

**OUR PURPOSE**

*The Presbytery of Geneva lives to support and equip congregations and leaders  
to be Christ in the Finger Lakes and the world.*

**OUR VISION**

*Radiating the light of Christ, the Presbytery of Geneva thrives  
as a community of servants, lifting up every congregation and leader  
in ministering together.*

**MINUTES**

The Presbytery of Geneva held a Stated Meeting on Tuesday, September 24, 2024, held in person at The United Church of Marion.

**GATHERING FOR SHARED WORK: OPENING BUSINESS**

**GATHERING**

9:30 am Registration and Fellowship Time (through 10:00 am)

**CALL TO ORDER**

TE Anita Milne (Waterloo, First), Moderator, called the meeting to order with prayer at 10:05 am, a quorum being present.

**ROLL**

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

CONGREGATION	MINISTER(S)	COMMISSIONER	CONGREGATION	MINISTER(S)	COMMISSIONER
ADDISON	A - Peter Marr (CM)		MARION, UNITED	----	Frank Halstead
ANDOVER, FIRST	A - C. Mattison (CM)		MORELAND	A - Paul Yoder (CRE)	
ARKPORT, FIRST	Bruce Incze		NAPLES, TRINITY FEDERATED	A - Stu Buisch (CM)	
-----	-----	-----	NEWARK, PARK	Susan Frost	EX - Anne Rogers
BATH, FIRST	John Woodring	A - Dean Chatfield	OAKS CORNERS	A - Karl Warrington	
BELLONA, MEMORIAL	Amy Loving Austin	EX - Roxann Carpenter	ONTARIO CENTER, FIRST	----	
BIG FLATS, FIRST	EX - Denise Stone	A - Robin Fitzgerald	OVID, FEDERATED	Rob Mellgard	Judy Mellgard
BURDETT	EX - Richard Evans (CRE)	EX - Martha Evans	PAINTED POST, UNITED	A - David Preisendanz	
CANANDAIGUA, UNITED	A - Wade Allen (CM)	EX - Ken Allen	PALMYRA, WESTERN	EX - Hodong Hwang	A - Philip Opdycke
CANISTEO, FIRST	Michelle Serra		PENN YAN, FIRST	Paul Malles	Rob Anderson
COHOCTON, FIRST	----	EX - Linda Hodges	PHELPS, UNITED	EX - H. Leigh Holder	A - Peg Carlson
CORNING, FIRST	A - Jeffrey Ugoretz	EX - Kay Rogus	PRATTSBURGH, FIRST	----	A - Lynn Dinehart
EAST PALMYRA, FIRST	----	EX - Judith Langdon	PULTENEY, FIRST	----	EX - Mary Jane Peek
ELMIRA, FIRST	Lynn Rubier-Capron	EX - Gregory Lamb	RED CREEK		Virginia Kachurak
ELMIRA, NORTH	EX - Evan Hansen	Annie LeFevre	ROCK STREAM	Carleen Frost (CRE)	
GENEVA, THE PC	Colin Pritchard	Chris Gerling	SENECA #9	Amy Loving Austin	EX - Pam Ells
-----	-----	-----	SENECA FALLS, FIRST	Leah Ntuala	A - Susan Sholar



<b>Total Minister Commissioners Present*</b>	28	27	23	18	28		
<b>Total Elder Commissioners Present **</b>	37	31	25	23	22		
<b>Parity (expressed in terms of Elders, + or -)</b>	+9	+4	+2	+5	-6		
<b>Total Minister Commissioners Absent, Unexcused***</b>	3	2	2	10	3		
<b>Total Churches Unrepresented by Elders****</b>	26	29	31	35	36		
<b>Total Churches Unrepresented by Elders and Pastors****</b>	9	20	23	25	22		
<b>Total Registered Visitors and Staff</b>	4	5	14	0	3		
<b>Total Registered Attendance*****</b>	<b>72</b>	<b>64</b>	<b>62</b>	<b>42</b>	<b>53</b>		

\* Does not include Corresponding Members, with voice, not vote. Does include Validated, At-large, and Honorably Retired  
 \*\* Includes Elder Commissioners and Additional Elder Commissioners  
 \*\*\* Does not include Corresponding Members with voice only; Honorably Retired Ministers; and Excused Minister Members.  
 \*\*\*\* Includes churches marked "excused"; does **not** include Additional Elder Commissioners, as they are not elected by sessions.  
 \*\*\*\*\* Includes Corresponding Members without vote

**INTRODUCTORY BUSINESS**

**APPROVAL OF DOCKET**

The presbytery VOTED to **approve** the docket for the meeting:

- 9:30 AM Registration and fellowship time (through 10:00 AM)
- 10:00 AM Call to Order, Declaration of Quorum, and Opening Prayer
- 10:05 AM Introductory Business
  - Call for New Business & Approval of the Docket
  - Introduction of New Commissioners, Corresponding Members, and Guests
  - Acknowledgment of the First Stewards of the Land [TE Susan Frost (Newark, Park)]
  - A Word About Open Space
- 10:20 AM Consent Agenda & Clerk's Report  
[TE Amy Loving Austin (Stanley, Seneca #9 / Bellona, Memorial), Stated Clerk]
- 10:25 AM Committee on Ministry [RE Beth Newell (Geneva)]
  - Examination for Membership: TE Pamela Gnagy (Cayuga-Syracuse Presbytery)
  - Examination for Membership: TE Michael Capron (NorthEast New Jersey Presbytery)
  - 2025 Minimum Terms of Call Requirements and COLA
- 11:00 AM Committee on Mission and Witness [RE Joanne Tunnison (Horseheads, First)]
  - PMA Peacemaker
  - Puerto Rico Mission Opportunities
- 11:10 AM Committee on Operations and Treasurer [TE David Ashby (AL, Treasurer)]
- 11:15 AM Committee on Leader Care [TE Bruce Incze (Arkport)]
  - Recognition of the Work and Ministry of Elena Delhegan
- 11:20 AM Worship & the Lord's Supper [TE Gail Heimberger (Sodus, First), presiding]
- 12:00 PM Lunch
- 1:15 PM Open Space
- 2:15 PM Good News from Congregations
  - \* To include your news in the minutes, please email a written copy to:  
statedclerk@presbyteryofgeneva.org
- 2:25 PM Resolution of Thanks [RE Beth Newell (Geneva)]
- 2:30 PM Benediction and Adjournment

**INTRODUCTION OF NEW COMMISSIONERS AND GUESTS**

New Commissioners and Guests were introduced.

**ACKNOWLEDGEMENT OF THE FIRST STEWARDS OF THE LAND**

TE Susan Frost (Newark, Park), offered acknowledgement of the first stewards of the land where we live and serve.

**CONSENT AGENDA**

The Presbytery VOTED to approve the following:

1. **Approve** the minutes of the May 21, 2024 stated meeting, held at Camp Whitman and via Zoom.us.
2. **Approve** the minutes of the August 20, 2024 called meeting, held via Zoom.us.
3. **Grant** privilege of voice to non-commissioners who will make a presentation or participate in a report to the presbytery.
4. **Receive** the August Operating Statement and Balance Statement and Treasurer's report.
5. **Approve** an increase in the Per Capita amount of \$7.00 per member bringing the total amount to \$57.00 per member effective January 2025.
6. **Elect** the following person to serve as Synod Assembly Commissioners (2024):
  - TE Michelle Serra (Canistota, First)
7. **Approve** the following Administrative Commission to Install the Rev. John Woodring to the position of Pastor of the First Presbyterian Church of Bath, NY, on September 15, 2024, at 3pm at the First Presbyterian Church of Bath:
  - TE Anita Milne (Waterloo, First), Moderator
  - RE Donna Colvin (Pulteney, First)
  - RE Dean Chatfield (Bath, First)
  - RE Kerm Bossard (Spencer, Christ the King)
  - TE Tom Montgomery (HR)
  - TE Aaron Frank (Horseheads, First)and welcome the following additional worship participant:
  - Rev. Marilyn Hale (First Presbyterian Church of Portville, NY)**Grant** the moderator or his designee the authority to make any necessary and appropriate changes to the Administrative Commission to Install; and  
**Dismiss** the Administrative Commission with thanks, upon the completion of the Service of Installation.
8. **Approve** the following amendments to the Manual of Administrative Operations to task the Committee on Ministry with acting on behalf of the Presbytery to approve the formation and scope of Administrative Commissions to Ordain and/or Install:
  - VII. Committees
    - Committee on Ministry
    - Responsibilities
    - Ordered Ministry
      - **Act on behalf of the Presbytery to appoint and approve the membership for ordination and installation administrative commissions and act on behalf of the presbytery to approve the date/time of the ordination/installation service and the celebration of the Lord's Supper (if requested).**
  - VIII. Commissions
    - Administrative Commissions
    - ....
    - Administrative commissions to ordain and/or install ministers of the Word and Sacrament shall be composed of at least three teaching elders and three ruling elders from different churches. The Committee on Ministry, in consultation with the candidate/pastor, shall ~~nominate to the presbytery~~ **appoint and approve the membership for ordination and installation administrative commissions and recommend the act on behalf of the presbytery to approve the date/time of the ordination/installation service and the celebration of the Lord's Supper (if requested).** The presbytery Moderator or his/her designee shall preside.
9. **[removed for discussion and vote during COM report]**

**ITEMS FOR PRESBYTERY'S INFORMATION FROM YOUR STATED CLERK**

1. A message from the Board of Pensions:  
As a reminder, Friday, October 4, is the last day for designated employer representatives at congregations and PC(USA) employers to log in to Benefits Connect and review their 2025 Employer Agreements.  
This year's Employer Agreement process ensures that everyone will have continuity of coverage from 2024 to 2025. Absent action by an employer representative, ministers enrolled in Pastor's Participation as of December 31, 2024, will automatically be enrolled in Transitional Pastor's Participation for 2025.  
If the congregation does not want to make changes to the benefits they offer for 2025, their Employer Agreement is complete and no further action is required.

However, if they *would* like to make changes, *including electing the new Congregational Pastors Package, which may be a better option depending on individual circumstances*, the employer representative will need to call the Board at 800-PRESPLAN (800-773-7752) (TTY: 711), and a BOP representative will walk them through completing their Employer Agreement.

Members enrolled in any of the Benefits Plan's three medical options (preferred provider organization, exclusive provider organization, and high deductible health plan) will continue to access care through the Blue Cross Blue Shield national network. Deductibles and copays will remain the same for 2025.

2. Churches and pastoral leaders are encouraged to schedule one-on-one meetings with our Board of Pensions Church Consultant, Rev. Luke Choi. His contact information is:  
Mobile: 609-575-6321  
Office: 215-587-7463  
[www.pensions.org](http://www.pensions.org)  
[LChoi@pensions.org](mailto:LChoi@pensions.org)
3. REMINDER: Congregations and Minister Members of the Presbytery are encouraged to pay their per capita to the Presbytery of Geneva. Read about how per capita helps build up the body of Christ here:  
[https://www.pcusa.org/site\\_media/media/uploads/oga/pdf/building\\_a\\_beloved\\_community\\_tha\\_pt\\_nov\\_dec\\_2021.pdf](https://www.pcusa.org/site_media/media/uploads/oga/pdf/building_a_beloved_community_tha_pt_nov_dec_2021.pdf)
4. Please take advantage of the (FREE) Synod of the Northeast Webinars: <https://www.synodne.org/webinars>
5. The booklet with the proposed amendments to the *Book of Order* and the recommended ecumenical agreement is now available here:  
[https://www.pcusa.org/site\\_media/media/uploads/oga/pdf/2024\\_0828\\_ga226\\_proposed\\_boo\\_amendments\\_ecumenical\\_agreement.pdf](https://www.pcusa.org/site_media/media/uploads/oga/pdf/2024_0828_ga226_proposed_boo_amendments_ecumenical_agreement.pdf)

The Presbytery of Geneva will consider these items at a meeting in early 2025.

### ***THE COMMITTEE ON MINISTRY***

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

The COM presented TE Pamela Gnagy (HR, Presbytery of Cayuga-Syracuse) and TE Michael Capron (NorthEast New Jersey Presbytery) for examination for installation and transfer of membership.

Following examination, the Presbytery of Geneva VOTED to:

- **suspend** the examination of TE Pamela Gnagy (HR, Presbytery of Cayuga-Syracuse) and TE Michael Capron (NorthEast New Jersey Presbytery);
- **approve** the transfer of membership of TE Pamela Gnagy (HR, Presbytery of Cayuga-Syracuse) to the Presbytery of Geneva, **empowering** the Stated Clerk to complete the required paperwork to complete the transfer effective September 24, 2024.
- **approve** the transfer of membership of TE Michael Capron (NorthEast New Jersey Presbytery) to the Presbytery of Geneva, **empowering** the Stated Clerk to complete the required paperwork to complete the transfer effective September 24, 2024.

The Presbytery welcomed the new members with applause, and the Presbytery Moderator offered prayer.

RE Beth Newell (Geneva) and TE John Milne (HR) presented the proposed 2025 Terms of Call Requirements and Cost Of Living Adjustment. They described the new Board of Pensions Plan and how it has impacted the value of "call neutrality". The new Terms of Call Requirements reflect the COM's desire to maintain call neutrality as much as is possible through the system we have now. They also shared the following:

#### **STATEMENT FROM COM TO ADDRESS THE DISPARITY IN HEALTH CARE COSTS AMONG CHURCHES IN THE PRESBYTERY OF GENEVA:**

*The changes in the Board of Pensions' health care plans for 2025 will result in drastic increases in medical coverage costs for many churches whose pastors have a spouse and/or dependent children but will result in reduced costs for other churches.*

*To alleviate this disparity, the Presbytery of Geneva has set up a designated account so that donations can be received and approved disbursements made to support churches as they provide required medical coverage for pastoral leaders' spouses, children, and/or families.*

*The Committee on Ministry is asking churches whose costs of providing health care coverage will be lower in 2025 to prayerfully consider contributing to this fund some or all of their savings.*

*A policy for how these funds will be managed and disbursed is being developed and will be announced later this fall.*

Following discussion, the Presbytery VOTED to:

- **call the question**; and
- **approve** the proposed Presbytery of Geneva Minimum Salary Requirements and 2.6% cost of living adjustment for 2025.

**ACTIONS TAKEN ON BEHALF OF THE PRESBYTERY**

The Committee on Ministry VOTED to:

- Approve the transfer of membership of the Rev. John McDonald (AL) to New Castle Presbytery, effective September 3, 2024.
- Appoint the Rev. Stewart Buisch (Presbytery of Western New York) as Moderator of Trinity Federated Church of Naples, NY, effective July 7, 2024; and, approve the Covenant for Services as a Covenanted Pastor between Rev. Stewart Buisch and Trinity Federated Church of Naples (part-time) at the following terms:

Salary	\$ 26,000
Housing	\$ 24,000
SECA Offset	\$ 3,825
Board of Pensions	\$ 19,500
Travel	all church mileage at current IRS rate
Study Leave	\$ 1,500
403b	\$ 100
Professional Expense	\$ 100
Medical Ded.	\$ 100
Medical Ded. fam.	\$ 100

**ITEMS FOR THE PRESBYTERY'S INFORMATION**

The Committee on Ministry VOTED to:

- Approve Form 6: Annual Review for Congregations without a called or covenanted pastor for the Prattsburgh Presbyterian Church for the calendar year 2023.
- Approve Form 6: Annual Review for Congregations without a called or covenanted pastor for the Lyons Presbyterian Church for the calendar year 2023.
- Approve Form 6: Annual Review for Congregations without a called or covenanted pastor for the Weston Presbyterian Church for the calendar year 2023.
- Approve Terms of Call between the Ovid Federated Church and Rev. J. Robert Mellgard for the calendar year 2024.
- Approve adding Rev. Cara Milne to the Pulpit Supply List.
- Approve Form 2: Covenant for Pastoral Services between Rock Stream Presbyterian Church and CRE Carleen Frost for September 1, 2024 to December 31, 2024.
- Approve Rev. Dan Russell to serve as the Session Moderator at FPC Watkins Glen on July 9, 2024.
- Approve the Mission Discernment Profile for Hornell, United.
- Approve the Mission Discernment Profile for Newark, Park.
- Approve the Mission Discernment Profile for Watkins Glen, First.
- Approve amended Form 2: Covenant for Pastoral Services with a CRE between Rock Stream Presbyterian Church and CRE Carleen Frost for September 1, 2024 to December 31, 2024.
- Approve HR TE Jane Winter to Moderate the Sunday, Sept. 15, 2024, session meeting of the Moreland Presbyterian Church.
- Approve HR TE John Milne to Moderate the Thursday, Sept. 19, 2024, session meeting of the First Presbyterian Church of Wolcott.
- Approve recommending the Presbytery approve a 2.6% cost of living increase for 2025.
- Approve the Installation Administrative Commission for Rev. John Woodring.
- Approve the BoP Benefits Costs Interactive Spreadsheet.

- Approve the Presbytery Of Geneva Requirements For Medical Coverage.

### **MISSION AND WITNESS COMMITTEE**

RE Joanne Tunison (Horseheads, First) presented the report.

Mission and Witness, along with FPC Elmira, is hosting 2024 Peacemaker La Rev. Dra. Marielis Barreto-González. She arrives on September 30th and will stay until October 7th. There are many exciting activities planned, culminating in a combined worship service with Elmira First, Elmira North, Big Flats, and Horseheads on World Communion Sunday at FPC Elmira. The four church choirs will combine to sing to the glory of God, including the well-known and loved hymn "The Prayer of St. Francis of Assisi" (Lord make me an instrument of your peace.), which will be sung in Spanish. The Rev. Jane Winters has graciously agreed to share time with the children. Joanne will be interpreting the service for worshippers. (Marielis does not speak English.) Following the service, there will be a catered meal in the FPCE Great Room including a presentation by Marielis and an opportunity for guests to ask questions. All are welcome!

Joanne Tunison challenged the Presbytery to consider what the Church would be like without *mission*. Mission happens in many ways – locally and globally. We do not need to get on a plane in order to participate in mission opportunities! The biggest opportunity to support mission work is with your prayers. The Presbytery has a solid 6-year-long mission with Puerto Rico through the First Presbyterian Church of Elmira. There are work opportunities and fellowship opportunities for *everyone*.

*"Two are better than one because they have a good reward for their toil. For if they fall, one will lift up the other, but woe to one who is alone and falls and does not have another to help... And though one might prevail against another, two will withstand one. A threefold cord is not quickly broken."* – Ecclesiastes 4:9-10, 12

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

### **GENERAL COUNCIL, COMMITTEE ON OPERATIONS, & TREASURER'S REPORT**

TE David Ashby (AL), Treasurer, and RE Sandra Ansley (Geneva), Committee on Operations' Chairperson, presented the report.

- The Synod of the Northeast and the General Assembly have both increased *their portion* of per capita, so the total per capita should reflect that total increase of \$0.77. Therefore, the total per capita payment for the Presbytery of Geneva (including per capita for Presbytery, Synod, and General Assembly) will be \$57.77 in 2025.
- The Presbytery of Geneva VOTED to **approve** the total per capita payment for the Presbytery of Geneva (including per capita for Presbytery, Synod, and General Assembly) set at \$57.77 in 2025.

### **COMMITTEE ON LEADER CARE**

TE Bruce Incze (Arkport, First), Committee on Leader Care Chairperson, made a special presentation, giving thanks for the ministry of Elena Delhagen, former Communications Administrator for the Presbytery of Geneva. Rev. Incze led the Presbytery in singing a specially composed farewell song (which was also recorded, so it could be shared with Elena, who was unable to attend the meeting in person). The chorus of the song: *Elena we'll miss you so, Nobody here wants you to go, We wish you well and all of that, But in the end we really want you back.*

### **WORSHIP AND THE LORD'S SUPPER**

The Presbytery of Geneva engaged in a service of worship, led by TE Gail Heimberger (Sodus, First). The worship service included the celebration of the Lord's Supper.

### **LUNCH**

The Presbytery of Geneva adjourned at 12:10pm and shared a meal.  
The Presbytery re-convened at 1:30pm.

The Stated Clerk announced the winners of the “pre-registration” drawing: RE Ruth Hauser (Horseheads, First) and TE Michelle Serra (Canisteo, First). They were each presented with a ceramic soup mug.  
The Stated Clerk announced that there will be other prize drawings in the future at in-person meetings. To be eligible to win, people simply need to pre-register for the meeting (a great help to the Stated Clerk and the host congregation).

### ***OPEN SPACE***

TE Kirianne Weaver (Ithaca, First) facilitated the brainstorming session, recording the various topics suggested by members of the Presbytery.

Presbyters selected which discussion group they wanted to join, and all were dismissed to different rooms to talk. Following a time for open conversations, the Presbytery returned to the sanctuary to share a bit about what each group had discussed.

Prior to sharing about the open space discussions, the Presbytery Moderator shared that TE Deb Grohman had received an update from her doctors concerning her ongoing battle with cancer. The Presbytery gathered around Rev. Grohman, laying hands on her and offering prayers for her strength and healing.

### ***GOOD NEWS FROM CONGREGATIONS***

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

(1.) AntiRacism Congressional Training  
At the Third Presbyterian Church

Beginning on Wed., Oct. 16 and all Wednesdays through Nov. 13, 5:30 - 7:30p.

See <https://www.thirdpresbyterian.org/event/antiracisms-fall-2024-congregational-training/all/>

(2.) CONGREGATIONAL LEARNING DAY

Please add this event to your church calendars- SAT. morning to one o'clock March 1, VIA ZOOM.

(3.) CREATING A SEMINAR titled “Not Safe For Worship Part II” TO HELP RENEW BIBLE STUDY IN THE CHURCH - An opportunity to help preachers and teachers is forthcoming. If you're interested in building a seminar on critical biblical interpretation, join our small group currently consisting of Rev. Dave Barnard, Rev. Hi Dong Hwang, Mr. Frank Strock and Dan Russell via zoom on Sunday, October 20 at 4 PM. Please email [pastordanieljrussell@gmail.com](mailto:pastordanieljrussell@gmail.com) to get the meeting link. We need diverse inputs in creating this seminar.

(4.) Alzheimer's Disease Educational Opportunities - Finger Lakes Geriatric Education Center - Geriatrics & Aging - University of Rochester Medical Center

<https://www.urmc.rochester.edu/medicine/geriatrics/flgec/alzheimers-disease-education.aspx>

### ***RESOLUTION OF THANKS***

RE Beth Newell (Geneva) offered the Resolution of Thanks.

### ***BENEDICTION AND ADJOURNMENT***

The Presbytery VOTED to **adjourn** the meeting with prayer and the benediction.

The Moderator offered prayer and benediction, and pronounced the meeting to be adjourned at 2:40pm. .

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Attest: Amy Loving Austin, Stated Clerk



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

Treasurer's report to Presbytery 09-24-24 – TE David Ashby

For Action: nothing

For Information:

August 2024 financials are attached < 09-24-24\_Presbytery\_Geneva\_FS\_August\_2024.xlsx >

This is a streamlined version of the full dozen or more tabs the Operations Committee reviews, and it gives the general overview. Should any commissioners want the complete report, please contact me.

Our accounts at Community Bank are, as of 09-16-24

CKGENERAL \$34,414.19

SAVGENERAL \$47,828.70

CKCAMP \$91,830.41

SAVCAMP \$55,145.86

Funds with Presbyterian Foundation

Camp Whitman Endowment \$52,958

Presbytery Endowment \$26,800

Total \$79,757

Camp Whitman (2023) \$1,934,712 (property and structures)

Over the last months several transfers have been made to the general checking account to cover camp payroll in a more timely manner. Typically those transfers were made at the end of the camp season or late fall. Because our working balances were so close this year, we don't have the ability to float the payroll this year. We are getting a much better handle on our budget through the year, payroll, balances, and the interconnections with the Camp Whitman budget and year.

A reminder that our in-development 2025 budget will have substantial increases in per capita at all levels: we project an increase of \$7 in Presbytery per capita to \$43.92; Synod is increasing 15¢ to \$4.25; General Assembly is increasing 62¢ each of the next two years to \$10.84 in 2025 and \$11.26 in 2026. Please share this with your congregational budget team before they draft your 2025 budget; they are unlikely to be happy about the increases!

As a first-year treasurer, I have been learning everything I can about the Board of Pensions changes for next year and following. Unsurprisingly, Medical dues will continue to go up during the transitional phase.

Overall, our working funds are not improving. If there is some improvement in the final quarter, it will come from timely gifts from congregations for mission and per capita, along with being past our heavy seasonal payroll. In the long term, it would be wise to look at sharing some leadership and administrative costs with neighboring presbyteries and possibly further integration.

In 2025, our budget will have a line to receive per capita donations from individuals, such as pastors and honorably retired ministers, for whom per capita is not typically paid

For Discussion: nothing

As always, have at me with questions!  
David Ashby

**GENERAL COUNCIL REPORT TO THE PRESBYTERY  
September 24, 2024**

[From the meetings of 06/11/2024, 08/13/2024, and 09/10/24]

**ITEMS FOR THE PRESBYTERY'S ACTION:** None

**ITEMS FOR THE PRESBYTERY'S INFORMATION**

**(Presbytery Records)**

The General Council VOTED to grant access to documents requested by Kyle Coombs, including granting access to our records held at the Presbyterian Historical Society that are relevant to his research.

**(Presbytery Meetings)**

The General Council VOTED to approve holding the September 24, 2024 Stated Meeting of the Presbytery in person only. The reasons for this decision include: the Presbytery is currently short-staffed, the inclusion of the Open Source Meeting format, and the subjects to be discussed are better discussed in-person.

The General Council VOTED to approve presenting the Necrology Report at the Stated Presbytery Meeting in November.

**(Committee on Operations)**

The General Council VOTED to refer the final development of the Anti-Harassment Policy to the Committee on Operations.

The General Council VOTED to direct the Committee on Operations to set up a designated account starting in 2025 so that donations can be received and approved disbursements made to support churches as they provide required medical coverage for pastoral leaders' spouses, children, and/or families. While this is a designated account, these funds will be restricted to use as described above. The BOP Response Team will work with the COM to develop a policy for how these funds are to be managed and disbursed within the Presbytery.

**(Committee on Ministry)**

The General Council VOTED to encourage the BOP Response Task Group to consider the ideas shared by the Collaborative Committee related to the possible creation of a fund to support

churches/pastors funding medical coverage through the BOP for spouses, children, and families.

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**UPCOMING PRESBYTERY MEETING DATES**

<i>Tuesday</i> , September 24, 2024	10:00am	Marion, United
<i>Tuesday</i> , November 19, 2024	1:00pm	Hybrid / Elmira, First
<i>Saturday</i> , January 25, 2025	10:00am	Online Only

**A Note from the Presbytery Leader**

Hello Everyone –

I hope you've all had the opportunity to enjoy a wonderful summer and find some sabbath rest along the way. As we turn our attention now to fall programming and busy schedules, I'd like to invite you to some upcoming events:

**Wednesday, September 25** brings the opportunity to dive into fall stewardship campaigns. During the morning session we will be discussing the book *Rich Church Poor Church: Keys to Effective Financial Ministry* by J. Clif Christopher. The afternoon session will provide opportunities to draft newsletter articles, stewardship letters, announcements, etc. and receive feedback from other participants, getting you started on the right track.

**Tuesday, October 1** is the next Small Church Online Gathering

**Monday, October 7** will be a practice session for those who were able to attend previous Futures Workshops and may be feeling a bit overwhelmed by the tools and processes. An email was sent to these participants on September 14 with more information. If you did participate but did not receive the flyer, please reach out to me at [leader@presbyteryofgeneva.org](mailto:leader@presbyteryofgeneva.org) for more information.

Have you or your church been struggling to move beyond past conflicts? There's a workshop for that too! Join us in Watkins Glen on **Saturday, October 19**. An additional offering of this workshop is being planned for early November.

There will be more to come later this fall: a book study exploring generational differences and how they could impact the future of the church, some opportunities for those dealing with anxiety around the upcoming presidential election, and a few online gatherings for those who struggle to get through the holiday season. Be sure to check the presbytery newsletters for more information about all of these activities – we hope you will join us!

May God continue to bless you and your ministries as we enjoy the beauty of the changing seasons.

-Marji

## Honoring the Saints in Our Annual Necrology Report

In response to a request made by many congregations, General Council has shifted the Annual Necrology of the Presbytery of Geneva from our January Stated Meeting of the Presbytery to our November Stated Meeting of the Presbytery. This year's reporting period will be from January 1, 2024 to October 31, 2024. Next year, the reporting period will be from November 1, 2024 to October 31, 2025 . We ask that you forward your congregational Necrology Report by **5 November 2024** to:

**AND**

Bob Sell  
[rsell1954@gmail.com](mailto:rsell1954@gmail.com)

Bruce Incze  
[Pastor.Bruce.APC@gmail.com](mailto:Pastor.Bruce.APC@gmail.com)  
[ail.com](http://ail.com)

We ask your assistance in recognizing, honoring and giving thanks for the saints who passed into glory in 2024, having served this presbytery as Ruling Elders or Teaching Elders. We shall also recognize congregations that have run their race and were disestablished in 2024.

We always try to capture the most complete record we can for the Necrology Report. It is our heartfelt desire to recognize, honor, and give thanks for each servant who has gone to receive the rewards of their labor. Completeness can only be achieved when we receive this information from the congregations.

We ask the Clerks of Session for the following information:

1. The first and last name of the individual. Middle names can be added and "nicknames" for middle names are welcome.
2. A phonetic spelling of any names that are likely to be mispronounced by a stranger. We ask for this information because their names will be read aloud as part of the Necrology Ceremony.
3. A photo, if provided, will be shown in the presentation as we read the name of each individual. Oftentimes a photo is not available, but if one is, we shall show it.
4. If you have an ordination date, we will include that in the presentation as well. This piece of information is often difficult to find and is simply a "nice-to-have."

If you have had a year without experiencing a loss, we would like to know this as well so that we know that your church family is accounted for.

For whatever reason, if you anticipate that your Clerk of Session/congregation will have difficulty providing the names of the Ruling Elders and Teaching Elders who passed in 2024, please let us know, using the emails for Bob Sell and Bruce Incze provided above.

This call for data will be repeated in the October newsletter. I thank you in advance for your support in this effort to honor our colleagues who have passed into glory.

Pastor Bruce Incze  
Arkport Presbyterian Church  
On behalf of the Committee on Leader Care  
607.295.7499

**PRESBYTERY of GENEVA MINIMUM SALARIES 2025**

These figures represent a **2.6% COLA increase** from the 2024 Minimums

Presbytery's General Council highly recommends that the effective salary of individuals already above the minimum be increased by at least 2.6% for 2025.

	<b>2025 Full Time</b>	<b>2025 3/4 Time</b>	<b>2025 1/2 Time</b>	<b>2025 3/8 time</b>	<b>2025 1/4 time</b>
<b>A. EFFECTIVE SALARY</b>					
Cash Salary (65% of TES) <sup>1</sup>	\$36,651	\$27,489	\$18,325	\$13,744	\$9,163
Housing Allowance or Fair Rental Value of Manse (35% of TES) <sup>1</sup>	\$19,735	\$14,801	\$9,868	\$7,401	\$4,934
<b>TOTAL EFFECTIVE SALARY (TES)</b>	<b>\$56,386</b>	<b>\$42,290</b>	<b>\$28,193</b>	<b>\$21,145</b>	<b>\$14,097</b>
<b>B. ADDITIONAL REQUIRED PAID COMPENSATION</b>					
Social Security Offset (SECA) = 7.65% of TES (Required for installed positions, recommended for others)	\$4,314	\$3,235	\$2,157	\$1,618	\$1,078
Travel Allowance	All church related travel vouchered at IRS rate	Same	Same	Same	Same
Study Leave	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
Church-related expenses <sup>2</sup>	Reimbursed	Reimbursed	Reimbursed	Reimbursed	Reimbursed
Pension <sup>3</sup>	\$5,639	\$4,229	\$2,819	\$2,114	\$1,410
Medical <sup>4</sup> Congregational Pastor's Package (CPP; 16% of TES) OR Transitional Pastor's Participation (TPP; 33% of TES)	\$9,022 OR \$18,607	\$6,766 OR \$13,956	\$4,511 OR \$9,304	\$3,383 OR \$6,978	\$2,256 OR \$4,652
<b>TOTAL SALARY PACKAGE</b> (Effective Salary + Additional Paid Compensation + all church-related expenses) Top value (with CPP Medical) Bottom value (with TPP Medical)	<b>\$76,861</b> OR <b>\$86,446</b>	<b>\$58,020</b> OR <b>\$65,210</b>	<b>\$39,180</b> OR <b>\$43,973</b>	<b>\$29,760</b> OR <b>\$33,355</b>	<b>\$20,341</b> OR <b>\$22,737</b>

<b>C. REQUIRED BENEFITS</b>					
Paid Study Leave Time <sup>5</sup> (may be accumulated up to three years)	2 weeks, including 2 Sundays	Same	Same	Same	Same
Vacation	31 days including 4 Sundays	Same	Same	Same	Same
Paid Family Leave	Up to 4 weeks of paid family leave	Same	Same	Same	Same

Table Footnotes

1. Percentage allocated to salary and housing can be modified.
2. Church-related expenses are vouchered and reimbursed subject to budgetary ceilings determined by the session.
3. Pension: Depending on the pastoral leader’s situation, pension may be through the PCUSA Board of Pensions (BOP) or another plan.
4. Medical: Installed pastors must be covered through a BOP plan. Family members may be covered through a BOP plan or other plan. Non-installed pastors may be covered through another plan.  
CPP: Cost listed covers only the pastor; coverage for spouse and/or children incurs an additional cost. TPP: Cost listed covers the pastor and all eligible family members; plan will be in place only through 2027. See statement below for requirements for medical coverage. Refer to other resources for specifics on the BOP plans.
5. Study leave time may be accumulated for up to 3 years. Pastors should involve session in discussions and decisions about accumulation of study leave time.

**PRESBYTERY OF GENEVA REQUIREMENTS FOR MEDICAL COVERAGE**

The requirements of congregations with pastoral leaders<sup>1</sup> are:

- The Minimum Terms of Call shall require full participation for the pastor in the Board of Pensions benefits programs including medical and income protection (Covenant Package) through the Congregational Pastors Package (CPP) or Transitional Pastor’s Participation (TPP) available in 2025- 2027. This is required in the Book of Order in G-2.0804.
- Full family coverage in whatever form that coverage may take. This is a matter of justice, and not optional, discretionary, or a negotiating point for new calls/contracts. Coverage provider options may include:
  - BOP (pastor only, pastor + spouse, pastor + children, or pastor + family)
  - Affordable Care Act Marketplace (Gold Level Plan or better in NYS)
  - Spouse’s Employer
    - Spouses with medical coverage may have contributory requirements for such coverage. In such circumstances, it is appropriate for the church to compensate the pastoral leader for the contributory cost. Pastoral leaders should recognize that such a contribution is a taxable event.

- COM advises that pastors consult with their tax preparer regarding how best to structure the Terms of Call.
  - Medicare
- Keep the same or comparable coverage as existed when the congregational pastoral leader was originally employed.
- Congregations and pastors/candidates shall work together to provide a strategy, which shall be approved by the COM, to address the coverage of a spouse and/or children to ensure that the spouse and/or children are appropriately covered.
- Waivers for any of these requirements may be requested by the pastoral leader; the COM must approve all waivers before the terms of call or contract is approved by the congregation or session.

This policy shall be reviewed/revised on an annual basis as we move through the transitional period ending December 31, 2027.

<sup>1</sup> While the BOP defines congregational pastoral leaders as “employed by a congregation and working at least 20 hours per week”, **the Presbytery of Geneva requires that all pastoral leaders (installed and temporary, including CREs) be provided with some form of medical coverage.**

**Shared with the Presbytery during Open Space:**

How the Huron Presbyterian Church is a Strong Congregation  
God is at work in making a strong congregation in the Huron Church.

The session:

- Is active, establishes committee chairpersons each year, meets most every month and routinely shares information with its members.
- Makes sure, that without a stated pastor, there is worship every Sunday. When no pulpit supply is available, the elders lead worship.
- Hires a retired pastor to cover a few hours of monthly pastoral care.
- Encourages fellowship among the congregation and community with scheduled coffee hours, potluck meals and dinners.
- Works with other area churches: to provide lunch for community senior gatherings, to support a food closet and Vacation Bible School and to take turns in hosting special community worship services.
- Has provided meeting space for community groups such as a literacy group, a widow support group and town historical events.

The members of the congregation:

- Are respectful of one another and very welcoming to visitors.
- Feel free to step up when they see something needs doing and to share their talents such as greet people, pass out bulletins, turn off forgotten lights, check if rain flooded anything, print, post or deliver items, plant flowers, trim shrubs, hang wreaths, clean the church, make repairs, contribute to the newsletter and other church projects.
- Are flexible and willing to try new ways of doing things.
- Know others in the congregation well enough to know who to contact for assistance in emergency or when special help is needed.
- Ask for prayers during worship and when needed prayer requests are passed to members and friends by email or phone calls.

The congregation, working together:

- Keeps members and friends well informed with weekly Sunday bulletins, monthly newsletters and email & phone calls when needed.
- Provides useful clothing, bedding, furniture and household items to the community at low prices in annual rummage sales.
- Collects money and food items for local food closet at monthly collections and a special thanksgiving event.
- Has given back to the community in the past with dinners for area retirees and delivery of Advent bags for shut-ins.
- Knows it is vital to express gratitude for God's guidance and help.