



# Presbytery of Genesee Valley

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

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

A Stated Meeting of the Presbytery of Genesee Valley was held electronically via Zoom on Tuesday, October 24, 2023 at 6:00 pm. Pre meetings were held at 5:00 pm via Zoom for conversations about a proposed Overture to the 226<sup>th</sup> General Assembly (2024) to amend Section D-7.0501 of the Book of Order, and the Matthew 25 Fund grant application process.

## CONSTITUTION

The meeting began with announcements at 5:45 pm. Moderator Aaron Neff (Pittsford) asked that good news be shared through the chat feature of this Zoom meeting. The Moderator then called the meeting to order at 6:00 pm, 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	Susan Thaine		Lyndonville	CP Martha Mitchell	Elizabeth Wolanyk
Attica, First	CP Brad Smith		Medina, First	William Wilkinson	
Avon, Central	Carin Farmer	Barbara Sceusa	Mt. Morris, United	---	
Barre Center		Bruce Landis	Mumford, First	CP Roger Estes	Susan Csizmadia
Batavia, First	Roula Alkhouri	Tom Schubmehl	North Bergen		
Bethany	Robert Spratt		Nunda, Trinity		
Brockport, First	---	Kristin Gerling	Ogden		Pat Everett
Byron, First	Michael Fry		Ossian, First	---	
Caledonia, First	Vinod Gnanaraj	Mary MacIntyre	Penfield	Twyla Boyer	Beth Schempp
Chili, First	Brandi Wooten		Perinton	Laura Fry	Chris Routier
Christ Clarion	EX CP Mark McDaniel		Perry, Brick	CP Lynn Burdick	
Corfu United	Evan Wildhack	Patty Miles	Pike Community	EX CP Tim Bucknam	
Covington United	Christine James	Patricia Lockwood	Pittsford, First (2)	Aaron Neff Erin Jacobson	Judith Van Dorn Barbara Smith
Dansville	Marcia Reiff	Janis Lewis	Scottsville, Union	Kevin Hershey	Donald Tubman
Downtown	Laurie Tiberi	Sam King	South	Deb Swift	Mary Lee Miller
East Avon, First	Michelle Allen		Sparta, First	---	
East Bethany			Stone, Bergen	---	Deborah Godlove
Elba, First	Barbara Tipton		Summerville	Elaine Loggi	Mary Haverfield
Gates	Laura Bachmann	Thomas Brewer	Third (3)	Tedd Pullano	Richard Parmelee Karen Kingsbury
Geneseo, Central	Nancy Lowmaster	Anne Bishop	Trinity Emmanuel (2)	Ernst Krug	Joyce Miller Roger Miller
Groveland Fed.			Tuscarora, First		

Holley, First	---		Twelve Corners	EX Jeff Fox Kline	Katharine Iuli
Honeoye Falls		Martha Kumler	Victor, First	Michael McNamara	Dean Cornwell
Irondequoit	Deb Swift		Warsaw United		
John Calvin	Carson Mouser	Ellen Best	Webster	Nadia Mullin	Anita Brocker
John Knox	CM Alan Dailey	Pricilla Thomas	York, United	Michelle Sumption	Melissa Vennard
LeRoy, First					
Lima					
Livonia	CP Jerry Swain				

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

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

##### Present:

Louise Armstrong (R)	Janice Fitzgerald (R)	Laurel Nelson (VM)	Walter Stuber (AL)
Viktoria Berlik (AL)	Val Fowler (R)	James Renfrew (R)	Anne Waasdorp (R)
Bruce Boak (R)	Tom Gardner (R)	Charles Roberts (R)	James Widboom (R)
James Evinger (R)	Judy Lee Hay (R)	Stephanie Sauve (R)	
Jeff Falter (AL)	Robert Heppenstall(R)		

##### Excused:

Lee Beckhusen (R)	Gail Ricciuti (R)
Lisa Lancaster (R)	Jane Watt (R)
Nathan Mochizuki (VM)	Pat Youngdahl (R)

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

Linda Badger Becker (Pittsford)	Betty Iwan (Third)	Mindy Shaffer (Moderator Elect)
Lewis Becker (Pittsford)	Lea Kone (Downtown)	Hezekiah Simmons (Pittsford)
Kathy Coons (Journal Clerk)	Bob Mecredy (Pittsford)	Kay VanNostrand (Lyndonville)
George Gotcsik (Third)	Susan Orr (Transitional Leader)	
Janette Henderson (Pittsford)	Karen Pryor (Third)	

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

None

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

Ruth Andes (Byron)	Philip Davis (CM)
Cheryl Battaglia (Staff)	Clif Genge (Candidate)
Lisa Bennett (Staff)	Richard Hatheway (Geneseo)
Paul Bishop (Third)	Ann McMican (Third)

SUMMARIES OF 2023 MEETINGS	Jan 28	Feb 28	Apr 29	July 25	Sept 19	Oct 24
Total Minister Members of Presbytery	109	109	106	105	105	104
Total Minister Commissioners Present	49	31	45	41	30	46
Total Elder Commissioners Present	54	36	43	48	34	50
Parity (expressed in terms of Elders, + or -)	+5	+5	-2	+7	+4	+4

Total Churches Unrepresented by Elders	21	34	28	26	36	25
Total Churches Unrepresented by Elders & Pastors	13	19	19	15	27	15
Total Registered Visitors	16	7	12	21	7	9
TOTAL REGISTERED ATTENDANCE - 2023	119	74	100	110	71	105

### LAND ACKNOWLEDGEMENT

TE Louise Armstrong (R) 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.

#### Greeting of Corresponding Members

None

#### Approval of Docket

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

		THEME:	
		<b>What is a Presbytery?</b> <i>Sacraments Rightly Administered and Received</i>	
	Page Reference		
5 p.m.		<b>Pre-meetings:</b> <ul style="list-style-type: none"> <li>Overture to the General Assembly</li> <li>Matthew 25 Fund Application</li> </ul>	<b>Policy Implementation Team &amp; Jim Evinger</b> <b>Racial Justice Peace &amp; Advocacy Working Group members</b>
5:45p.m.		<b>Announcements &amp; Good News</b>	<b>Aaron Neff</b>  <b>Louise Armstrong</b>
6 p.m.		<b>Call to Order &amp; Declaration of Quorum</b> <ul style="list-style-type: none"> <li>Opening Prayer</li> <li>Land Acknowledgement</li> </ul>	
		<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>	<b>Aaron Neff</b>
6:10 p.m.	p. 3-23	<b>Consent Agenda</b>	

6:15 p.m.	p. 24-34 p. 27 p. 29	<b>Committee on Ministry Report</b> <ul style="list-style-type: none"> <li>▪ Overture to the General Assembly</li> <li>▪ 2024 Terms of Call</li> <li>▪ Honoring the Dissolution of Rev. Nancy Lowmaster from Geneseo</li> <li>▪ Welcome Nadia Mullin, Mike McNamara, Janice Fitzgerald</li> </ul>	<b>Charles Roberts</b> <b>Elaine Loggi, Anne Waasdorp,</b> <b>Kevin Hershey, Jim Evinger</b> <b>Dick Hatheway, Anne Bishop</b>
7:05 p.m.	p. 35-36	<b>Committee on Preparation for Ministry Report</b> <ul style="list-style-type: none"> <li>▪ Examination of Candidate Clif Genge for Ordination as Validated Minister</li> </ul>	<b>Walter Stuber</b>
7:25 p.m.		<b>Worship</b> <ul style="list-style-type: none"> <li>▪ Recognition of 2023 Ordination Anniversaries</li> <li>▪ Sacrament of the Lord's Supper</li> <li>▪ Prayer Focus</li> </ul>	<b>Christine James, Stephanie Sauve</b>  <b>Jim Renfrew</b>
7:55 p.m.		<b>Break</b>	
8 p.m.	p. 37	<b>Committee on Representation Report</b> <ul style="list-style-type: none"> <li>▪ Welcome Paul Bishop as Treasurer</li> </ul>	<b>Erin Jacobson</b>
8:05 p.m.	p. 37-41	<b>Big Picture Team Report</b> <ul style="list-style-type: none"> <li>▪ In-Person Meeting Planning</li> <li>▪ Formation of Two Search Committees</li> </ul>	<b>Evan Wildhack</b>
8:20 p.m.	p. 42-51	<b>Board of Trustees Report</b> <ul style="list-style-type: none"> <li>▪ Dissolution of John Knox Presbyterian Church &amp; related motions</li> </ul>	<b>Tedd Pullano</b> <b>Alan Dailey</b>
8:35 p.m.	p. 51 p. 40	<b>Racial Justice, Peace &amp; Advocacy Working Group Report</b> <ul style="list-style-type: none"> <li>▪ Matthew 25 Fund Application</li> </ul>	<b>Janette Henderson, Ruth Andes</b>
8:40 p.m.		<b>Three Key Things to Take Home</b>	<b>Roger Miller</b>
8:45 p.m.		<b>Adjourn with Prayer</b>	<b>Aaron Neff</b>

### 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.*

### CONSENT AGENDA: Items for Presbytery's Action

Upon motion, the following agenda, as amended, was approved by poll vote:

#### **(Minutes)**

1. **Approve** the Minutes of the July 25, 2023 stated meeting of the Presbytery of Genesee Valley.
2. **Approve** the Minutes of the September 19, 2023 special meeting of the Presbytery of Genesee Valley.

**(Treasurer's Report)**

**Receive** the Treasurer's Report, month ending September 30, 2023.

*See Appendix A: Balance Sheet as of September 30, 2023*

*See Appendix B: Operating Statement as of September 30, 2023*

*See Appendix C: Mission and Per Capita Apportionment*

*See Appendix D: Investment Statement*

**(Committee on Representation / Nominations)**

1. **Elect**, upon recommendation of the Committee on Representation, the following persons to service:

**Treasurer**

RE Paul Bishop (Third) 2024

**Camp Whitman Advisory Team**

RE Adam Scoville (East Avon) 2026

**General Assembly Commissioners**

TE Aaron Neff (Pittsford)

RE Mindy Shaffer (Penfield)

**General Assembly Commissioner Alternates**

RE Lisa Morrill (Caledonia)

TE Evan Wildhack (Corfu)

2. **Empower** the Big Picture Team, at its November 2023 meeting, to act upon a nomination for General Assembly Young Adult Advisory Delegate in order to meet the deadline for nominations.

**(2024 Presbytery Per Capita)**

**Approve** the recommendation of the Budget Development and Oversight Committee to increase the Presbytery per capita rate in 2024 by 2%, as concurred by the Big Picture Team.

	<u>Current</u>	<u>Proposed</u>
<u>Per Capita</u>	<u>2023</u>	<u>2024</u>
Presbytery	\$22.50	\$22.95
Synod	\$4.10	\$4.10
GA	\$9.85	\$9.80
<b>Total</b>	<b>\$36.45</b>	<b>\$36.85</b>

**(2024 Presbytery Meetings)**

**Approve** the following dates for stated meetings of Presbytery in 2024:

- Tuesday, January 30, 2024 (via Zoom)
- Saturday, April 20, 2024 (in-person, location tbd)
- Tuesday, July 30, 2024 (via Zoom)
- Saturday, October 26, 2024 (via Zoom)

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

**Approve**, upon recommendation of the Big Picture Team, the following revisions to the Policies & Procedures Manual:

1. Upon request of the Office of the General Assembly, amend the following language to the Policies & Procedures Manual:  
The Presbytery of Genesee Valley of the Synod of the Northeast and the Presbyterian Church (U.S.A.) is comprised of the Presbyterian Church (U.S.A.) congregations in the New York State counties of Genesee, Livingston, Monroe, Orleans, and Wyoming and also includes the ~~Victor Presbyterian Church~~ **Victor town country subdivision in Ontario county.**
2. Amend Appendix E to the Policies and Procedures Manual to include a revised job description for the Budget Development and Oversight Committee (BDOC).

*See Appendix E: BDOC Committee Description Proposed Revisions 10/2023*

3. Upon recommendation of the Committee on Ministry (COM) and the Committee on Preparation for Ministry (CPM), move the formation of Commissioned Pastors (CP) from the responsibility of COM to the responsibility of CPM.

[NOTE: Oversight of CPs serving in congregations will remain the purview of COM.]

4. Approve, upon recommendation of the Committee on Ministry (COM) the Policy on Placing a Pastor on Paid Administrative Leave found in Appendix B, the COM Handbook.

*See Appendix F: Administrative Leave Policy of PGV*

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

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

**Current Imbalance Report**

Minister members of Presbytery (as of 10/1/23)	106	(108 in 2022)
Average ministers in attendance in 2023	42	(42 in 2022)
Average elder commissioners in attendance in 2023	45	(49 in 2022)
<b>Average # of churches not represented by elder comm.</b>	<b>27</b>	<b>(30 in 2022)</b>
<b>Average # of churches not represented by elder comm. or pastor</b>	<b>16</b>	<b>(18 in 2022)</b>
<b>Elder Commissioners from congregations in 2024 (one per)</b>	<b>53</b>	

**The Stated Clerk recommends the Presbytery of Genesee Valley APPROVE inviting the following persons to serve as “additional elder commissioners” (AEC) for calendar year 2024:**

Additional Elder Commissioners from large congregations (over 500)

Pittsford (771) – 1 additional

Third (927) – 1 additional

Additional Elder Commissioner from our Racial Ethnic Congregation:

Trinity Emmanuel

Additional Commissioners from our New Worshiping Communities:

Companions on the Way

Fellowship of Faith

Pray & Play

Presbytery Officers & Staff:

Paul Bishop (Third) – Treasurer

Kathy Coons (Gates) – Journal Clerk

Susan Orr (Trinity Emmanuel) – Transitional Leader/Stated Clerk

Mindy Shaffer (Penfield) – Moderator Elect

Certified Christian Educators:

Linda Badger Becker (Gates)

Commissioned Pastors in current service:

Tim Bucknam (Pike)

Lynn Burdick (Perry Brick)

Roger Estes (Mumford)

David Fish (Stone Bergen)

Mark McDaniel (Christ Clarion)

Martha Mitchell (Lyndonville)

Whitney Scoville (Ogden)

Brad Smith (Attica)

Committee Chairs:

Bill Haake (Scottsville) – Committee on Ministry

Bob Mecredy (Pittsford) – Budget Development and Oversight

Synod and General Assembly Commissioners:

Betty Iwan (Third) – Synod

Former Moderators (previous 10 years):

Lea Kone (Downtown)

Hezekiah Simmons (Pittsford)

**TOTAL INVITATIONS = 24**

**CONSENT AGENDA: Items for Presbytery's Information**

**(Matthew 25 Churches in the Presbytery)**

Each of the following congregations have submitted paperwork to the Presbyterian Mission Agency to be declared a Matthew 25 church (as of July 1):

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

**(Anniversaries)**

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

**125 years** (1898) Bethany Presbyterian Church, Rochester, NY

**200 years** (1823) North Bergen Presbyterian Church, North Bergen, NY

**225 years** (1798) First Presbyterian Church, Victor, NY

**(Ordinations/Installations)**

The installation of Rev. Nadia Mullin as Pastor was held on September 30, 2023, at Webster Presbyterian Church, Webster, NY with the following change to the Administrative Commission: Elder Ann McMican (Third) was unable to participate.

**(2023 Significant Ordination Anniversaries of Ministers [listed in 5-year increments])**

**5 years (2018)**

The Rev. Erin Jacobson (December 1, 2018 – Presbytery of Genesee Valley)

The Rev. Vinod Gnanaraj (August 19, 2018 – United Church of Christ)

**10 years (2013)**

The Rev. Elaine Loggi (September 29, 2013 – Heartland Presbytery)

The Rev. Nathan Mochizuki (September 22, 2013 – Presbytery of Seattle)

The Rev. Michelle Sumption (August 11, 2013 – Presbytery of South Dakota)

**15 years (2008)**

The Rev. Laura Fry (July 26, 2008 – Presbytery of the Peaks)

The Rev. Tom Gardner (August 17, 2008 – Presbytery of Genesee Valley)

**20 years (2003)**

The Rev. Marie Hanselman (October 5, 2003 – Presbytery of Genesee Valley)

The Rev. Laurel Nelson (August 17, 2003 – Presbytery of Plains & Peaks)

The Rev. Marcia Reiff (July 24, 2003 – Trinity Reformed, Grand Rapids (RCA))

**25 years (1998)**

The Rev. Carin Farmer (October 4, 1998 – Presbytery of Baltimore)

The Rev. Carson Mouser (April 26, 1998 – Presbytery of Genesee Valley)

**30 years (1993)**

The Rev. Fritz Longabaugh (July 11, 1993 – Presbytery of Genesee Valley)

The Rev. Harriet McConnochie (November 7, 1993 – Presbytery of Genesee Valley)

The Rev. Pat Lawrence Shaffer (August 1, 1993 – Presbytery of Genesee Valley)

The Rev. Carol Anne Strawbridge (September 26, 1993 – Presbytery of Genesee Valley)



**35 years (1988)**

The Rev. Cheryl Zoller Loew (July 24, 1988 – West Jersey Presbytery)

**40 years (1983)**

The Rev. James Renfrew (February 19, 1983 – Presbytery of Baltimore)

**45 years (1978)**

The Rev. Robert Heppenstall III (July 2, 1978 – Pittsburgh Presbytery)

The Rev. James Widboom (July 1978 – Evangelical Covenant Church)

**50 years (1973)**

The Rev. Louise Armstrong (July 15, 1973 – Presbytery of Hudson River)

The Rev. Gail Ricciuti (October 21, 1973 – Olympia Presbytery)

The Rev. Gordon Webster (June 3, 1973 – Presbytery of Long Island)

**Over 50 years**

The Rev. Bruce Boak (51 years, June 25, 1972 – Presbytery of Shenango)

The Rev. Roderic Frohman (51 years, June 7, 1972 – Presbytery of Philadelphia)

The Rev. Neil Frood (51 years, May 7, 1972 – Presbytery of Genesee Valley)

The Rev. David Kilgore (51 years, March 26, 1972 – Redstone Presbytery)

The Rev. Anthony Ricciuti (51 years, October 29, 1972 – Presbytery of Monmouth)

The Rev. David Strickland (51 years, March 1, 1972 – Auckland (New Zealand) Presbytery)

The Rev. Judy Lee Hay (52 years, November 27, 1971 – Presbytery of Northern New York)

The Rev. Ernest Krug (52 years, May 30, 1971 – Palisades Presbytery)

The Rev. George W. Walker III (53 years, April 1, 1970 – Presbytery of Detroit)

The Rev. Andrew Chalmers (56 years, October 22, 1967 – Presbytery of Elizabeth)

The Rev. Ray Lindquist (56 years, October 10, 1967 – Presbytery of Newton)

The Rev. Linda Brebner (58 years, February 21, 1965 – Presbytery of Riverside)

The Rev. Jack Heister (58 years, June 1, 1965 – Presbytery of Philadelphia)

The Rev. Jerrold Paul (58 years, July 27, 1965 – Presbytery of Monmouth)

The Rev. Bob Booher (61 years, October 14, 1962 – Presbytery of Genesee Valley)

The Rev. Chuck Leport (62 years, June 21, 1961 – Presbytery of Utica)

The Rev. Walter Wenhold (67 years, May 1, 1956 – Presbytery of Philadelphia)

**(Second Chance Grants – Grants Working Group)**

The Grants Working Group met on Sept 19 to review the 2nd Chance Grant applications and had the privilege of providing \$17,250 to 9 churches.

*See Appendix G: GWG 2nd Chance Grant Report Oct 2023*

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

Moderator Rev. Aaron Neff has appointed the following persons to serve as the Administrative Commission for Brockport Presbyterian Church, Brockport, NY formed at the special meeting of Presbytery on September 19, 2023:

RE Linda Badger Becker (Gates)

RE Peggy Hale (Brockport)

RE Diane Harper (Brockport)

RE Jim Hastings (Brockport)

RE Barbara James (Summerville)

TE Lisa Lancaster (R)

TE Carson Mouser (John Calvin)

TE Charles Roberts (R)

RE Jon Terry (Brockport)

RE Gerald Wilson (Brockport)



Training for the Administrative Commission (AC) was conducted by Moderator Rev. Aaron Neff and Stated Clerk Elder Susan Orr on September 26, 2023. The AC appointed Rev. Charles Roberts as AC Moderator and Elder Diane Harper (Brockport) as AC Clerk.

#### **(Rochester Korean Presbyterian Church)**

The Petition for the legal transfer of the building has been approved by the Attorney General and NYS Supreme Court. Upon review of the Title for the Church Building, a lien in the amount of \$200,000 with the Synod of the Northeast was discovered. The loan had been paid off, but the discharge papers had not been filed with the County. This is now in process in order to be able to transfer the deed. Former RKPC members are in the process of compiling historical documents for the Presbyterian Historical Society and expect to deliver those records by the first of the year to Stated Clerk Susan Orr. The disbursements to each of the three Missions have taken place and all three have acknowledged receipt with gratitude for the funds. The disbursement of the \$29,500 from RKPC and \$49,500 From RKUMC will be sent to the Presbytery of Genesee Valley once the deed has transferred. The two Congregations have been worshipping together since the beginning of September. A Celebration will be held on Sunday October 22, 2023. Worship begins at 11 a.m. (in Korean and English) and a Korean-style meal and fellowship will follow. All are welcome!

#### **(Annual Review of Presbytery Minutes)**

The 2022 Minutes of the Presbytery of Genesee Valley were reviewed by Rev. Laura Norris Buisch (Stated Clerk, Presbytery of Western New York) and were approved without exception:

The following were listed as “items found commendable that the Presbytery is doing”:

- New policies – these are hard work
- Great work on Healthy Ministry and on calling installed pastors
- Thankful for work of Grants Working Group and Collaborative Ministries
- Hired two Consultants for Leader Care

#### **(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. Presbytery has retained the law firm of Reformat 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.

#### **(Remote Office Update)**

The Task Force continues to guide the process for the move of the Presbytery offices to remote offices as of June 30, 2024. The new IT company, Enterprise Network Systems, Inc. has migrated PGV documents from the NAS system utilized at Gates Church to Google Drive. The office modules have been sold. A communication was sent out to churches for "Freebies & Files." A LOT of treasures have been donated, with joy, to our churches.

#### **(Mendon Church)**

The new church clerk will submit all records of historical value, including Minutes, after scanning the items they wish to keep on hand. The records are expected to be transferred to the Presbytery by year's end.

**(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:

Elder Bill Haake (Scottsville)  
Rev. Elaine Loggi (Summerville)  
Elder Susan Orr (Trinity Emmaneul)  
Rev. Evan Wildhack (Corfu)

**(Schedule: BIG PICTURE TEAM (BPT): 2023 & 2024 Meeting Dates)**

- Monday, November 20, 2023 at 6:00 pm via Zoom
- Monday, January 8, 2024 at 6:00 pm via Zoom
- Monday, February 19, 2024 at 6:00 pm via Zoom
- Monday, March 18, 2024 at 6:00 pm via Zoom
- Monday, May 20, 2024 at 6:00 pm via Zoom
- Monday, June 17, 2024 at 6:00 pm via Zoom
- Monday, August 19, 2024 at 6:00 pm via Zoom
- Monday, September 16, 2024 at 6:00 pm via Zoom
- Monday, November 18, 2024 at 6:00 pm via Zoom

**REPORT OF THE COMMITTEE ON MINISTRY**

**(Overture to General Assembly)**

TE Chuck Roberts (R) gave the report for the Committee on Ministry. The COM Policy Implementation Team (the "Team") has proposed an Overture to the 226<sup>th</sup> General Assembly (2024) which would amend Section D-7.0501 to the Book of Order (the "Overture"). Both COM and the Big Picture Team recommend that the Presbytery approve it. TE Elaine Loggi (Summerville), member of the Team, provided highlights of the proposed Overture. She explained that currently in a case in which allegations are received that the person harmed was a minor or an adult who lacks mental capacity, D-7.0501 presently does not require the clerk to reveal critically relevant demographic information. The purpose of the Overture is to address this issue. TE James Evinger (R), the author of the Overture and adviser to the Team, presented the rationale for the Overture. He noted that Presbytery would be the originator of the Overture and it will require at least one other presbytery to concur in order for it to be considered at the 226<sup>th</sup> General Assembly (2024). A question/answer period followed. Presbytery then **VOTED** by poll vote to:

- **Approve** the recommendation of the Policy Implementation Team of the Committee on Ministry to present an overture to the 226th General Assembly (2024) to amend Section D-7.0501 ("Referral to Investigating Committee") of the Book of Order.
- **Appoint** Rev. James Evinger(R) as Overture Advocate to present to the 226th General Assembly (2024) the "Referral to Investigating Committee" overture on behalf of the Presbytery.

*See Appendix H: Overture to 226th General Assembly (2024)*

**(2024 Terms of Call)**

Proposed Terms of Call for 2024 were presented and discussed. Speakers both "for" and "against" the proposed increase in terms offered their opinions. Those opposed to the proposed increase indicated small churches will most likely be unable to continue to afford pastors, especially full-time pastors. Those who support the proposed increase believe it is necessary in order to attract pastors and/or keep pastors in ministry. A question/answer period followed. Presbytery then **VOTED** by poll vote (86% in favor) to:

**Approve** terms of call for 2024 which include the following:

- Effective Salary – minimum increase of 4% over 2023; challenge increase of 5% over 2023;
- Family and Medical Leave - 12 weeks per year including no more than 12 Sundays

*See Appendix I: Annual Terms of Call Worksheet for 2024*

**(Honoring dissolution of Rev. Nancy Lowmaster and Geneseo Central)**

TE Chuck Roberts announced that TE Nancy Lowmaster will be concluding her ministry as pastor of Geneseo Central Church effective November 1, 2023. Elder Richard Hatheway attested to the congregational approval of the dissolution of their relationship with Rev. Lowmaster which occurred at a meeting held on October 21, 2023. Elder Anne Bishop attested to Rev. Lowmaster's ministry. RE Chuck Roberts thanked Rev. Lowmaster for her years of service to the church.

**(Welcoming Nadia Mullin, Michael McNamara, Janice Fitzgerald)**

TE Chuck Roberts welcomed TE Janice Fitzgerald (R) into membership in the Presbytery. Although Janice has served several congregations in Genesee Valley through the years, her membership has been held by Geneva Presbytery. He offered congratulations to TE Nadia Mullin who has been called by Webster and to TE Michael McNamara who has been called by Victor. Each introduced themselves. Chuck then offered a prayer.

**Actions Taken on Behalf of Presbytery**

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

**(Covenant Agreement)**

**Approve** the revised form of Covenant Agreement for Non-Installed Pastoral Positions.

*See Appendix J: Covenant Agreement for Non-Installed Pastoral Positions (2024)*

**(Pulpit Supply)**

- **Approve** adding Rev. Philip Davis Sr. (American Baptist) to the Pulpit Supply List, upon receipt of a background check.
- **Approve** removing Rev. Kathryn Bindig from the Pulpit Supply List.

**(Moderators)**

- **Appoint** Rev. Nadia Mullin as Moderator of Session of Webster Presbyterian Church effective August 21, 2023.
- **Appoint** Rev. Stephanie Sauve (R) as Moderator of Session of First Presbyterian Church of Caledonia during the time of the administrative leave of the pastor beginning on September 6, 2023.
- **Appoint** Rev. Neil Frood (R) as Moderator of Session of Covington United Presbyterian Church for the Special Session meeting called for September 19, 2023.
- **Appoint** Rev. Twyla Boyer (Penfield) as Moderator of Session of Covington United Presbyterian Church for the Special Session meeting called for September 25, 2023.
- **Appoint** Rev. Michael McNamara as Moderator of Session of Victor Presbyterian Church effective October 4, 2023.
- **Appoint** Rev. Charles Roberts (R) as Moderator of a special congregational meeting of North Bergen Presbyterian Church to be held on October 22, 2023.

**(Membership)**

- **Approve** the recommendation of the VM/AL/IA Ministry Team and upon the request of Rev. Jamie Kenyon, removing her from Inactive status and confer upon her Retired status membership in the Presbytery.
- **Approve** continuing the inactive status of Rev. Kathryn Bindig and Rev. Lawrence DeVuyst.
- **Dismiss** Rev. HoDong Hwang (AL) to the Presbytery of Geneva effective August 15, 2023. [Note: Rev. Hwang has accepted a call to serve as pastor of Western Presbyterian Church, Palmyra, NY]
- **Dismiss** Rev. Rachel Reid (AL) to the Presbytery of Boston effective September 7, 2023.

**(Brockport)**

- **Grant** authority to the current Session of five (5) members to act as the Session of the church until the Presbytery approves, forms and trains an Administrative Commission to assume original jurisdiction of the Session of the church.
- **Approve** the "Charge to the Administrative Commission" for First Presbyterian Church, Brockport NY.

**(Geneseo)**

**Approve** the Dissolution Agreement and the Separations Ethics Boundaries Covenant with Rev. Dr. Nancy Lowmaster effective November 1, 2023, which includes payment to Rev. Lowmaster of \$2198 for unused vacation time.

**(Victor/Rev. Michael McNamara)**

- **Approve** the call of Victor Presbyterian Church to Rev. Michael McNamara to serve as full time pastor effective October 4, 2023, upon the following terms of call:

Cash Salary	\$49,600.00
Housing Allowance	\$14,400.00
<b>EFFECTIVE SALARY</b>	<b>\$64,000.00</b>
Social Security Offset	\$ 4,896.00
Benefits PC USA	\$ 24,960.00
Cont Education/Study Leave	\$ 1,500.00
Travel/Professional Allowance	\$ 3,200.00
<b>TOTAL COMPENSATION</b>	<b>\$ 98,556.00</b>
Cont. Education/Study Leave	2 weeks annually
Annual Vacation	6 weeks annually
Sick Time	12 days

[NOTE: A congregational meeting was held September 17, 2023, moderated by Rev. Jimmy Reader. The call for Rev. McNamara was approved and the congregation elected Marti Mowers and Anna Bright to attest to the congregational meeting and the call of Rev. McNamara. The appointment of an Administrative Commission to install Rev. McNamara to be done at a later date.]

**(Webster/Rev. Nadia Mullin)**

- **Approve** the call of Webster Presbyterian Church to Rev. Nadia Mullin to serve as full-time pastor effective August 21, 2023 upon the following terms of call:

Cash Salary	\$50,000
Housing Allowance	\$15,000
Effective Salary	\$65,000
Social Security Offset	\$ 4,973
PC(USA) Benefits Plan	\$25,350
Cont Ed/Study Leave	\$ 1,500
Travel and Professional	\$ 3,638
Continuing Ed/Study Leave:	2 weeks annually
Annual Paid Vacation Time:	36 days, including 6 Sundays
Sabbatical:	6 weeks in the seventh year

[NOTE: A congregational meeting held on July 16, 2023, moderated by Rev. Philip Davis Sr. The call for Rev. Mullin was approved and the congregation elected Eric Phillips and Anita Bocker to attest to the congregational meeting and the call of Rev. Mullin.]

- **Appoint** the following persons as the Administrative Commission to install Rev. Mullin as full-time pastor of Webster Presbyterian Church at 10:00 am on September 30, 2023 at the church:
  - Moderator Elect: Elder Minday Shaffer (Penfield)
  - Rev. Gail Ricciuti (R)
  - Rev. Twyla Boyer (Penfield)
  - Rev. Walter Stuber (AL)
  - Elder Ann McMican (Third) [Elder McMican was unable to participate]
  - Elders Barbara Hach (Webster)
  - Elder Kathleen Coons (Gates)
- **Dismiss** the Administrative Commission at the conclusion of the Service of Installation.

### **Actions to be Reported to Presbytery for Information**

#### **(Byron)**

**Approved** the Dissolution Agreement and Separation Ethics Covenant with Rev. James Renfrew effective July 31, 2022 as approved at a congregational meeting held on July 24, 2022, which included the following terms:

Salary:	\$1889.53
Professional/Travel Allowance:	\$539.38
Compensation unused vacation time:	\$1215.45
Escrowed study leave:	\$859.23
Total:	\$4503.59

[NOTE: The Dissolution and Separation Ethics Covenant is being reported at this time since it was not included in the October 2022 Presbytery minutes.]

#### **(John Knox)**

**Concurred** with the proposed dissolution of the church effective December 31, 2023 pursuant to the terms of the "Proposal for Dissolution and Distribution of Assets" approved by the congregation.

#### **(Victor)**

**Received** the Separation Ethics Boundaries Covenant Agreement from Rev. Jimmy Reader and Rev. Joy Bergalk effective October 1, 2023.

#### **(Commissioned Pastors)**

**Approved** moving the formation of Commissioned Pastors from the responsibility of the Committee on Ministry to the responsibility of the Committee on Preparation for Ministry.

#### **(Workplace Sexual Harassment Prevention Training)**

**Approved** requiring all members of Committee on Ministry to complete the 2023 New York State Workplace Sexual Harassment Prevention training by December 31, 2023.

### **REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY**

#### **(Examination of Candidate Clif Genge for Ordination)**

TE Walter Stuber (AL) reported the Committee on Preparation for Ministry is recommending Candidate Clif Genge be ordained to validated ministry as chaplain at Rochester Regional Health. Following a period of examination, Candidate Genge was moved to an electronic waiting room. Presbytery then **VOTED** by poll vote to:

**Approve** Candidate Clif Genge be ordained as Minister of the Word and Sacrament to the validated ministry of Palliative Care Chaplain with Rochester Regional Health.

[NOTE: The Committee on Ministry approved validating the ministry of Palliative Care Chaplain at Rochester Regional at their July 6, 2023 stated meeting. On September 13, 2023, CPM met with Candidate Clif Genge and reviewed his faith statement with him. CPM then approved a motion to recommend that the Presbytery ordain Clif Genge to the validated ministry of chaplain at Rochester Regional Health/Rochester General Hospital. The motions regarding an Administrative Commission to ordain will come to a future meeting of Presbytery.]

*See Appendix K: Clif Genge Faith Statement*

*See Appendix L: Clif Genge Biographical Statement*

Mr. Genge returned to the meeting at this time and Rev. Stuber offered a prayer.

## **WORSHIP**

Prior to the start of worship, TE James Renfrew (R) asked members to share their prayers in the chat feature of this Zoom meeting.

TE Stephane Sauve (R) and TE Christine James (Covington) led the worship service which included reading the names of those clergy celebrating ordination anniversaries in 2023. Rev. Sauve expressed gratitude for their faithfulness to their call. Rev. Sauve administered the sacrament of the Lord's Supper. Rev. James offered a sermon based on Matthew 26:26-30, which she read from the First Nation Translation of the New Testament. Worship concluded with the hymn "For Everyone Born" and the Lord's prayer.

## **REPORT OF THE COMMITTEE ON REPRESENTATION**

TE Erin Jacobson (Pittsford), on behalf of the Committee on Representation, thanked Elder Karen Pryor (Third) for her service this past year as Treasurer and welcomed Elder Paul Bishop (Third) to service as Presbytery Treasurer effective November 1, 2023.

## **REPORT OF THE BIG PICTURE TEAM**

### **(In Person Meeting Planning)**

TE Evan Wildhack (Corfu), convener of the Big Picture Team, reported the April 20, 2024 Stated Presbytery meeting will be an in person meeting. If you can assist in the planning for this meeting, please contact TE James Renfrew (R). If you know of an available location for this meeting, contact Rev. Renfrew.

### **(2024 Per Capita)**

Rev. Wildhack noted the 2024 per capita included in the consent agenda to this meeting reflects an increase for Presbytery from \$22.50 to \$22.95. Overall increase (Presbytery, Synod and General Assembly) is from \$36.45 to \$36.85.

### **(Formation of Search Committees)**

Rev. Wildhack explained the three-year terms for the Transitional Leader/Stated Clerk and the Transitional Journal Clerk expire in July 2024. These terms initially expired in March 2024 but were extended through July 2024. The Big Picture Team has determined it is in the best interest of the Presbytery to seek a full time Presbytery Leader, a part time Stated Clerk and eliminate the Journal Clerk position. Volunteers are needed to staff a search committee for each position. Target date to fill the positions is August 1, 2024. A question/answer period followed.

*See Appendix M: Letter to Presbytery dated October 17, 2023*

## **Actions Taken on behalf of Presbytery**

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

### **(Barre Center)**

**Approve** the recommendation of the Board of Trustees that the Presbytery of Genesee Valley:

1. Authorize the Barre Center Presbyterian Church, 4706 Oak Orchard Rd, Barre, New York 14411, to sell to Ryan Mayes the premises known as 4706 Oak Orchard Road, Barre, Orleans County, New York (tax #342200-095-003-0001-060-011) for \$120,000. Such sale shall take place in accordance with a purchase and sale contract between the parties dated on or about August 1, 2023, with such contingencies, terms and conditions as are set forth in such contract and negotiated by the Session of the Barre Center Presbyterian Church, and subject to any further approvals required by New York State law, and
2. Authorize the Session of the Barre Center Presbyterian Church and the chair of the Presbytery Board of Trustees and the Stated Clerk to take such actions and to execute and deliver such documents as shall be appropriate and necessary to effectuate the foregoing sale, and



3. Apply the net proceeds of the sale to the use by the Barre Center Presbyterian Church for its general uses and purposes.

**(Geneseo)**

**Approve** the request of Central Presbyterian Church, Geneseo NY, to enter a \$225,000 capital campaign for repairs and renovations resulting from the collapse of the sanctuary roof in December 2022, as recommended by the Board of Trustees.

**(Presbytery Leadership)**

**Approve** initiating a search for a full-time Presbytery Leader and a part-time Stated Clerk, to be completed by August 1, 2024. BPT Leadership (plus the Personnel Committee Chair) will assemble Search Teams for both positions.

**(Antiracism Policy)**

**Request** the Racial Justice Peace Advocacy Working Group to draft an Antiracism Policy for the Presbytery, as required by the Book of Order.

**(COM Membership)**

**Elect** RE Christine Hinds (Honeoye Falls) to the Committee on Ministry, Class of 2025, upon the recommendation of the Committee on Representation.

**(Racial Justice Peace and Advocacy Working Group)**

**Approve:** (a) increasing the Group's 2023 operating budget by \$2000 so that the line item totals \$4000 (line item #7793), and (b) reducing the Higher Governing Bodies 2023 operating budget from \$3000 to \$1000 (line item #7794).

**Information Reported to Presbytery**

**(Communications Audit Report)**

The Communications and Technology Working Group received and supported the Communications Audit Report submitted by the grant-funded communication consultant/communications coordinator in August. The purpose of the audit was to assist in determining priorities of where Presbytery and its leaders should be spending their time. The Group will review a comprehensive communication plan this fall. It will include pathways for introducing the initiative and communicating to congregations, strategies to address needs, developing resources to support the strategies, and a timeline for progress.

**(Matthew 25 Fund)**

The Racial Justice Peace and Advocacy Working Group has developed the grant application form for the Matthew 25 Fund. Matthew 25 grants are to be 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. Questions and/or completed applications should be sent to: [m25grant@pbygenval.org](mailto:m25grant@pbygenval.org)

*See Appendix P: Matthew 25 Fund Grant Application*

**REPORT OF THE BOARD OF TRUSTEES**

**(John Knox Dissolution and Distribution of Assets)**

TE Tedd Pullano (Third) reported on the process followed by John Knox Presbyterian Church in discerning the dissolution of the church. He indicated the congregation has done exemplary work in the difficult decision to dissolve and how to proceed with the dissolution. After discussion, the Presbytery **VOTED** by poll vote to:



1) **Authorize** the dissolution of the JKPC congregation effective December 31, 2023, and the final Worship be scheduled at the Greece Baptist Church, where the congregation is currently worshipping, on December 31, 2023.  
2) **Authorize** the distribution of JKPC assets, including the net proceeds of the sale of the church building and grounds, per the schedule below:

- a) **Unpaid per capita** and mission payments owed to The Presbytery (\$28,465.03) per memorandum from Cheryl Battaglia.
- b) **Consideration of mission tithe:** 10% of the property sale (\$92,500) be given to the Presbytery of Genesee Valley in honor of the connectional Church and its relationship with the Presbytery. It is requested that this tithe be gifted to the Presbytery's existing Matthew 25 Fund. JKPC is a Matthew 25 church and as such, is committed to the three-part mission of Matthew 25 churches. As part of the Matthew 25 Fund, the oversight of use of the funds is overseen by the Racial Justice, Peace, and Advocacy Working Group.
- c) **La Madonna Della Strada "seed money" donation:** To be used as "seed money" in support of the launch of the *La Madonna Della Strada* (Our Lady of the Streets) homeless shelter. Specifically, JKPC requests that \$100,000 be set aside from the property sale and used to support the launch of a new homeless shelter program currently under development by Sr. Grace Miller, the founder, and former Director of the House of Mercy (HOM), and that a Letter of Commitment be provided to Sr. Grace outlining the terms of the gift from JKPC and the Presbytery.

JKPC has had a long-standing on-going relationship with Sr. Grace and the HOM over the past 10+ years. Funds for the HOM were replenished regularly by JKPC congregational contributions (both financial and needed supplies), with the monies collected used to purchase additional supplies and subsequently delivered to the shelter. On average \$100-\$200 was contributed each month.

The Presbytery's Board of Trustees will oversee the donation. In the event the proposed shelter plan does not materialize within eighteen months of the dissolution of the congregation, the held funds would be transferred to the Matthew 25 Fund of the Presbytery.

**Mission Gifts** - After the aforementioned expenses (per capita and mission tithe) have been dispersed, and the funding for The Lady of the Streets program set aside, the remaining proceeds be distributed to the missionaries and other long-standing ministries by JKPC and/or The Presbytery.

*See Appendix N: Corporation Dissolution Background*

*See Appendix O: John Knox Mission Selections*

**Remaining Assets:** After all disbursements, legal, and other obligations of JKPC have been met, any remaining assets of JKPC be distributed to the Presbyterian Church USA in Louisville, KY for Presbyterian Disaster Assistance.

3) **Authorize** the Clerk of Session, the chair of The Presbytery Board of Trustees or the Stated Clerk, individually or such of them as be necessary and appropriate, to prepare and file and to take such actions separately or in cooperation with representatives of JKPC as may be required to effect the legal dissolution of JKPC, the costs of such actions be paid by JKPC, subject to approval by a New York State Supreme Court Justice.

[Note: The motion was unanimously approved by the congregation at a congregational meeting held October 1, 2023, at Greece Baptist Church, 1230 Long Pond Rd., Rochester New York 14626. Vote: 21 Yes 0 No]  
TE Alan Dailey (CM) thanked the Presbytery for their support during this process. Rev. Pullano offered a prayer.

## **REPORT OF THE RACIAL JUSTICE, PEACE & ADVOCACY WORKING GROUP**

Elder Janette Henderson (Pittsford) and Elder Ruth Andes (Byron), co-facilitators of the Racial Justice, Peace & Advocacy Working Group, provided background information on the Matthew 25 Fund grant process. The Group is responsible for administering the Fund and has developed a grant application form. Grants up to \$5000 are now available. Deadline is January 31, 2024. If you have any questions about the Fund or the process, you may contact either Elder Henderson or Elder Andes or go to the following: [Matthew25@pbygenval.org](mailto:Matthew25@pbygenval.org).

*See Appendix P: Matthew 25 Fund Grant Application*

### **THREE KEY THINGS TO TAKE TO CHURCH**

Elder Roger Miller (Trinity Emmanuel) concluded three key things from this meeting were:

- Recognition of the dedication of pastors
- Welcoming new ministers and a new Treasurer
- Worship showed us the love and respect for each other and the joy of fellowship

### **ADJOURNMENT**

The meeting adjourned at 8:45 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 September 30, 2023*

*Appendix B: Operating Statement as of September 30, 2023*

*Appendix C: Mission and Per Capita Apportionment*

*Appendix D: Investment Statement*

*Appendix E: BDOC Committee Description Proposed Revisions 10/2023*

*Appendix F: Administrative Leave Policy of PGV*

*Appendix G: GWG 2nd Chance Grant Report Oct 2023*

*Appendix H: Overture to 226th General Assembly (2024)*

*Appendix I: Annual Terms of Call Worksheet for 2024*

*Appendix J: Covenant Agreement for Non-Installed Pastoral Positions (2024)*

*Appendix K: Clif Genge Faith Statement*

*Appendix L: Clif Genge Biographical Statement*

*Appendix M: Letter to Presbytery dated October 17, 2023*

*Appendix N: Corporation Dissolution Background*

*Appendix O: John Knox Mission Selections*

*Appendix P: Matthew 25 Fund Grant Application*

## Appendix A: Balance Sheet Comparison as of September 30, 2023

	As of 9/30/23	As of 8/31/23	Change
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Bank Accounts</b>			
1117 M & T Checking	54,458	41,123	13,335
1118 M & T Commercial Savings	10,373	10,373	0
<b>Total Bank Accounts</b>	<b>\$ 64,831</b>	<b>\$ 51,496</b>	<b>\$ 13,335</b>
<b>Accounts Receivable</b>			
1216 Mortgage Receivable			0
1216A Mortgage Rec.-Lakeside 3/1/29	247,632	247,977	(345)
<b>Total 1216 Mortgage Receivable</b>	<b>\$ 247,632</b>	<b>\$ 247,977</b>	<b>(\$ 345)</b>
<b>Total Accounts Receivable</b>	<b>\$ 247,632</b>	<b>\$ 247,977</b>	<b>(\$ 345)</b>
<b>Other Current Assets</b>			
1300 Invested Funds			0
1312 PILP	100,000	100,000	0
1313 Investment Fund	1,378,138	1,403,139	(25,001)
1313A Gain / Loss	1,258,044	1,368,568	(110,524)
<b>Total 1313 Investment Fund</b>	<b>\$ 2,636,182</b>	<b>\$ 2,771,707</b>	<b>(\$ 135,524)</b>
<b>Total 1300 Invested Funds</b>	<b>\$ 2,736,182</b>	<b>\$ 2,871,707</b>	<b>(\$ 135,524)</b>
<b>Total Other Current Assets</b>	<b>\$ 2,736,182</b>	<b>\$ 2,871,707</b>	<b>(\$ 135,524)</b>
<b>Total Current Assets</b>	<b>\$ 3,048,645</b>	<b>\$ 3,171,179</b>	<b>(\$ 122,534)</b>
<b>Fixed Assets</b>			
1800 Equipment & Fixtures	1,999	1,999	0
1900 Accumulated Depreciation	(11,296)	(11,296)	0
<b>Total Fixed Assets</b>	<b>(\$ 9,297)</b>	<b>(\$ 9,297)</b>	<b>\$ -</b>
<b>Other Assets</b>			
1400 Loans to Churches			0
1412 Gates	4,487	4,980	(493)
<b>Total 1400 Loans to Churches</b>	<b>\$ 4,487</b>	<b>\$ 4,980</b>	<b>(\$ 493)</b>
<b>Total Other Assets</b>	<b>\$ 4,487</b>	<b>\$ 4,980</b>	<b>(\$ 493)</b>
<b>TOTAL ASSETS</b>	<b>\$ 3,043,836</b>	<b>\$ 3,166,863</b>	<b>(\$ 123,027)</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	213	1,125	(912)
<b>Total 2100 Employee Related Accounts</b>	<b>\$ 213</b>	<b>\$ 3,652</b>	<b>(\$ 3,439)</b>
<b>Total Other Current Liabilities</b>	<b>\$ 213</b>	<b>\$ 3,652</b>	<b>(\$ 3,439)</b>
<b>Total Current Liabilities</b>	<b>\$ 213</b>	<b>\$ 3,652</b>	<b>(\$ 3,439)</b>
<b>Total Liabilities</b>	<b>\$ 213</b>	<b>\$ 3,652</b>	<b>(\$ 3,439)</b>

	As of 9/30/23	As of 8/31/23	Change
<b>Equity</b>			
3000 Donor Restricted Funds			0
3001 Slater Fund			0
3001A Slater Fund - Book Value	22,623	22,623	0
3001B Slater Fund Total Return	(1,076)	(266)	(810)
Total 3001 Slater Fund	<b>\$ 21,547</b>	<b>\$ 22,357</b>	<b>(\$ 810)</b>
Total 3000 Donor Restricted Funds	<b>\$ 21,547</b>	<b>\$ 22,357</b>	<b>(\$ 810)</b>
3100 Donor Specific Use Funds			0
3101 Misc. Designated Gifts	821	3,281	(2,460)
3101B Blossom Trust	417	417	0
3101CLS Congregational Legal Support	7,785	7,785	0
3101MM Measuring Mission	1,736	1,736	0
3101S Scholarships	3,287	3,287	0
3101VWG Visioning Working Group	14,665	14,665	0
3101YYA YYAWG PC(USA) Grant 2023			0
3101SYN Syond Grant	5,500	5,500	0
Total 3101YYA YYAWG PC(USA) Grant 2023	<b>\$ 5,500</b>	<b>\$ 5,500</b>	<b>\$ -</b>
3104 Presbytery Peace Offering	2,211	2,717	(506)
3110 Ministry Candidates Aid Fund	7,999	8,999	(1,000)
3114 Commissioned Pastor Training	2,871	2,871	0
3116 New Worshipping Communities	0	0	0
3116A Companions on the Way	4,324	4,285	39
Total 3116 New Worshipping Communities	<b>\$ 4,324</b>	<b>\$ 4,285</b>	<b>\$ 39</b>
3117 Emergency Aid Fund (PCD)	16,817	16,817	0
3121LCD Leader Care & Dev Consultants			0
3121LCD Fund 3121 LCD Fund	280	280	0
3121LCD SYN Grant 3121LCD Synod Grant	12,074	13,063	(989)
Total 3121LCD Leader Care & Dev Consultants	<b>\$ 12,354</b>	<b>\$ 13,343</b>	<b>(\$ 989)</b>
Total 3100 Donor Specific Use Funds	<b>\$ 80,788</b>	<b>\$ 85,703</b>	<b>(\$ 4,915)</b>
3200 Presbytery Designated Funds	0	0	0
3204 Matthew 25 Fund	91,135	94,560	(3,425)
3207 Food Ministry Fund	52,225	54,187	(1,962)
3211 Westminster-RPH Mission Fund	53,280	55,282	(2,002)
3213 Parkminster Legacy Fund	73,163	75,912	(2,749)
3214 Genesee Valley Fund	2,531,440	2,656,016	(124,576)
3214G Lakeside	93,477	91,788	1,688
Total 3214 Genesee Valley Fund	<b>\$ 2,624,917</b>	<b>\$ 2,747,804</b>	<b>(\$ 122,887)</b>
3220 Youth Triennium Escrow Fund	9,367	9,367	0
Total 3200 Presbytery Designated Funds	<b>\$ 2,904,086</b>	<b>\$ 3,037,112</b>	<b>(\$ 133,026)</b>
3300 Un-Designated Equity	584,804	584,805	(1)
3900 Retained Earnings	(508,978)	(508,633)	(345)
Net Revenue	(38,625)	(58,133)	19,508
Total Equity	<b>\$ 3,043,623</b>	<b>\$ 3,163,211</b>	<b>(\$ 119,588)</b>
TOTAL LIABILITIES AND EQUITY	<b>\$ 3,043,836</b>	<b>\$ 3,166,863</b>	<b>(\$ 123,027)</b>

## Appendix B: Operating Statement as of September 30, 2023

	Sep Actual	Sep Budget	Sep Difference	YTD Actual	YTD Budget	YTD Difference	2023 Budget
<b>Revenue</b>							
4000INC Congregational & Individual			0			0	
4000 Presbytery General Mission	10,371	11,154	(783)	99,784	100,390	(605)	133,853
4100 Presbytery Per Capita	12,919	12,611	309	93,923	104,328	(10,405)	137,573
Total 4000INC Congregational & Individual	<b>\$ 23,290</b>	<b>\$ 23,765</b>	<b>\$ (475)</b>	<b>\$ 193,707</b>	<b>\$ 204,717</b>	<b>\$ (11,010)</b>	<b>271,426</b>
4400INC Other Support			0			0	
4430 Credit Card Rewards-Misc Income	37	125	(88)	82	375	(293)	500
4490 Master Insurance Service Rcpts.		0	0		0	0	0
Total 4400INC Other Support	<b>\$ 37</b>	<b>\$ 125</b>	<b>\$ (88)</b>	<b>\$ 82</b>	<b>\$ 375</b>	<b>\$ (293)</b>	<b>500</b>
4500INC Investment Income Support			0			0	
4552 Inv Support for Sustainability	25,000	32,564	(7,564)	50,000	97,691	(47,691)	130,255
Total 4500INC Investment Income Support	<b>\$ 25,000</b>	<b>\$ 32,564</b>	<b>\$ (7,564)</b>	<b>\$ 50,000</b>	<b>\$ 97,691</b>	<b>\$ (47,691)</b>	<b>130,255</b>
4610 Synod & GA PC Paid by Churches			0			0	
4611 Synod PC Paid by Churches	2,320	2,089	231	17,116	18,802	(1,686)	25,069
4612 GA PC Paid by Churches	5,386	5,019	368	41,016	45,170	(4,153)	60,226
Total 4610 Synod & GA PC Paid by Churches	<b>\$ 7,707</b>	<b>\$ 7,108</b>	<b>\$ 599</b>	<b>\$ 58,132</b>	<b>\$ 63,971</b>	<b>\$ (5,839)</b>	<b>85,295</b>
4620 Award and Grant Income			0			0	
4622 Synod NE Grant Support		1,024	(1,024)	12,290	9,217	3,073	12,290
Total 4620 Award and Grant Income	<b>\$ -</b>	<b>\$ 1,024</b>	<b>\$ (1,024)</b>	<b>\$ 12,290</b>	<b>\$ 9,217</b>	<b>\$ 3,073</b>	<b>12,290</b>
<b>Total Revenue</b>	<b>\$ 56,034</b>	<b>\$ 64,586</b>	<b>\$ (8,552)</b>	<b>\$ 314,212</b>	<b>\$ 375,972</b>	<b>\$ (61,761)</b>	<b>499,766</b>
<b>Gross Profit</b>	<b>\$ 56,034</b>	<b>\$ 64,586</b>	<b>\$ (8,552)</b>	<b>\$ 314,212</b>	<b>\$ 375,972</b>	<b>\$ (61,761)</b>	<b>499,766</b>
<b>Expenditures</b>							
5600 Designated Mission Support			0			0	
5601 Cameron Comm Ministry	1,500	1,500	0	12,000	12,000	0	15,000
5603 Greater Roch Comm Churches		0	0	1,000	1,000	0	1,000
5604 Camp Whitman	2,500	2,500	0	20,000	20,000	0	25,000
5605 Youth Triennium		0	0		0	0	2,500
5607 Genesee Area Campus Ministries		0	0	3,000	3,000	0	4,000
5609 NYS Council of Churches		0	0	1,000	1,000	0	1,000
Total 5600 Designated Mission Support	<b>\$ 4,000</b>	<b>\$ 4,000</b>	<b>\$ -</b>	<b>\$ 37,000</b>	<b>\$ 37,000</b>	<b>\$ -</b>	<b>48,500</b>
6200 Healthier Congregations Work			0			0	
6210 Grants	1,500	0	1,500	3,000	20,000	(17,000)	20,000
6220 Relationships			0			0	
6222 Relationship Building		0	0		1,313	(1,313)	1,750
6222-1 Relationship Bldg - 1st Event		0	0	381	0	381	0
6222-2 Relationship Bldg - 2nd Event		0	0	170	0	170	0
6222-3 Relationship Bldg - 3rd Event		0	0	(290)	0	(290)	0
6222-4 Relationship Bldg - 4th Event		0	0	(76)	0	(76)	0
Total 6222 Relationship Building	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 184</b>	<b>\$ 1,313</b>	<b>\$ (1,128)</b>	<b>1,750</b>
Total 6220 Relationships	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 184</b>	<b>\$ 1,313</b>	<b>\$ (1,128)</b>	<b>1,750</b>
6230 Tools & Training		0	0		280	(280)	280
6231 Congregational Learning Day		0	0		250	(250)	250
6232 Measuring Mission		0	0		500	(500)	500
6233 Scholarships		0	0	1,000	1,000	0	1,000
6235 Satellite Courses		0	0		300	(300)	300
6236 Event Sponsorship (PGV/N/C)		408	(408)		1,225	(1,225)	1,225
Total 6230 Tools & Training	<b>\$ -</b>	<b>\$ 408</b>	<b>\$ (408)</b>	<b>\$ 1,000</b>	<b>\$ 3,555</b>	<b>\$ (2,555)</b>	<b>3,555</b>
6260 Youth & Young Adults WG		250	(250)	11,334	1,000	10,334	1,000
Total 6200 Healthier Congregations Work	<b>\$ 1,500</b>	<b>\$ 658</b>	<b>\$ 842</b>	<b>\$ 15,519</b>	<b>\$ 25,868</b>	<b>\$ (10,349)</b>	<b>26,305</b>

Minutes of Stated Meeting of Presbytery  
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	Sep Actual	Sep Budget	Sep Difference	YTD Actual	YTD Budget	YTD Difference	2023 Budget
6300 Healthy Leaders Work			0			0	
6310 Committee on Ministry			0			0	
6311 CoM Committee Expenses	12	250	(238)	460	750	(290)	1,000
6312 Resources	21	0	21	21	100	(79)	100
6313 Sexual Misconduct Trng		0	0		100	(100)	100
6314 Discretionary Fund		375	(375)		1,125	(1,125)	1,500
6315 CP Scholarships		250	(250)		750	(750)	1,000
Total 6310 Committee on Ministry	\$ 33	\$ 875	\$ (842)	\$ 481	\$ 2,825	\$ (2,344)	3,700
6320 Leader Care & Development		188	(188)		563	(563)	750
6323 Retired Leader Lunch, CP Gatherings, VM/AL/IA Gathering		0	0		0	0	0
Total 6320 Leader Care & Development	\$ -	\$ 188	\$ (188)	\$ -	\$ 563	\$ (563)	750
6330 Cmte on Prep. for Ministry			0			0	
6331 Committee Expenses	1,000	0	1,000	1,000	300	700	300
6332 Career Evaluation		0	0		1,280	(1,280)	1,280
Total 6330 Cmte on Prep. for Ministry	\$ 1,000	\$ -	\$ 1,000	\$ 1,000	\$ 1,580	\$ (580)	1,580
Total 6300 Healthy Leaders Work	\$ 1,033	\$ 1,063	\$ (30)	\$ 1,481	\$ 4,968	\$ (3,487)	6,030
7700 Support for a Healthy Pby			0			0	
7701 Salaries & Benefits			0			0	
7702 NYS Disability Insurance	(10)	0	(10)	53	100	(47)	100
7703 NYS Unemployment Insurance	19	0	19	690	787	(96)	1,049
7704 Worker's Compensation Insurance	838	0	838	838	850	(12)	850
7705 NYS Paid Family Leave	(80)	0	(80)	202	0	202	0
7720 Transitional Leader/Stated Clerk (extended to 07/2024)			0			0	
7721 TPL/SC Salary	8,117	8,117	(0)	73,054	73,054	(0)	97,406
7723 TPL/SC Pension 403(b)	812	812	(0)	7,305	7,306	(0)	9,741
7724 TPL/SC Social Security	621	621	(0)	5,589	5,589	(0)	7,452
7727 TPL/SC Medical/Dental	961	961	(0)	8,433	8,645	(213)	11,527
7728 TPL/SC Professional Expense			0			0	
7728A TPL/SC Travel & Professional	110	458	(349)	2,173	4,125	(1,952)	5,500
7728B TPL/SC Coaching	150	150	0	900	1,350	(450)	1,800
Total 7728 TPL/SC Professional Expense	\$ 260	\$ 608	\$ (349)	\$ 3,073	\$ 5,475	\$ (2,402)	7,300
7729 TPL/SC Study Leave		438	(438)		1,313	(1,313)	1,750
Total 7720 Transitional Leader/Stated Clerk (extended to 07/2024)	\$ 10,770	\$ 11,556	\$ (786)	\$ 97,454	\$ 101,382	\$ (3,928)	135,176
7730 Other Salaries & Benefits			0			0	
7731A Financial Admin - Salary	5,318	5,318	(0)	47,863	47,863	(0)	63,818
7734 Financial Admin-Pension 403(b)	452	452	(0)	4,068	4,069	(0)	5,425
Total 7731A Financial Admin - Salary	\$ 5,770	\$ 5,770	\$ (0)	\$ 51,932	\$ 51,932	\$ (0)	69,243
7731B Communications - Salary	3,330	3,070	260	25,846	27,627	(1,781)	36,836
7731C Journal Clerk - Salary (extended to 07/2024)	910	1,008	(98)	8,252	9,069	(817)	12,092
7733 Social Security-Other Salaries	731	640	91	6,270	5,764	506	7,685
7736 Staff Mileage Expense		42	(42)	211	375	(164)	500
Total 7730 Other Salaries & Benefits	\$ 10,741	\$ 10,530	\$ 211	\$ 92,510	\$ 94,767	\$ (2,257)	126,356
Total 7701 Salaries & Benefits	\$ 22,277	\$ 22,086	\$ 191	\$ 191,748	\$ 197,886	\$ (6,138)	263,531
7740 Personnel Committee			0			0	
7741 Staff Retreat	127	0	127	127	300	(173)	300
7742 Staff/Vol Recognition		200	(200)	345	400	(55)	400
7744 Payroll Service Fee	86	86	0	738	795	(57)	1,200
7745 Support Staff Cont Ed.		250	(250)	319	750	(431)	1,000
Total 7740 Personnel Committee	\$ 213	\$ 536	\$ (323)	\$ 1,529	\$ 2,245	\$ (716)	2,900

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	Sep Actual	Sep Budget	Sep Difference	YTD Actual	YTD Budget	YTD Difference	2023 Budget
7750 Office/Admin			0			0	
7753 Office Supplies	12	63	(51)	216	563	(347)	750
7754 Postage 07/29/24 Lease end date		0	0	915	1,012	(97)	1,316
7755 Telephone/Netwok Usage/Security	36	40	(4)	652	2,298	(1,646)	2,418
7756 Non-cap Equip/Software/Warranty	20	152	(132)	638	1,364	(726)	1,818
7757 Computer Maintenance		0	0	290	1,057	(767)	1,057
7758 Copy Expense		63	(63)		188	(188)	250
7759 PGV Technology Support		0	0	396	618	(222)	618
7759A Database Expense	400	400	0	3,600	3,600	0	4,800
7759B Website Expense	67	67	0	623	603	20	804
Total 7759 PGV Technology Support	<b>\$ 467</b>	<b>\$ 467</b>	<b>\$ -</b>	<b>\$ 4,619</b>	<b>\$ 4,821</b>	<b>\$ (202)</b>	<b>6,222</b>
Total 7750 Office/Admin	<b>\$ 535</b>	<b>\$ 784</b>	<b>\$ (248)</b>	<b>\$ 7,330</b>	<b>\$ 11,301</b>	<b>\$ (3,971)</b>	<b>13,831</b>
7760 Trustees/Facilities			0			0	
7762 Office Rent	918	918	0	8,258	8,258	0	11,010
7763 General Insurance		0	0	787	6,852	(6,065)	7,114
7764 Legal		625	(625)		1,875	(1,875)	2,500
7767 Move to Remote Office Expense		500	(500)	(790)	1,500	(2,290)	2,000
Total 7760 Trustees/Facilities	<b>\$ 918</b>	<b>\$ 2,043</b>	<b>\$ (1,125)</b>	<b>\$ 8,255</b>	<b>\$ 18,484</b>	<b>\$ (10,229)</b>	<b>22,624</b>
7780 Judicial Expenses		125	(125)		375	(375)	500
7782 Admin Comm Exp		42	(42)		375	(375)	500
Total 7780 Judicial Expenses	<b>\$ -</b>	<b>\$ 167</b>	<b>\$ (167)</b>	<b>\$ -</b>	<b>\$ 750</b>	<b>\$ (750)</b>	<b>1,000</b>
7785 Audit/Banking/Depr Exp			0			0	
7786 Heveron & Co. Audit		0	0	7,463	7,125	338	7,125
7788 Banking Fees		33	(33)	74	294	(220)	392
7789 Depreciation		24	(24)		214	(214)	286
Total 7785 Audit/Banking/Depr Exp	<b>\$ -</b>	<b>\$ 57</b>	<b>\$ (57)</b>	<b>\$ 7,537</b>	<b>\$ 7,634</b>	<b>\$ (97)</b>	<b>7,803</b>
Total 7700 Support for a Healthy Pby	<b>\$ 23,943</b>	<b>\$ 25,671</b>	<b>\$ (1,728)</b>	<b>\$ 216,399</b>	<b>\$ 238,300</b>	<b>\$ (21,901)</b>	<b>311,689</b>
7790 Big Picture Team			0			0	
7791 Big Picture Team Oper Exp		200	(200)		400	(400)	400
7792 PGV Moderator's Expense	75	0	75	(433)	300	(733)	300
7793 RJPA Working Group		0	0	0	0	0	2,000
7794 RespHigherGovBodies-OGA SNE		0	0		2,000	(2,000)	3,000
Total 7790 Big Picture Team	<b>\$ 75</b>	<b>\$ 200</b>	<b>\$ (125)</b>	<b>\$ (433)</b>	<b>\$ 2,700</b>	<b>\$ (3,133)</b>	<b>5,700</b>
8000 Synod & GA Per Capita Pd by Pby			0			0	
8010 Synod PC Paid by Pby		0	0	29,098	29,844	(746)	29,844
8020 GA PC Paid by Pby	5,975	5,975	0	53,774	53,774	0	71,698
Total 8000 Synod & GA Per Capita Pd by Pby	<b>\$ 5,975</b>	<b>\$ 5,975</b>	<b>\$ 0</b>	<b>\$ 82,871</b>	<b>\$ 83,618</b>	<b>\$ (746)</b>	<b>101,542</b>
<b>Total Expenditures</b>	<b>\$ 36,526</b>	<b>\$ 37,567</b>	<b>\$ (1,041)</b>	<b>\$ 352,837</b>	<b>\$ 392,452</b>	<b>\$ (39,616)</b>	<b>499,766</b>
<b>Net Operating Revenue</b>	<b>\$ 19,508</b>	<b>\$ 27,019</b>	<b>\$ (7,511)</b>	<b>\$ (38,625)</b>	<b>\$ (16,480)</b>	<b>\$ (22,145)</b>	<b>0</b>



## Appendix C: Mission and Per Capita as of September 30,2023

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, FIRST	0	0	-	2,070	1,035	1,035	377	188	189	906	453	453	3,353	1,676	50%
ATTICA, FIRST	100	0	100	1,170	0	1,170	213	0	213	512	0	512	1,895	0	0%
AVON, CENTRAL	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	1,333	444	324	243	81	778	584	195	2,880	2,160	75%
BARRE CENTER	0	0	-	1,575	1,313	263	287	239	48	690	575	115	2,552	2,126	83%
BATAVIA, FIRST	0	0	-	4,748	2,531	2,217	865	461	404	2,078	1,108	970	7,691	4,100	53%
BETHANY	6,594	4,946	1,649	7,065	5,299	1,766	1,287	966	322	3,093	2,320	773	11,445	8,584	75%
BROCKPORT, FIRST	0	1,494	(1,494)	2,093	1,395	697	381	254	127	916	611	305	3,390	2,260	67%
BYRON, FIRST	0	1,950	(1,950)	2,588	2,588	0	472	472	0	1,133	1,133	0	4,192	4,192	100%
CALEDONIA, FIRST	3,000	2,000	1,000	2,025	2,194	-169	369	400	-31	887	960	-74	3,281	3,553	108%
CHILI FIRST	0	0	-	2,183	2,183	0	398	398	0	955	955	0	3,536	3,536	100%
CORFU, FIRST	0	0	-	2,948	346	2,601	537	62	475	1,290	151	1,139	4,775	559	12%
DANSVILLE	0	0	-	1,013	1,188	-175	185	219	-35	443	470	-27	1,640	1,877	114%
DOWNTOWN UNITED	12,000	6,000	6,000	4,275	2,138	2,138	779	390	390	1,872	936	936	6,926	3,463	50%
EAST 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%
FAIRPORT, PERINTON	9,000	6,750	2,250	9,068	6,801	2,267	1,652	1,239	413	3,970	2,977	992	14,689	11,017	75%
GATES	0	1,603	(1,603)	7,448	1,529	5,919	1,357	279	1,079	3,260	669	2,591	12,065	2,476	21%
GENESECO, CENTRAL	0	500	(500)	4,860	0	4,860	886	0	886	2,128	0	2,128	7,873	0	0%
GROVELAND, FEDERATED	219	219	-	135	0	135	25	0	25	59	0	59	219	0	0%
GROVELAND, SPARTA	0	0	-	608	0	608	111	0	111	266	0	266	984	0	0%
HENRIETTA, 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, FIRST	1,000	500	-	4,005	2,003	2,003	730	365	365	1,753	877	877	6,488	3,244	50%
IRONDEQUOIT	2,760	1,610	1,150	1,665	971	694	303	177	126	729	425	304	2,697	1,573	58%
JOHN KNOX	0	0	0	1,868	0	1,868	340	0	340	818	0	818	3,025	0	0%
KOREAN	0	0	-	338	338	0	62	62	0	148	148	0	547	547	100%
LEROY	0	0	-	2,093	1,395	697	381	254	127	916	611	305	3,390	2,260	67%
LIMA	500	500	-	833	833	0	152	152	0	364	364	0	1,349	1,349	100%
LIVONIA CENTER	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, FIRST	2,000	1,500	500	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	495	495	180	90	90	433	217	217	1,604	802	50%
NORTH BERGEN	0	0	-	945	0	945	172	0	172	414	0	414	1,531	0	0%
NUNDA	0	0	-	1,193	0	1,193	217	0	217	522	0	522	1,932	0	0%
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	1,330	(1,330)	2,385	1,193	1,193	435	217	217	1,044	522	522	3,864	1,932	50%
PERRY	0	0	-	1,620	0	1,620	295	0	295	709	0	709	2,624	0	0%
PIKE	0	0	-	270	0	270	49	0	49	118	0	118	437	0	0%
CHRIST CLARION	0	0	-	1,530	0	1,530	279	0	279	670	0	670	2,479	0	0%
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	880	-	2,970	1,485	1,485	541	271	271	1,300	650	650	4,811	2,406	50%
SOUTH	500	500	-	945	945	0	172	172	0	414	414	0	1,531	1,531	100%
OGDEN	0	2,175	(2,175)	3,893	1,328	2,565	709	242	468	1,704	532	1,173	6,306	2,101	33%
STONE CHURCH	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	30,060	15,030	21,173	5,293	15,879	3,858	965	2,894	9,269	2,317	6,952	34,299	8,575	25%
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	1,860	(60)	1,800	1,807	-7	328	329	-1	788	791	-3	2,916	2,928	100%
VICTOR	2,240	1,680	560	5,355	2,008	3,347	976	366	610	2,344	879	1,465	8,675	3,253	37%
WARSAW	0	0	-	810	0	810	148	0	148	355	0	355	1,312	0	0%
WEBSTER	5,000	3,750	1,250	5,715	4,290	1,425	1,041	781	260	2,502	1,877	625	9,258	6,948	75%
YORK	3,900	1,950	1,950	3,465	3,465	0	631	631	0	1,517	1,517	0	5,613	5,613	100%
ADJUSTMENT															
TOTALS	124,578	97,629	27,328	163,778	93,923	69,855	29,844	17,116	12,728	71,698	41,016	30,682	265,320	152,055	
CHURCHES NOT YET MAKING A CONTRIBUTION		28			13			13			13				

## Appendix D: Investment Report as of September 30, 2023

INVESTMENT REPORT  
September 1, 2023 - September 30, 2023

PRESBYTERY OF GENESEE VALLEY INC - CORPORATION

### Account Summary

Account Value: **\$2,636,182.45**

Change in Account Value ▼ **\$135,523.89**

	This Period	Year-to-Date
<b>Beginning Account Value</b>	<b>\$2,771,706.34</b>	<b>\$2,308,689.37</b>
<b>Additions</b>	-	<b>289,841.23</b>
Deposits	-	289,841.23
<b>Subtractions</b>	<b>-25,000.18</b>	<b>-76,160.28</b>
Withdrawals	-25,000.00	-70,000.00
Transaction Costs, Fees & Charges	-0.18	-6,160.28
<b>Change in Investment Value *</b>	<b>-110,523.71</b>	<b>113,812.13</b>
<b>Ending Account Value</b>	<b>\$2,636,182.45</b>	<b>\$2,636,182.45</b>
Accrued Interest (AI)	0.00	
Ending Account Value Incl. AI	\$2,636,182.45	

\* 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>\$4,135.35</b>	<b>\$35,899.18</b>
Dividends	4,135.35	35,899.18
<b>Total</b>	<b>\$4,135.35</b>	<b>\$35,899.18</b>

### Top Holdings

Description	Value	Percent of Account
Ishares Tr Esg Aware Msci USA ETF	\$768,653.35	29%
Ishares Tr Esg Awr Us Agrgt	566,023.50	21
Ishares Tr Esg Aw Msci Eafe	256,472.30	10
Ishares Core S&P Mid-Cap ETF	165,817.75	6
Ishares Tr Esg Aware Msci USA-Small Cap ETF	148,733.00	6
Ishares INC Esg Awr Msci Em	127,478.80	5
Schwab Strategic Tr Us Tips ETF	93,658.95	4
Spdr Portfolio S&P 500 Value ETF	91,803.50	3
Ishares 0-5 Year Tips Bond ETF	67,844.00	3
Ishares Tr Us Treas Bd ETF	63,805.80	2
<b>Total</b>	<b>\$2,350,290.95</b>	<b>89%</b>

### Core Account and Credit Balance Cash Flow

	This Period	Year-to-Date
<b>Beginning Balance</b>	<b>\$13,194.58</b>	<b>\$16,309.88</b>
<b>Investment Activity</b>		
Securities Bought	-	-\$397,582.69
Securities Sold	19,786.08	144,257.91
Dividends, Interest & Other Income <sup>D</sup>	3,336.86	34,635.26
<b>Total Investment Activity</b>	<b>\$23,122.94</b>	<b>-\$218,689.52</b>



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## Appendix E: BDOC Committee Description Proposed Revisions 10/2023

### BUDGET DEVELOPMENT AND OVERSIGHT COMMITTEE DRAFT

**Membership:** 6

**Purpose:** The Budget Development and Oversight Committee is charged with engaging in good stewardship in the development and monitoring of the Presbytery's budget.

**Roles and Responsibilities include:**

- In consultation with Committee Chairs, ~~Trustees~~, and the Big Picture Team, preparing a balanced annual operating budget which reflects the Presbytery's Vision and Mission ~~for the Presbytery for a first reading in October and a Presbytery vote in January each year.~~ This includes informing and assisting Committees in their budget development, ~~a providing a recommended draw from the Genesee Valley Fund for Presbytery approval.~~  
In October, bringing to Presbytery for its approval a proposed Presbytery per capita assessment for the following year.
- Overseeing the current year's ~~line item operating~~ budget and recommending changes as necessary to deal with any surplus/deficit situation that may arise.
- ~~Monthly review of all financials including the Balance Sheet, Operating Statement, Investment Statements and Mission and Per Capita Worksheet.~~
- Maintaining a three-year income projection for planning purposes and making it available to the Presbytery, Big Picture Team and Committees for their use in setting priorities the budget building process.
- ~~Review and recommendation to Presbytery regarding its Financial Policies.~~

Formerly part of Administration  
Committee Reconfiguration

adopted 1/24/09

## Appendix F: Administrative Leave Policy of PGV

### Policy on Placing a Pastor on Administrative Leave

#### Preamble

As the Book of Order makes clear (G-2.0501-2.0509), a pastor has membership in their presbytery by action of the presbytery itself, which alone can establish, change or dissolve pastoral relationships. In the performance of their ministry, a Minister of Word and Sacrament or Commissioned Pastor is accountable to their presbytery.

It also relates (G-3.0301c) that a presbytery is responsible for nurturing the covenant community of disciples of Christ. In exercising this responsibility, a presbytery is empowered to ordain, receive, dismiss, install, remove and discipline its members who are pastors. It also is empowered to promote the peace and harmony of congregations and to inquire into the sources of congregational discord.

Among the presbytery's responsibilities lodged within its Committee on Ministry is that of "facilitating relations between the presbytery and its congregations, ministers of Word and Sacrament, ruling elders commissioned to pastoral service... and settling difficulties on behalf of the presbytery where possible and expedient" (G-3.0307). In certain circumstances, when the difficulties that have arisen warrant it – in order to promote the welfare of a congregation, or its pastor, or of both parties – providing a way for a pastor to have, for a time, distance from their congregation and relief from all pastoral leadership responsibilities can create the very opportunity the Committee on Ministry needs to engage effectively in a restorative ministry.

The Book of Order in the section titled Church Discipline it specifically gives councils the authority of oversight of its members (D-7-0301). The Presbytery exercises this authority through an Investigative Committee and its Permanent Judicial Commission which will have the authority to place pastors on administrative leave for situations when allegations of sexual abuse have been communicated to their Stated Clerk (D-7.0902). A presbytery's duty to see to the health and welfare of its pastors and congregations (G-3.0303) includes the responsibility to consider establishing policies and procedures to address other difficulties in a manner which is both effective and sensitive to the needs of the parties involved. These difficulties might be about leader burnout, unaddressed conflicts, factions, loss of health, mental health issues, competing visions, differing expectations, anger management challenges, violations of the presbytery's ***Policy on Ethical Standards of Behavior for Teaching Elders and Commissioned Ruling Elders***, or any number of other things that, although they are entirely unrelated to sexual abuse, can generate significant turmoil and relational difficulties sufficient to warrant Committee on Ministry engagement. Sometimes, as the Committee on Ministry seeks to address such turmoil, it realizes that if the church's pastor could step out of their responsibilities for a time – if the pastor could have a period of administrative leave – it would be immediately helpful. A period of administrative leave can provide a pastor, a session, a congregation and a presbytery time, space and opportunity for listening and learning, prayer and discernment, for planning and practice of new ways of behavior by those involved – presbyteries, pastors, congregations, ruling elders – so that difficulties can be resolved. This being so, the Presbytery of Genesee Valley establishes the following Policy on placing a Pastor on Administrative Leave to make it possible for its Committee on Ministry to use this tool to relieve pastors, when it's warranted and appropriate, for defined periods of time from their responsibilities to and involvement with their congregations. This policy applies to all installed and temporary pastoral positions that take place in the bounds of this Presbytery.

#### Committee on Ministry Responsibilities

A recommendation to relieve a pastor, for a defined period of time, from their pastoral responsibilities and involvements, may be made by the Presbytery's Committee on Ministry. *[Note - Administrative Leave in response to accusations of sexual misconduct shall be administered in accordance with The Rules of Discipline in the Book of Order of the PCUSA, the Presbytery's Sexual Misconduct Policy and the laws of the State of New York]*

1. The recommendation must be grounded in a conviction that the welfare of the congregation, the pastor, or both warrants and calls for such a step.
2. There must be compelling evidence of the need for the Committee on Ministry to act in order to prevent or mitigate harm to the pastor, the church, or the presbytery, and to provide time and space for the Committee on Ministry, on behalf of the presbytery, to aid in settling difficulties. The evidence might include expressions of concern by the pastor, by colleagues in ministry, by members of the congregation or community; letters or calls of complaint, with allegations clearly articulated; and direct observation of relational conflict by the Session or the Committee on Ministry.
3. Before the Committee on Ministry votes on a recommendation to relieve a pastor from their responsibilities for a time, two Committee on Ministry liaisons of the churches in the assigned Neighborhood Group to which the church is assigned must have consulted with the pastor[s] and the church's session about the potential use of this tool.
4. The Committee on Ministry shall be required to recommend the use of administrative leave and the initial period of leave, which may be up to three months in length.
5. The recommendation of the Committee on Ministry will be received by the Session which must vote by a three-quarter vote to concur to place the pastor[s] on administrative leave.
6. The Committee on Ministry having made the decision to recommend relieving the pastor[s] temporarily of their pastoral responsibilities and congregational involvement and the Session concurring, it shall appoint a Reconciliation Team of three to five members, ordinarily, current members or former members of Committee on Ministry to work with the church's session/leadership and pastor[s].
7. The Committee on Ministry and the Reconciliation Team should be clear about the expectations for the leave as well as any methodology to be employed for assessment, counseling, and discernment purposes including mental health inventories or financial audits.
8. Once the appointed Reconciliation Team has been briefed about its responsibilities, the Committee on Ministry will communicate with the pastor[s], the church's Session, and introduce the appointed Reconciliation Team to the session and pastor[s], and initiate the administrative leave.
9. The Committee on Ministry shall appoint a temporary Moderator for the Session. It will also appoint an advocate pastor in consultation with the pastor proposed for the administrative leave for the purpose of acting as an advocate and companion to the pastor[s] on administrative leave, seeing to their spiritual well-being and facilitating conversation with the Reconciliation Team and/or Committee on Ministry as necessary. This individual should not be presently serving on the Committee on Ministry or the Reconciliation Team.
10. As appropriate, the Committee on Ministry will inform the Presbytery of the actions it has taken. The language used will be sensitive to both the need for confidentiality, particularly for a personal health crisis, as well as the need for transparency.

### **Reconciliation Team Responsibilities**

The Reconciliation Team shall be responsible for:

1. Meeting with the church's session and pastor to discuss the purpose of the leave and provisions for managing it and the congregation's ministry.
2. Assist Session in communicating with the congregation regarding the necessity for leave.
3. Establish and document:
  - the terms for the pastor's compensation during the pastor's leave, a congregation will be expected to honor the terms of compensation it has agreed upon for its pastor. Any change to the terms of call, in particular any change in compensation, must be approved by the congregation, pastor and Committee on Ministry.
  - the pastor's relationship and communication with the Session and other church staff members.
  - the pastor's relationship and communication with the Congregation.
  - the time the pastor is on leave.



4. Working with the session to provide preaching, pastoral care and administrative support. The Committee on Ministry may pay for pastoral services during the first three months when the necessity dictates and if funds are available.
5. Assisting the session in listening and learning, prayer and discernment, for the planning and practice of new ways of behavior by those involved so that difficulties can be resolved.
6. Determining, with the approval of the Committee on Ministry, if extensions to the initial period are warranted. If it believes they are, it will work with the church's leadership to determine the best and most appropriate way to provide for the pastor's compensation.  
The overall duration of the pastor's leave will depend on the time required for resolution of the difficulties that led to it. The effort will be carried out with all deliberate speed and with awareness of the financial obligations of the congregation and the Presbytery. Any change to the terms of call, in particular any change in compensation, must be approved by the congregation, pastor, and Committee on Ministry.
7. The Reconciliation Team will be in contact with the Committee on Ministry's Team on Sexual Misconduct Prevention if there is a possible violation to the Presbytery's Sexual Misconduct Prevention Policy which is related to the Administrative Leave of the pastor.

#### **Church/Session Responsibilities**

When the Session acts on the recommendation of the Committee on Ministry to relieve the pastor[s] of their responsibilities the session and congregation will be expected to:

1. Continue compensation for the pastor in accordance with the approved Terms of Call through the initial period of administrative leave. It will ordinarily pay for all other pastoral services needed during this time of leave. The Committee on Ministry may assist in paying for pastoral services for the period of the leave if necessity dictates and funds are available.
2. Be in relationship with the Reconciliation Team to work with them concerning appropriate persons to provide pastoral services and to consider carefully its directives and behavioral expectations for the Session and the congregation.
3. Have no contact with the pastor except as the terms of the leave specifically permits.
4. A session's or congregation's violation of the behavioral expectations established by the terms of the leave shall be reported to the Committee on Ministry, and the violation may be considered grounds for the establishment of an Administrative Commission.

#### **Pastor's Responsibilities**

When the Session acts to relieve the pastor[s] of their responsibilities and the Committee on Ministry appoints a group to work with the congregation and its leaders, the pastor will be expected to:

1. Be in relationship with the Reconciliation Team and comply with the terms of the leave.
2. Remain out of all church facilities and off of the church's grounds, except for the manse, if applicable.
3. Refuse to initiate or have contact with any member of the church or its staff, except for a person designated specifically by the Reconciliation Team to deliver mail or messages.
4. Refuse to conduct corporate worship or to engage in any form of pastoral activity (exceptions for extraordinary cases can be arranged in consultation with the Reconciliation Team).
5. Not attend or participate in any meetings or activities of the church.
6. Be in relationship with the pastor assigned as an advocate for support of their needs.

A pastor's violation of the behavioral expectations established by the terms of the leave shall be reported to the Committee on Ministry, and the violation may be considered grounds for initiation of a formal disciplinary process, in accordance with The Rules of Discipline in the Book of Order.

(con't)



**Endnotes**

1. All references to pastoral leader in this policy should be understood to include Ministers of Word and Sacrament and/or Commissioned Pastor whether installed or in a temporary pastoral relationship.
2. Administrative Leave in response to accusations of sexual misconduct shall be administered in accordance with the Rules of Discipline in the Book of Order and the Presbytery's Sexual Ethics Prevention Policy.
3. This policy is not intended as a disciplinary policy and is not a substitute for disciplinary actions as prescribed by the Book of Order under the Rules of Discipline.
4. The Committee on Ministry Leadership Team is composed of four duly elected representatives of the Committee on Ministry and the Presbytery Leader, Ex Officio.
5. Medical Leave is an entirely different form of leave. *(See the Family and Medical Leave Policy of the Presbytery)*

## **Appendix G: GWG 2nd Chance Grant Report Oct 2023**

Members of working group Judy Hay, Kevin Hershey, Robin Sheppard, Kristen Gerling. Grants Working Group met Sept 19 to review the 2<sup>nd</sup> chance Grant applications and had the privilege of providing \$17,250 to 9 churches. What a blessing this is! We give thanks to God and to our wonderful churches in Genesee Valley for their generous gifts.

### **COLLABRATIVE GRANTS**

#### **East Avon and Zion Episcopal \$3,000 *Repair Café***

This project uses volunteers from East Avon Presbyterian and Zion Episcopal Churches who repair broken items rather than throwing them into a landfill. In this Café repairs are made to more than just “stuff”. On the third Saturday of the month tents are set up near center of Avon and the community is offered food, coffee, and conversation, as well as whatever is brought in getting fixed. Things that have been repaired include lamps, electronics, sewing and knitting things and even small collectables. The Repair Cafe believes “we are repairing dignity and a sense of belonging to many people as we help save them money and keep things from going into the trash. Some stop by to sit, have a cup of coffee and chat.”

#### **Gates PC and Gates Chili Central School District \$3,000 *Weekend Food Ministry***

The Weekend Food Ministry project started last year in one elementary school to supply weekend food to students and siblings who face food insecurity. The Gates congregation, Gates Chili School District Manager, Social Workers and the families served all praised the program. Supplies were provided by the congregation and some mission funds were also used. Gates PC wants to expand the project to a second school this year. The goal is to invite other area churches to join in and partner with their neighborhood school. The grant will help Gates PC to supply food as the congregation works to establish new partnerships.

#### **First Presbyterian Church of Honeoye Falls & Friends of Borgne, Inc \$3,000 *Friends of Borgne Horseback Library***

The grant application gave us a very thorough background of Haiti issues around education there and the need for books. It also shared the needs and reason for applying for this grant which will help to revitalize the traveling library by replacing the worn-out books and adding new titles for young readers of Kreyol and for older readers in French. It is hoped to reach 25 schools and at least 400 children with books during the next school year. First Presbyterian Church of Honeoye Falls (FPCHF) members have supported FOB for many years and the current Youth Group has chosen FOB as their mission focus for this coming year. In addition to purchasing books, the grant will help purchase a horse, so the librarian does not have to carry all the books that happened since the donkey that carried the books died. The partnership is an opportunity to explore issues of systemic racism and diversity.

#### **Third Presbyterian Church and Wilson Commencement Park \$3,000 *Piano Lesson for Children at Wilson Commencement Park***

Wilson Commencement Park (WPC) is a community agency that helps low-income, single parent families transition from public assistance to financial independence and personal self-sufficiency. This project grows out of meetings between a Third Church member and the Family Support Program Administrator at WCP. The grant will get the two pianos in basement of WCP tuned and conditioned in preparation for lessons for up to 10 children. A candidate to teach the lessons has been identified. It is hoped that at the end of the session of lessons that students will present a recital for their families and the community including members of Third Presbyterian Church.

#### **Victor Presbyterian Church and Family Promise \$3000 *Bridges for Hope—Homelessness Prevention***

Victor Presbyterian Church has partnered with Family Promises whose MISSION is to help families experiencing homelessness and low-income families achieve sustainable independence through a community-based response. This grant will be used in 2023 to expand the Prevention Program. FP offers monthly support/social

gatherings for parents and will establish a support group program monthly for children who are in shelter, so they can share coping strategies for the trauma and loss they are experiencing. The Prevention Case Manager will continue to conduct needs assessments. The on-staff LPN can conduct initial health assessments and locate the appropriate referral for treatment. Volunteers collect baby shower gifts for our expectant moms, help with apartment set-ups, cleaning, and supplies.

### **CONGREGATION VITALITY GRANTS**

#### **Gates Presbyterian Church \$250 *Gates Presbyterian Church Leadership Retreat***

The goal of this retreat is to collaboratively identify a vision for the growth of Gates PC. Participants at the retreat will plan first steps towards reaching that goal. Persons involved will be church leaders as well as any others who would like to be involved. Growth for this congregation does not necessarily mean numbers of members or attendees or financial support but rather will focus on evolving in faith, mission and understanding of God's plan for the church. Grant funds will be used to purchase supplies.

#### **Perry Brick Presbyterian Church \$1,000 *Quarterly Women's Breakfast at the Brick***

"The goals for the quarterly breakfasts will be to draw women from the community to the breakfast to hear and participate in discussions about faith, to strengthen ecumenical relationships, to grow more comfortable talking about our faith and to share our faith with those still seeking." Breakfast will be in the renovated dining room that is handicapped accessible. Members will prepare and serve the meal and the pastor will lead the discussions.

#### **Third Presbyterian Church \$500 *Living Water***

This project will be installing an automatic water bottle filler that will be accessible to guests, staff and volunteers of the Dining Room Ministry and Food Cupboard programs. Hospitality is important to these ministries. Currently small cups of water are offered to people who are there, but that includes a bottled water cooler contract and disposable plastic cups, the filler will reduce the amount of disposable plastic items used. They will be satisfied if the hunger ministry guests use the bottle filler, especially if the participants start bringing their own bottles to use it. This project will reflect the love Third wants to show for God's children and God's creation.

### **PEACEMAKING**

#### **Penfield Presbyterian Church \$500 *2023 Witness Palestine Film Festival (WPFF)***

Space where the film festival will be held is The Little Theatre. The keynote speaker is Ahmad Abuznaid, executive director of United States Campaign for Palestinian Rights and will be held at the Islamic Center of Rochester one week before the festival. There are six films that will open people's minds and hearts regarding Palestine and maybe take action. "WPFF uses the money to show through the films the stories of the Palestinian people who have lived under Israeli occupation for 75 years."

Matthew 5:9 "Blessed are the peacemakers they will be called the children of God."

## Appendix H: Overture to 226th General Assembly (2024)

### Recommendation

The Presbytery of Genesee Valley respectfully overtures the 226th General Assembly (2024) of the Presbyterian Church (U.S.A.) to:

Direct the Stated Clerk to send the following proposed amendment to the *Book of Order* to the presbyteries for their affirmative or negative votes:

Shall D-7.0501 in the *Book of Order* be amended as follows:

Text to be deleted is ~~struck through~~. Text to be added is in brackets and is [underlined].

“When a clerk of session or the stated clerk of a presbytery receives an allegation, without undertaking further inquiry, that clerk shall then report to the council only that an offense has been alleged without naming the [person] accused or the nature of the alleged offense~~].~~ In a case in which the person identified as having been harmed is a minor or an adult who lacks mental capacity, the clerk shall disclose to the council the nature of the alleged offense and the name of the person accused.] [and The council shall] refer the statement of allegation promptly to an investigating committee, which shall conduct an inquiry as defined below.”

The full text of D-7.0501, if the proposed amendment is approved, will read:

“When a clerk of session or the stated clerk of a presbytery receives an allegation, without undertaking further inquiry, that clerk shall then report to the council only that an offense has been alleged without naming the person accused or the nature of the alleged offense. In a case in which the person identified as having been harmed is a minor or an adult who lacks mental capacity, the clerk shall disclose to the council the nature of the alleged offense and the name of the person accused. The council shall refer the statement of allegation promptly to an investigating committee, which shall conduct an inquiry as defined below.”

### Rationale

1. The context for D-7.0501 is the procedure by which submission of a formal accusation of a disciplinary offense prompts the council of a church or presbytery to form an investigating committee and commence the disciplinary process of the *Book of Order*.
2. In a case which alleges that the person harmed was a minor or an adult who lacks mental capacity, D-7.0501 presently requires the clerk to withhold this critically relevant demographic information. The possible negative consequences are serious. Withholding relevant information is an omission which prevents the council from exercising its ability to act, e.g., temporarily suspending a volunteer leader of a youth group, warning parents whose children may be at risk, informing legal authorities of potential statutory violations, or simply seeking consultation. If the case has possible civil or criminal law implications, failure to initiate reasonable risk management actions at this stage may expose the council to legal liability.<sup>1</sup>
3. By knowing the nature of the alleged offense and the name of the person accused, a council would be able to exercise its power of discernment and appoint members to an investigating committee who do not have personal ties to people involved in the case or who are able to bring specialized knowledge, expertise, or skills to a sensitive matter. Without knowledge of the relevant information, the council has an incomplete baseline from which to decide whether its investigating committee appointees are well-qualified or will face conflicts of interest.

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<sup>1</sup> In Ezekiel 33:6, the community’s sentinel is held accountable for failing to sound the trumpet and warn the people of imminent danger.

4. A two-part moral and polity framework in the *Book of Order* supports this overture. The first part originates in G-4.03, the dedicated confidentiality section. G-4.0301 unequivocally declares: "Confidentiality should not be an excuse to hold secret the knowledge or risk of harm, especially when related to the physical abuse, neglect, sexual abuse of a minor or an adult who lacks mental capacity." We regard preserving confidentiality as secondary and prioritize protecting vulnerable people.

Disclosing relevant information as our primary moral obligation follows in G-4.0302, the Mandatory Reporting provision. Here is the explicit mandate to take positive action to protect vulnerable people by disclosing information to authorities. It reiterates the primary moral value which prioritizes protecting people at risk. G-4.0302 makes clear the substantive basis for disclosing: "... knowledge of harm, or the risk of harm, related to the physical abuse, neglect, and/or sexual molestation or abuse of a minor or an adult who lacks mental capacity." Knowledge is essential to being able to act preventively.

The second part of the moral and polity framework is our obligation which is implicit in Chapter 7 of the *Book of Order* Disciplinary Process. D-7.0201a. and D-7.1501b. both address accountability in circumstances when a person "knew, or reasonably should have known of the reasonable risk of sexual abuse of another... [and] failed to take reasonable steps to minimize the risk." The moral commitment in Chapter 7 is that we are responsible for recognizing a risk and that once we know, we are obligated to act to reduce the possibility of harm.

5. The unconditional language of D-7.0501 contradicts the letter and spirit of both G-4.0301 and G-4.0302, provisions which affirm that preserving confidentiality is not an absolute when withholding the truth enables the commission of abuse, neglect, or harm. By prohibiting disclosure, D-7.0501 devalues protecting vulnerable people and perpetuates their risk for sake of a secondary priority. Our Church's compelling interest to safeguard people engaged in our mission and ministry justifies overriding D-7.0501's imposition of concealment. This overture ensures that our moral responsibility and positive duty embodied in existing provisions of G-4 and D-7 are honored and upheld by the procedure of D-7.0501.
6. Since the 1990s when the offense of "sexual abuse of another person" was added to the disciplinary section of the *Book of Order*, experience throughout the PC(U.S.A.) teaches us that it is very difficult to maintain the high degree of confidentiality required by D-7.0501. It's not realistic to think that confidential information about the alleged harm of a child or a person without mental capacity will be long contained in a congregation. Anecdotal evidence teaches us that it is more realistic to expect that a council's ignorance of available but concealed facts regarding a risk to vulnerable people will be experienced as leaders' failure to fulfill their core responsibilities and a betrayal of trust.<sup>2</sup>
7. This overture utilizes the phrase, "adult who lacks mental capacity." This is a consistent application of the wording used in both G-4.0301 regarding confidentiality and in G-4.0302 regarding mandatory reporting.

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<sup>2</sup> In Ezekiel 34:10, the shepherds are held accountable for the well-being of God's sheep.

## Appendix I: Annual Terms of Call Worksheet for 2024

### PRESBYTERY OF GENESEE VALLEY ANNUAL TERMS OF CALL WORKSHEET FOR 2024

Forms are to be filled out and submitted to the COM by the Clerk of Session after approval by Session or Congregation.

Name: \_\_\_\_\_ Ordination/Commissioned Date: \_\_\_\_\_

Church: \_\_\_\_\_

Contact person for questions about worksheet: \_\_\_\_\_

Telephone Number: \_\_\_\_\_ E-Mail: \_\_\_\_\_

Date the Session or Congregation approved: \_\_\_\_\_

Terms of Call Effective Dates: Start: \_\_\_\_\_ End: \_\_\_\_\_

☐ Full-time (approx. 45 Hrs. / Wk.) ☐ Part-time: \_\_\_\_\_ % and \_\_\_\_\_ Hrs./Wk. (please enter both)

Type of Call: ☐ Installed ☐ Stated Supply ☐ Temporary Supply ☐ Transitional ☐ Temporary Student Supply ☐ Commissioned Pastor

Line #	EFFECTIVE SALARY <i>MUST add up to at least the minimum if full time</i> (round to whole dollars) (Presbytery Minimum 2024 \$52,702 – 4% over 2023) (Presbytery Challenge 2024 \$60,391– 5% over 2023)  Commissioned or Temporary Student Pastor: Must be at Least 80% of 2024 Minimum	Full Time Pastor		Part Time Pastor	
		Installed	Non-Installed	Ordained Pastor	Commissioned Pastor or Temporary Student Supply
1	Cash Salary				
2	Deferred Compensation (optional)				
3	Housing Allowance (If no manse)				
4	Fair Rental Value of Manse (if manse provided)				
5	Utilities *				
6	Medical Deductible Benefit *				
7	Other: _____				
8	<b>EFFECTIVE SALARY (lines #1-#7)</b>				

### PART II: BENEFITS AND ALLOWANCES

9	Social Security Offset (SECA) * = 7.65% of Lines #1, #3, #4, and #5 (Ordinarily Required)				
10	<b>Health Insurance &amp; Pension</b> (CHOOSE ONE – A, B, C, or D that follows):				
A	Benefits Plan PC(U.S.A.)—For full-time positions multiply Line #8 Effective Salary by 39%				
B	PC (U.S.A.) Benefits Plan contribution for the new Minister's Choice Plan is 10% of line 8.	N/A			
C	Benefits Plan PC(U.S.A.)—For part-time positions and those filled by retired pastors, see instructions on reverse.	N/A			
D	Non-PC(U.S.A.) Plan: _____	N/A			
11	Continuing Education/Study Leave Allowance (\$1,500 minimum, may not be prorated)				
12	Other Benefits and Allowances * (explain):				
13	Travel and Professional Allowance * (Recommended 5% of effective salary but not less than \$1,000 regardless of part or full time)				
	<b>TOTAL COMPENSATION (Lines #8 through 13)</b>				

### PART III: ANNUAL LEAVE AND VACATION TIME MUST MEET THESE MINIMUMS FOR FULL OR PART-TIME

14	Continuing Education/Study Leave Time (minimum of 90 hrs. for full-time, prorated if part-time)				
15	Annual Vacation <b>SEE INSTRUCTIONS</b>				
16	Sick Leave (minimum of 9 hours per month, cumulative)				
17	Family & Medical Leave (12 wks. min, cannot prorate)				



### **INSTRUCTIONS**

**\*\*\*\*Please round all amounts to the nearest dollar\*\*\*\***

These terms are negotiated between the Pastor and the Congregation or the Session who is empowered to form the Covenantal agreement on behalf of the church for temporary pastoral positions. Lines 1-7 are all negotiable between the parties! **Forms are to be filled out and submitted to the COM liaison by the Clerk of Session after approval by Session (non-installed pastors) or Congregation (installed pastors).**

\*Starred items may be reimbursed through an accountable reimbursement plan and some may be subject to inclusion in the calculation of Effective Salary in Line 8. Please see the Board of Pensions Booklet *Understanding Effective Salary* for assistance in determining whether or not these items should be included in the Effective Salary calculation.

**Full-time vs. Part-time Status:** Part-time status is based on the approximate number of hours worked per week on which salary/housing compensation and benefits are determined. Forty-five hours is full-time and is the benchmark. Part-time status is defined in the particular setting in terms of days per week and hours per day and is mutually agreed upon by the pastor and the church/session and takes into consideration scheduling and program needs and commuting distance. For example: 22-1/2 hours per week is half-time. It could be a typical schedule of 6-3.75-hour days or 3 -7.5-hour days, etc.; but it is still based on a 52-week year at 22-1/2 hours per week. Line items 14 and 15 will be prorated according to the percentage of agreed time as determined by the pastor and the church/session.

**PART I: Effective Salary Calculation:** Use the appropriate column, depending on the type of call and whether or not a manse is part of the compensation.

**Line 1: Cash Salary** is taxable and is included in the calculation of Effective Salary for Board of Pension purposes. Where a pastor and a church agree upon the incorporation of Deferred Compensation (Line 2), Line 1 may be reduced by the amount of the Deferred Compensation.

**Line 2: Deferred Compensation** is an *elective* reduction in cash salary; is tax deferred if invested in a qualified plan such as a Type 403b, available through the Board of Pensions; and is included in the calculation of Effective Salary for Board of Pensions purposes.

**Lines 3 and 4: Housing Allowance and Fair Rental Value of Manse** is not taxable to the extent that expenses can be validated and the amount does not exceed the fair rental value furnished. The value of housing is subject to SECA tax. See the latest edition of the IRS Tax Guide for Individuals (Pub. 17) for more information. These lines are to be included in the calculation of Effective Salary for Board of Pension purposes. For congregations in which the pastor resides in a manse (see Line 4), this value may be negotiated between pastor and congregation, taking into consideration the fair rental value of the housing, as long as the agreed value is at least 30% of Line 1, 2, and 5; and Line 8 meets or exceeds the Presbytery minimum salary.

**Line 5: Utilities** is not taxable if reimbursed by voucher, supported by evidence of actual costs, or paid directly by the church. This allowance includes the cost of heating and lighting but not telephone costs. Utility expense is included in the calculation of Effective Salary for Board of Pension purposes if the allowance is paid directly to the pastor. If utilities are not paid directly to the pastor, they should be included on Line 12.

**Line 6: Medical Deductible Benefit.** Congregations may wish to provide medical reimbursement to their pastor(s) for medical expenses not covered by the major medical plan of the Board of Pensions. Such a benefit may be provided in different ways including self-insurance, the purchase of supplemental coverage, or a Section 125 plan (Cafeteria Plan, Flexible Spending Account, and Salary Reduction Plan). Each of these ways of providing benefits has implications with respect to the calculation of IRS Withholding Tax, SECA tax, and Effective Salary for the Board of Pensions. Regulations regarding the provision of benefits equally for all employees also must be observed. *Churches considering the provision of a supplemental medical benefit may wish to consult with a tax advisor for further information.* The manner in which the item is paid determines whether or not it is considered part of Effective Salary. Consult the Board of Pensions publication *Understanding Effective Salary* to determine if this item should be included in Effective Salary. If not, list it below on Line 12.

**Line 7: Other.** Other items such as manse furnishings and interest-free loans may need to be included in Effective Salary. Consult the BOP publication for information.

**PART II: Benefits and Allowances:** These are either paid on behalf of the pastor or are reimbursed to the pastor up to the amount stated. With the exception of fixed cost items such as the Benefits Plan PC (U.S.A.); all other benefits may be negotiated between the church and the pastor.



**Line 9: Social Security Offset** is intended to compensate pastors who participate in the Social Security program for the additional tax collected from them because they pay the self-employment tax (SECA). It is calculated at 7.65% of Salary plus Housing Allowance or value of Manse plus Utilities, is fully taxable, is subject to SECA tax, and is not included in the calculation of Effective Salary for Board of Pension purposes. In rare cases, it might be of benefit to the pastor to not receive the social security offset due to ministry being a second career and receiving the offset negatively impacting the pastor's tax burden. Unless otherwise requested by the pastor for specific reasons, the church is responsible for paying the Social Security offset. If the pastor requests there not be Social Security offset, other compensation of a similar value should be considered.

**Line 10: Health Insurance & Pension CHOOSE ONLY ONE**

**Line A:** PC (U.S.A.) Benefits Plan contribution for the major medical plan and pension for full-time positions described as the Pastor Participation Plan, **mandatory for installed pastors**. This is calculated as 39% of Line 8. Pastor's participation includes medical, pension, death and disability, temporary disability and the Employee Assistance Plan (EAP). List other benefits paid by the church, i.e. dental and vision eyewear on Line 12.

**Line B:** PC (U.S.A.) Benefits Plan contribution for the new Minister's Choice Plan is 10% of line 8. Minister's Choice does not include medical benefits but does include the remaining benefits of Pastor's Participation (pension, death and disability, temporary disability and the Employee Assistance Plan). This may be utilized only in calls in which the **pastor is covered by outside medical insurance in a manner that is at least equivalent to the traditional Pastor Participation Plan** (for example, a retirement plan from a previous career or being covered under a spouse's medical benefits). Congregations and Pastors seeking to choose Minister's Choice should go to the Board of Pensions website to review exactly what is included and what is not prior to making this selection.

**Line C:** PC (U.S.A.) Benefits Plan contribution for the major medical plan and pension **for part-time positions and positions filled by retired pastors**. The calculation of dues for part-time positions and positions filled by retired pastors differs from the calculation for those in full-time positions. Contact the Board of Pensions (800-773-7752) and the correct dues amount will be provided. List other benefits paid for by the church such as dental and vision eyewear on Line 12.

**Line D:** The contribution of a congregation to non-PC(U.S.A.) health and/or pension plan. **If the pastor is not eligible for the BOP plan because they are not a PC(U.S.A.) pastor or Formula of Agreement pastor or is a non-installed PC(U.S.A.) pastor who has elected to opt out of participation in the plan**, a contribution may be made to another health insurance/pension plan negotiated between the church and the pastor. List other types of insurance such as dental and accidental death on Line 12.

**Line 11: Continuing Education/Study Leave Allowance** is a required accountable reimbursement item. Included is the extra cost incurred for continuing education including tuition, materials, travel, and lodging. Coaching is an acceptable use of this time and funding. Time absent for continuing education is paid as a part of salary and does not extend or augment a call. Unused study leave allowances may accumulate during a continuous pastoral relationship for up to four years. The Presbytery does not require any accumulated amounts of time and money remaining at dissolution to be included in any termination agreement, except for a Transitional /Interim Pastor, with the concurrence of the Committee on Ministry. This item may not be prorated for part-time positions.

**Line 12: Other Benefits and Allowances.** Name the benefit or allowance, its cost, and how it is to be paid (direct payment, accountable reimbursement item, other). Note that some Other Benefits and Allowances, such as Manse Furnishings, may need to be included in Line 7 as part of the calculation of Effective Salary. Refer to the BOP document *Understanding Effective Salary* for information.

**Line 13: Travel and Professional Expenses** is an accountable reimbursement item. Unused funds remaining in this account at the close of the fiscal year belong to the church. Coaching is an acceptable use of this funding.

**PART III: Annual Leave and Vacation Time:** Lines 14, 15 and 16 are based on the assumption that pastoral and worship leadership is required for a 52-week year, whether or not that is a full-time or part-time position.

**Line 14: Continuing Education/Study Leave Time:** The 90 hours (2 weeks) of study leave for full-time (or as prorated for part-time) shall include 2 Sundays off. Time absent for continuing education is normally paid as a part of salary and does not extend or augment a call. Sabbatical Leave is strongly encouraged. See the Presbytery Policies and Procedures Manual for details.

**Line 15: Annual Vacation:** Time on vacation is paid time. The minimum annual vacation time is 225 hours (5 weeks) for full-time (prorated for part-time) and includes 5 Sundays. An optional Challenge vacation plan is 270 hours (6 weeks) for full-time (prorated for part-time) and includes 6 Sundays. For the benefit of the pastor and their family, it is expected that normally all earned vacation time will be used up during each year of a call. Any earned vacation time remaining at dissolution of a pastoral relationship shall be compensated in the terms of dissolution, with an upper limit of 270 hours, unless stipulated and agreed to in advance by pastor and the Session, with the concurrence of the Committee on Ministry.

**Line 16: Sick Leave** is accumulated 9 hours per month beginning with the effective date of service at the church with a maximum accumulation of 810 hours. Accumulated sick leave is not included in any severance or termination compensation. The 810 hours accumulation is equal to the amount of time required between the advent of disability and the beginning of payments by the Board of Pensions.

**Line 17: Family and Medical Leave** is 12 weeks per year including 12 Sundays per Book of Order requirements. See the Presbytery Policies and Procedures Manual for details.

## Appendix J: Covenant Agreement for Non-Installed Pastoral Positions (2024)

### THE PRESBYTERY OF GENESEE VALLEY Covenant Agreement For Non-Installed Pastoral Positions (Commissioned Lay Pastor; Transitional/Interim; Stated Supply, Temporary Supply, Student Supply)

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

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

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

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

**REQUIRED SIGNATURES TO FINALIZE CONTRACT**

Clerk of Session: \_\_\_\_\_

Date: \_\_\_\_\_

The Pastor: \_\_\_\_\_

Date: \_\_\_\_\_

COM Liaison: \_\_\_\_\_

Date: \_\_\_\_\_

## **Appendix K: Clif Genge Faith Statement**

### **God**

I believe there is one true sovereign God. The one true sovereign God is manifest in the Trinity; Father, Son and Holy Spirit. Three distinct divine parts of one divine being, uniquely linked in the holy and sacred. God, Abba Father, is the Creator and Lord of the universe and everything in it. Creation came from an outpouring of God's love. Humanity was created in the image of God in part to steward creation. As a parent loves a child, God loves us more than we can possibly imagine. Nothing can separate us from that love, as God created us to be all of who we are. We have been made fearfully and wonderfully; precious and honored; and with a purpose. Because God created the entire universe, each element holds some understanding of God, but also God holds complete understanding of creation. However, God's understanding of me has nothing to do with my understanding of God. We are created perfectly imperfect, falling short and broken yet loved by our perfect Lord for all of who we are. God holds, rules, and guides creation with justice, grace, mercy, and everlasting love. Our participation in the Kingdom of God is sanctified through the Grace of God, the love of Jesus and the communion with the Holy Spirit.

### **Jesus**

Jesus is the Son of God, who through the power of the Holy Spirit came through Mary, a virgin, into the world both fully God and fully human. Christ came to teach, show an example of faith, and pay the price on the cross for our sins. Christ then conquered death to show the path to eternal life for us and will return to once again deliver us and bring the new creation. The life of Christ is both an expression of and witness to God's ever present and never-ending love. We are sanctified by grace through faith in our Lord and Savior Jesus the Sacrificial Servant.

### **Holy Spirit**

The Holy Spirit, the third part of the Trinity, serves as a guide to us and to all of God's people throughout time. The Holy Spirit is the presence of God with us and in us, the giver and renewer of life in Christ. It resides both in our hearts and in the heart of God leading us closer to our God through its presence in our lives and drawing us to service for God. The Holy Spirit is at the core of our faith in God, having inspired the prophets and apostles, is still now drawing us to service as we worship, proclaim the Word, and serve the Lord. Through the Holy Spirit we are forever connected with God and God is connected with us.

### **The Church**

The church is the body of Christ, created to be in service to God through the power of the Holy Spirit. Called to serve by following Jesus' example of faith in loving service. The mission of the church is to glorify and enjoy God forever. This glory and enjoyment is manifest through fulfillment of the greatest commandment as given by Jesus, to love God, neighbor and self. The church is empowered by its relationship with the great I Am. A relationship that is gracious, merciful and powerful. Worthy of praise and thanksgiving, but also empowering through the never-ending all-consuming love the Lord gives. The church as the body of Christ is called to live a faithful life and witness to God's love. The church not only exists where the Word of God is rightly preached and taught; and the Sacraments are rightly administered, but also where the Word, Sacraments and calling to service is rightly embodied.

### **Sacraments**

The Sacraments are a gift of God through Jesus to enhance our connection with the Holy of Holies, sacred reminders of the unconditional love of God. In Communion, we celebrate and honor the gracious and loving sacrifice made by Jesus. A chance to join together with our Savior in a sacred meal honoring the sacrifice and our unity in Christ. Celebrating the inclusiveness of God's Grace. Baptism acknowledges our commitment to God and acknowledgment of the Grace that welcomes us into the family of God. A covenant with God that gives us new life and nurtures us in love. A covenant that brings us together as God's family; Welcomed, supported, held accountable and loved. A sacred reminder to each of us that we are one in the family, both individually and communally loved by God.

### **Bible**

The Bible shows God's love and provision for the children of the divine. We are grafted into the family of God through the grace of God. As God delivered the people of Israel so we have been and will continue to be delivered by grace through faith. The

Scripture also witnesses the strength of God in the weakness of humanity, a witness to God's sovereign love in our brokenness. Our Scriptures show God's all powerful and inclusive love. The Bible is held as a unique authority of our faith. A Holy and Sacred record of God's grace, mercy, forgiveness and love through intervention, provision and instruction. It is meant to be a guide for our living and a witness to the ever presence of God, and the everlasting love that is poured out on creation.

## **Appendix L: Clif Genge Biographical Statement**

Relationships have been foundational on the journey God has guided me, drawing me closer and forming me as the person I am today, preparing for the person I will be. My parents were a great influence on me in terms of helping to form the foundation of my belief system and the start of my faith journey. One of my earliest memories is sitting for bedtime prayer and asking; Who is God? How much do you love me? They gave a simple yet elegant explanation of God's love. I will never forget; "We love you more than anyone else in the world and God loves you more than that." I have held on to that simple explanation throughout my life and it helps to inform my view of God now. They nurtured my understanding of family and God's love. Setting an example for me as a person and parent. Most of my early life I lived in Painted Post NY and had a small circle of friends. Sports were a big part of my life playing football, basketball and track. From there I attended college at Union College and studied Industrial Economics. The next important relationship God led me to was my wife Amy. We met when she was in college and we kept in touch as she finished. Along came our first child Elizabeth 24 and we got married. We have had 2 more children Clifton II 21 and Hailey 17. Amy was insistent we attend a local and our search led us to Mendon Presbyterian Church. She and the children felt at home and it was there that I began to feel God moving in my life and drawing me into ministry. I started at Northeastern Seminary where my experience was wonderful and my faith journey was enriched. As a part of the experience I did an intensive internship at Strong Memorial Hospital under the mentorship of Bill Reynolds, who was able to nurture the seed God has planted and I started to see with more clarity God's plan for me. This led to a residency and subsequent positions with Unity, Strong, EldreOne, Hill Haven, and Lifetime Hospice. Three years ago I had begun as the full time Palliative Care Chaplain at Rochester General Hospital. I started the first day of the COVID pandemic and have been here since. It was a challenge, but one that God prepared me for and supported me through. My joys in life come from family and friends and we spend much of our time together at various events; baseball, dance, powerlifting, concerts and who knows what is next. It seems like they are always doing something, but they are always loved and supported.

As I look back at my life I see all that God led me through to prepare me for today and I am looking forward to seeing what today will lead to. One of the pillars from my faith tradition is "reformed and always reforming." I feel like that concept carries through in my spiritual formation. I feel I have not only been formed, am being formed and will continue to be formed or to say it simply I have grown, am growing and will always be growing. In hindsight it all makes sense, but I have come to realize my hindsight is a product of God's foresight.



## **Appendix M: Letter to Presbytery from Big Picture Team Convener Evan Wildhack**

October 17, 2023

Greetings minister members of the Presbytery and ruling elder commissioners,

As the Convener of the Presbytery's Big Picture Team, I wanted to give you a preview of the report that I will be giving at the October 24 Presbytery meeting and make you aware of some important information that I will be presenting.

As many of you may know, in 2020, during the pandemic and in light of Amy Fowler's retirement as our Presbytery Leader, the Big Picture Team decided to create two 3-year, temporary positions: Transitional Leader & Stated Clerk, and Transitional Journal Clerk. Those 3-year positions have been filled by Susan Orr and Kathy Coons, respectively. Given the temporary nature of the positions, they were slated to come to an end in March of 2024. This past spring, Susan and Kathy both agreed to extend those positions by an additional four months, with a new sunset date of July 31, 2024.

After extensive discussions with staff and others involved in Presbytery leadership, the Big Picture Team discerned that, in light of these two temporary positions coming to an end next July, it is in the Presbytery's best interest to seek a full-time Presbytery Leader (a.k.a Executive Presbyter or General Presbyter) and a part-time Stated Clerk. We are very grateful for and appreciative of Susan and Kathy's faithful and dedicated work over these transitional years, and they are certainly invited to be considered for the "permanent" positions. As the Big Picture Team is discerning the way forward with permanent leadership, we are hopeful that God will bring us the leadership we need. Also, note that the current responsibilities of the Journal Clerk will likely be folded into the responsibilities of the Stated Clerk.

The Presbytery's Personnel Policies lay out the following procedure for filling these positions:

***Presbytery Leader:*** After a search process determined by the Big Picture Team, a candidate will ordinarily be presented by the search committee to the Presbytery for approval. Adequate publicity must be given to the position opening throughout the denomination and robust efforts made to secure candidates from among underrepresented communities. Every effort must be made to ensure that persons who wish to recommend candidates for these positions have ample opportunity to place names in candidacy.

***Stated Clerk:*** A Stated Clerk Nominating Committee shall be comprised of a representative of the Presbytery Committee on Representation, a representative of the Personnel Committee, and a person appointed by the Presbytery's Big Picture Team. The committee will bring a nomination to the Presbytery. Near the end of a term, applications for the position may be accepted from interested persons for consideration by the Stated Clerk Nominating Committee. Annual reviews by the Personnel Committee will be conducted according to the Personnel Policies and Practices of the Presbytery. A summary of Annual Reviews for a Stated Clerk seeking re-nomination will be provided to this committee by the Personnel Committee.

Accordingly, the Big Picture Team is now at work creating the search/nominating committees for these two positions. We welcome your suggestions for persons to serve on either of these search committees.

As per the policies cited above, each search committee will recommend a candidate to the Presbytery for its approval. Given the time sensitive aspect of the above, it is the Big Picture Team's hope and goal that candidates be found and brought to the Presbytery for approval no later than the July 2024 Presbytery meeting so that they can then begin on August 1, 2024.



There will be an opportunity for questions at the October 24 Presbytery meeting, but I wanted to be sure I presented this information to you all in advance so as not to surprise the body on the 24<sup>th</sup>. Much of my verbal report will reiterate the information in this letter.

In closing, I would like to ask that you pray for the leadership of the Presbytery during this season and trust in the process as we search for a Presbytery Leader and Stated Clerk.

God bless,  
Rev. Evan Wildhack  
Convener of the Big Picture Team

## Appendix N: JKPC Corporation Dissolution Background

Early in our Interim time with Alan Dailey we were confronted with the dealing with the restrictions associated with the COVID epidemic. While we learned many ways to accommodate, it did slow down the interim work we had planned to accomplish. However, it was also during this time that we began to see the reality of an aging and declining membership, lower attendance, a church building far larger than needed, and reduced pledge revenue, etc. A task force, reporting to Session, was formed in 2021 to identify and evaluate available options for us to move forward as JKPC. Task Force members included: Priscilla Thomas\*, Kay\* & Neal Illenberg, Willie & John Wood, Lorraine Naylor, Sally Bossert, Barbara Bossert, Don Whalen\*, Carol Sample, Jim Humphreys\*(\*session members)

They met biweekly for several months to review and discern future direction options for John Knox. The process included several members of the Presbytery of Genesee Valley (PGV), including: Karen Pryor, PGV Committee on Ministry; Rev. Tedd Pullano, PGV Board of Trustees; Susan Orr, Presbytery Leader and former member of the Laurelton Church; and Rev. Deb Swift, Pastor of South Presbyterian Church who had recently sold their buildings.

By the fall of 2021 we held a *Rediscovering our Purpose Workshop* where the results of their efforts were presented and reviewed at a congregational retreat held on November 6, 2021. An informal poll taken at that time indicated that approximately:

- 1/3 wanted to stay together, if possible,
- 1/3 wanted to merge with another congregation, and
- 1/3 wanted to distribute the assets and dissolve the corporation (Sunset), and
- The remainder wanted to continue on as we were and use up assets as we proceeded.

The three primary options involved selling the church grounds and building. At the Annual Meeting held January 26, 2022, the congregation approved selling the church building and adjacent property.

We also decided to become a Matthew 25 congregation, a PCUSA initiative where the three pillars: Building Congregational Vitality, Dismantling Structural Racism, Eradicating Systemic Poverty touched many of us. We would be the 6<sup>th</sup> congregation in PGV to declare making this commitment. Little did we know at the time, how this decision might impact us as we moved forward.

The work of the task force, and others, then focused on what needed to be done to get ready to sell, including: sorting through 65 years of “stuff”, completing an inventory of remaining identifying items to go with the sale, selecting a broker and legal counsel, listing the building/property, and identifying and gathering information needed for a proposal to Presbytery Trustees and ultimately developing an exit strategy for JKPC for moving forward.

By the end of 2022, the church had been shown several times to both interested churches and other organizations. In December 2022, we received a purchase offer from the Light the Way Assemblies of God congregation for \$ 925,000. This offer was accepted by the congregation on January 29, 2023, and by the PGV on February 28, 2023. NYS Supreme Court approval was received in July 2023 with the closing on the sale taking place in August.

Once an offer had been received and accepted, we decided that, if at all possible, we wanted to be able to stay and worship there through Easter. As it turned out the NYS approval had not yet been received by Easter but we had decided before Easter to have a set a final worship date for April 30. Following that service we moved to new temporary space at Greece Baptist church, 1320 Long Pond Rd. which we planned to use until the end of 2023 when we planned to formally dissolve the congregation.

During most of 2023 much of our time involved sorting through 66 years of “stuff” to determine what should be archived with the PCUSA Historical Society, what items our members might want, what the new owners might

want and would be included in the sale, and lastly, who else might benefit from what remained. It was certainly a spirit filled exercise as in addition to everything that was held for the new church, we were able to gift several substantial items to four organizations below:

- Church school and worship supplies, and an upright piano to the Maudui Presbyterian Church in Cameroon.
- Bibles, hymnals, other church school and worship supplies and a small Hammond Organ to Gethsemani Congregation, Presbyterian Church of Ghana.
- Worship supplies, a baptismal font and piano to the Grace AME Church in Rochester following a fire in 2022.
- Our Rodgers organ, which is currently being held by Dr. Bruce Frank, a professor of Organ Performance and Music Theory at the Eastman School of Music, who is seeking new “home” for it.

A celebratory dinner was held at Ridgemont CC on October 4, so our snowbirds could participate before heading south for the winter. Pastor Chuck Roberts, our retired Pastor, and Susan Orr and Linda Badger Becker from the PGV, were guests and a good time was had by all sharing memories and picking up mementos. We will be continuing to gather through Advent at Greece Baptist where we will be sharing our Advent festivities with all our ecumenical Greece neighbors.

## Appendix O: John Knox Mission Selections

### JOHN KNOX MISSION SELECTIONS

#### Charities and Missionaries selected based on the following criteria

1. Have a mission and vision in alignment with those of a Matthew 25 congregation.
2. Have been supported by, or had a prior relationship with either JKPC or The Presbytery.
3. Location: Preference given to organizations based in Rochester.
4. Make a positive impact on our community and beyond.
5. Are not politically based and do not incite negative political discourse.

#### Ministries/Organizations \*

1	Greece Ecumenical Food Shelf and Clothing Closet	12.0%
2	Rochester Emergency Action Committee for the Homeless (REACH Advocacy)	6.0%
3	Cameron Community Center	4.0%
4	Colgate Rochester Crozier Divinity School - Scholarship Fund (CRCDS)	4.0%
5	Greater Rochester Community of Churches (GRCC)	4.0%
6	Habitat for Humanity (Greece Churches Group)	4.0%
7	House of Mercy	4.0%
8	Mission Share of Rochester	4.0%
9	Rochester Presbyterian Home (Westminister Fund)	4.0%
10	Seneca Waterways Council/Boy Scouts (Troop 197)	4.0%
11	Journey Home	3.0%
12	Rochester Teen Empowerment Center	3.0%
13	Salem Nutrition Center	3.0%
14	Samaritan's Purse	3.0%
15	Cancer Support Community of Rochester - (Formerly Gilda's Club)	2.0%
16	Family Promise of Rochester - (Formerly RAIHN)	2.0%
17	Heritage Christian Services (Formerly Heritage Christian Home)	2.0%
18	Open Door Mission	2.0%
19	Webster Avenue Family Resource Center	2.0%
20	FISH - (Friends In Service Here)	1.0%
21	Hope Hall School	1.0%
<b>Total Organizations</b>		<b>74.0%</b>

#### Missionaries \*

1	Dr Renee Valech	8.0%
2	Don & Leah (Preston) Vander Ploeg	6.0%
3	Eric & Christine Schlottman	6.0%
4	Dan & Deanna Richardson Kepel	6.0%
<b>Total Missionaries</b>		<b>26.0%</b>
<b>Total</b>		<b>100.0%</b>

**Notes:** \* In the event that the gifting for any of the organizations, or missionaries, listed above does not materialize, the funds designated for them will be transferred to the PGV Matthew 25 Fund.

## Appendix P: Matthew 25 Fund Grant Application



## Presbytery of Genesee Valley

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

WEBSITE: [www.pbygenval.org](http://www.pbygenval.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@pbygenval.org](mailto:m25grant@pbygenval.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).