual Misconduct Trng</b>	100	100
<b>6314 Discretionary Fund</b>	1,500	1,500
<b>Total 6310 Committee on Ministry</b>	<b>3,700</b>	<b>2,700</b>
<b>6320 Leader Care &amp; Development</b>	750	
<b>6321 Professional Exp for Support &amp; Encouragement</b>		800
<b>6323 Retired Leader Lunch, CP/VM/AL Gatherings</b>	0	1,500
<b>6325 Committee Hospitality &amp; Gratitude</b>		700
<b>Total 6320 Leader Care &amp; Development</b>	<b>750</b>	<b>3,000</b>
<b>6330 Cmte on Prep. for Ministry</b>		
<b>6331 Committee Expenses</b>	300	300
<b>6332 Career Evaluation</b>	1,280	1,280
<b>6333 CP Scholarships</b>	1,000	1,000



<b>Total 6330 Cmte on Prep. for Ministry</b>	<b>1,580</b>	<b>2,580</b>	
<b>Total 6300 Healthy Leaders Work</b>	<b>6,030</b>	<b>8,280</b>	
<b>7700 Support for a Healthy Pby</b>			
<b>7701 Salaries &amp; Benefits</b>			
7702 NYS Disability Insurance	100	100	
7703 NYS Unemployment Insurance	1,049	1,049	
7704 Worker's Compensation Insurance	850	838	
7705 NYS Paid Family Leave	0	0	
7706 Staff Remote Office Reimbursement		<b>2,318</b>	
<b>Total 7700's</b>		<b>4,305</b>	
7710 Executive Presbyter (EP) 08/01/24		43,196	
7712 EP BoP		16,846	
7713 EP Social Security		3,304	
7714 EP Travel/Professional Exp		2,292	
7715 EP Study Leave Exp		729	
7716 EP SECA Exp		3,304	
7717 EP Search & Relocation Exp		10,000	
<b>Total 7710 Executive Presbyter 08/01/24</b>		<b>79,672</b>	
7721 TPL/SC Salary	97,406	60,475	
7723 TPL/SC Pension 403(b)	9,741	6,047	
7724 TPL/SC Social Security	7,452	4,626	
7727 TPL/SC Medical/Dental	11,527	6,462	
7728 TPL/SC Professional Expense			
7728A TPL/SC Travel & Professional	5,500	3,208	
7728B TPL/SC Coaching	1,800	1,050	
<b>Total 7728 TPL/SC Prof Expense</b>	<b>7,300</b>	<b>4,258</b>	
7729 TPL/SC Study Leave	1,750	1,021	
<b>Total 7720 TPL/SC (extended to 07/2024)</b>	<b>135,176</b>	<b>82,889</b>	
7770 Stated Clerk 08/01/24			
7771 Stated Clerk Earnings		8,667	
7774 Stated Clerk Social Security		663	
7775 Stated Clerk Professional Exp		1,200	
7776 Acting Stated Clerk		720	To be paid through payroll, FICA added below
7777 Acting Stated Clerk FICA		55	
<b>Total 7770 Stated Clerk Exp</b>		<b>11,305</b>	

<b>7730 Other Salaries &amp; Benefits</b>		
7731A Financial Admin - Salary	63,818	65,860
7734 Financial Admin-Pension 403(b)	5,425	5,598
<b>Total 7731A Financial Admin - Salary</b>	<b>69,243</b>	<b>71,458</b>
7731B Communications - Salary	36,836	25,332
7731B1 Communications - Synod Grant		8,312
		Synod Communications grant earnings
7731C Journal Clerk - Salary	12,092	7,279
7733 Social Security-Other Salaries	7,685	7,533
7733B SS Communications Synod Grant		688
		Synod Communications grant FICA
7736 Staff Mileage Expense	500	500
<b>Total 7730 Other Salaries &amp; Benefits</b>	<b>126,356</b>	<b>121,102</b>
<b>Total 7701 Salaries &amp; Benefits</b>	<b>263,531</b>	<b>299,273</b>
<b>7740 Personnel Committee</b>		
7741 Staff Retreat	300	300
7742 Staff/Vol Recognition	400	400
7744 Payroll Service Fee	1,200	1,200
7745 Support Staff Cont Ed.	1,000	1,000
<b>Total 7740 Personnel Committee</b>	<b>2,900</b>	<b>2,900</b>
<b>7750 Office/Admin</b>		
7753 Office Supplies	750	500
7754 Postage 07/29/24 Lease end date	1,316	1,391
7755 Telephone/Network Usage/Security	2,418	400
7756 Non-cap Equip/Software/Warranty	1,818	3,000
7757 Computer Maintenance	1,057	1,000
7758 Copy Expense	250	100
7759 PGV Technology Support	618	420
7759A Database Expense	4,800	4,800
7759B Website Expense	804	804
<b>Total 7759 PGV Technology Support</b>	<b>6,222</b>	<b>6,024</b>
<b>Total 7750 Office/Admin</b>	<b>13,831</b>	<b>12,415</b>
<b>7760 Trustees/Facilities</b>		
7762 Office Rent	11,010	6,629
7763 General Insurance	7,114	2,000
7764 Legal	2,500	2,500

<b>7767 Move to Remote Office Expense</b>	2,000	6,100
<b>Total 7760 Trustees/Facilities</b>	<b>22,624</b>	<b>17,229</b>
<b>7780 Judicial Expenses</b>	500	500
<b>7782 Admin Comm Exp</b>	500	500
<b>Total 7780 Judicial Expenses</b>	<b>1,000</b>	<b>1,000</b>
<b>7785 Audit/Banking/Depr Exp</b>		
<b>7786 Heveron &amp; Co. Audit</b>	7,125	7,695
<b>7788 Banking Fees</b>	392	0
<b>7789 Depreciation</b>	286	0
<b>Total 7785 Audit/Banking/Depr Exp</b>	<b>7,803</b>	<b>7,695</b>
<b>Total 7700 Support for a Healthy Pby</b>	<b>311,689</b>	<b>340,512</b>
<b>7790 Big Picture Team</b>		
<b>7791 Big Picture Team Oper Exp</b>	400	400
<b>7792 PGV Moderator's Expense</b>	300	300
<b>7793 RJPA Working Group</b>	2,000	6,000
<b>7794 RespHigherGovBodies-OGA SNE</b>	3,000	3,000
<b>7795 In-Person Meeting Support</b>		500
<b>Total 7790 Big Picture Team</b>	<b>5,700</b>	<b>10,200</b>
<b>8000 Synod &amp; GA Per Capita Pd by Pby</b>		
<b>8010 Synod PC Paid by Pby</b>	29,844	27,171
<b>8020 GA PC Paid by Pby</b>	71,698	64,945
<b>Total 8000 Synod &amp; GA Per Capita Pd by Pby</b>	<b>101,542</b>	<b>92,115</b>
<b>Total Expenditures</b>	<b>499,766</b>	<b>525,913</b>
<b>Net Operating Revenue</b>	<b>0</b>	<b>(0)</b>

<b>Per Capita</b>	<b>2,023</b>	<b>2,024</b>
Presbytery	22.50	22.95
Synod	4.10	4.10
GA	9.85	9.80
<b>Total Per Capita</b>	<b>36.45</b>	<b>36.85</b>
<b>2021-2022 Membership</b>	<b>7,279</b>	<b>6,627</b>
Presbytery	163,806	152,090
Synod	29,844	27,171
GA	71,698	64,945
<b>Total</b>	<b>265,348</b>	<b>244,205</b>

## 2024 Operating Budget – Notes

The proposed 2024 budget is balanced with Income and Expenses up by approximately \$26,000 or 5.2% from the 2023 budget. The greatest increase is Staff Compensation which increases due to Staffing changes by almost \$36,000 or 13.5%. Staff compensation is 57% of total expenses.

### Income

Income from Congregations and Individuals (Line 4000) is down by approximately \$16,000 due primarily due to reduced membership. This includes the Presbytery Per Capita increase of 2%.

The Budget for Investment Support is up by almost \$54,000 (4552) and is almost 8.8% of the Genesee Valley Fund portion of our investments 20 quarter rolling average. It is important to note that from a cash standpoint, the mortgage payment for the Stutson St. property of just over \$20,000 is being held as cash for operations so the actual draw from investments will be reduced by that amount and would be 7.8%.

The Synod Grant for Leader Care and Development and associated Expense is reduced from \$12,290 to \$9000 (4622). No reduction in planned activities is anticipated.

### Expenses

Expenses were those requested by or concurred with by Committees and Working Groups with an exception as noted below.

The budget for Designated Mission of \$48,500 (5600) is unchanged.

The budget for Healthier Congregations of \$25,305 (6200) is unchanged

The budget for Healthy Leaders is \$8280, an increase from \$6030 (6300), to reflect a relocation of the expenditure for scholarships from Committee on Ministry to Committee on Prep. For Ministry and an increase of expenditures requested by the Leadership Care and Development initiative.

The budget for Healthy Presbytery will increase from \$311,689 to \$340,512 (7700) or approximately 9%.

The primary contributor is Salaries and Benefits for our Staff (7701) and reflects the change in Staffing Model and a 3.2% increase in salaries. The new positions for a full time Executive Presbyter and a 1/3-time Stated Clerk are assumed to be filled on August 1. The effective salary and reimbursements for the Executive Presbyter are consistent with the current values for our Transitional Leader/Stated Clerk and benefits are based on the conservative assumption that the position will be filled by an Ordained Pastor with the resultant increase to reflect the Board of Pensions dues. The Stated Clerk budget is based on limited benchmarking and evaluation of needs. The Search Committee has commented that there is the potential for an increase in time commitment to ½ time with the attendant benefits. If deemed necessary, the recommendation would be brought back to Presbytery.

The budget for the Big Picture Team is increased from \$5700 to \$10,200 (7790) primarily due to an increase in funding for the Racial Justice Peace and Advocacy Working Group from \$2000 to \$6000 (7793).

**Appendix H: [Warsaw Discernment Team Final Report](#)  
[Warsaw Discernment Team Final Report: Supporting Documentation](#)**

**Appendix I: Position Description for Pastor of Leader Care & Development**

**Presbytery of Genesee Valley  
Pastor of Leader Care & Development  
Position Description**

**TITLE:**

Pastor of Leader Care & Development (PLCD)

**PURPOSE:**

To guide the Leader Care and Development of the Presbytery.

**RESPONSIBILITIES:**

- A **Shepherding Working Group of 6 to 12 Teach Elders and CPs will be created** to work with this paid staff person and assist with the work of Leader Care and Development
- Will encourage every standing committee and working group in Presbytery, meeting face to face twice a year; hospitality shall be offered at those meetings as a way to express appreciation for the work of those who serve on the committee (If necessary, **the Shepherding Working Group Leader Care and Development Committee** shall tend to the details of the hospitality and funds shall be budgeted).
- **Leaders who are retired or in validated ministries or are at-large members** shall be identified to assist when a leader **in the Presbytery** has a personal emergency or crisis and needs someone to preach, teach, lead a meeting, or assist in ways that would provide accompaniment and support
- **Organize a worship celebration for Ordinations and Installations of Leaders** for the whole Presbytery shall happen in November and May
- **Organize two events per year for leader development**
- **Organize two lunch events per year for retired leaders**
- **Colleague groups within the Presbytery** shall be identified and new groups established to foster the deepening of relationships—for the encouragement of leaders; all leaders of the Presbytery shall be encouraged to engage in a colleague group
- **Mentors for new clergy:** identify mentors and train, with clear expectations and regular check-in with the **PLCD Leader Care and Development staff person.**

**HOURS:** 5 hours a week

Revised January 8,2024

## Appendix J: Matthew 25 Fund Grant Application



## Presbytery of Genesee Valley

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

WEBSITE: [www.pbygenva.org](http://www.pbygenva.org)

### Racial Justice, Peace and Advocacy Working Group

## 2024 MATTHEW 25 GRANT APPLICATION

**All grant applications MUST BE SUBMITTED VIA EMAIL BY JANUARY 31, 2024 for consideration of 2024 awards. Send to [m25grant@pbygenva.org](mailto:m25grant@pbygenva.org).**

**Grants are awarded no later than May 31 of each year.**

Vision of the Racial Justice, Peace and Advocacy Working Group (RJPAWG):  
***To create a world where racial justice exists for all individuals and where peace and collaboration prevail among people and nations.***

Mission of the Racial Justice, Peace and Advocacy Working Group (RJPAWG):  
***Working in solidarity to advocate for Christ's peace and racial justice.***

Grant Amount requested (up to \$5,000) \_\_\_\_\_ Date submitted \_\_\_\_\_

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### Grant Application Requirements

The Matthew 25 Grant is used to financially support churches, ministries, institutions, organizations, and grassroots groups projects focused on dismantling structural racism and eradicating systemic poverty and income disparities **within the city of Rochester, NY**. The grant may be used to support projects and activities that:

- Dismantle structural racism by advocating and acting to break down the systems, practices and thinking that underlie discrimination, bias, prejudice and oppression of people of color; and/or
- Eradicate systemic poverty by working to change laws, policies, plans and structures in our society that perpetuate economic exploitation of people who are poor.
- Building congregational/organizational vitality by demonstrating evidence of purposeful mission and focused energy in working to dismantle structural racism and eradicate systemic poverty.

Please provide:

- Name, location and website of the applying congregation, individual, or group/organization.
- Identify a contact person's name, phone number, and email.
- The title of the grant and expected length of time covered by the grant.
- Indicate if this is a new or continuing project/initiative

Please submit the following information:

1. Specify **in detail** how you will use the grant funds to dismantle structural racism and/or eradicate systemic poverty. Identify the specific need you will be addressing.
2. What is the overall goal you hope to achieve with the grant? Be specific. Please also document how your group has the organizational vitality to accomplish these goals.
3. Include a budget with all proposed expenditures. (Please identify any sources of income beyond this grant).
4. Include a statement of Support/Recommendation preferably from someone who has benefited from your prior/current efforts (project/initiative). This can take the form of a letter, recorded video, etc.
5. If awarded, in what other ways could we partner with you to help the grant succeed?

NOTE: An important part of our grant application process is getting to know the applicant through an in-person meeting, preferably on-site, involving members of the RJPAWG. We will contact you to arrange this meeting as needed.

A brief follow-up report regarding the use of the grant and its outcome(s) is a condition of all 2024 Matthew 25 Grants. If you are selected for a 2024 Matthew 25 Grant you must submit a progress or final report by no later than April 30, 2025 for grants awarded in 2024.

Please include in your report answers to the following questions. Feel free to include additional information/pictures as appropriate.

- What were you hoping to accomplish? Did you accomplish this goal? Please be specific. Also, please identify what you hoped would happen but did not happen and the reasons this did not occur. Include any unintended outcomes that are significant.
- Who was touched by your grant project or program? Provide detail/numbers.
- Did this grant energize or transform you, your congregation/organization or group? Explain in what ways.
- What did you learn from this project and what are you planning to do going forward?

Thank you for your interest in a Matthew 25 Grant. Please contact us if you have questions.  
Send completed applications and inquiries to: [m25grant@pbygenval.org](mailto:m25grant@pbygenval.org).

## **Appendix K: On amending G-2.0505b**

### **Considering Concurrences for the 226th General Assembly**

RECOMMENDATION: The Presbytery of Mid-Kentucky overtures the 226th General Assembly (2024) to amend G-2.0505b of The Book of Order be amended by striking the word “twelve” and replacing it with the word “thirty-six,” so that the section reads:

“Titles and terms of service for temporary relationships shall be determined by the presbytery. A person serving in a temporary pastoral relationship is invited for a specified period not to exceed ~~twelve~~ thirty- six months in length, which is renewable with the approval of the presbytery.”

RATIONALE: An increasing number of congregations are being served by temporary pastors. Extending the specified period of service from 12 to 36 months will provide these congregations with a stronger sense of stability. It would save both sessions and presbyteries considerable time and paperwork if they did not have to renegotiate a contract every year, giving them more time to attend to the tasks of interim/transitional ministry rather than continuous contract negotiation. Finally, given that the average time that it takes to move a congregation from the end of one pastoral relationship to the start of another pastoral relationship is longer than 12 months, the church should make provision for temporary pastor contracts that are longer than 12 months.