PRESBYTERY OF Genesee Valley

DRAFT MINUTES
Stated Meeting
July 29, 2025, 2:00 p.m.
First Presbyterian Church, Batavia, NY

Moderator: Mindy Shaffer

Moderator Elect: Marcia Reiff

Stated Clerk: Bethany Benz-Whittington

Treasurer: Paul Bishop

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What Happened: The Meeting in Narrative

On Tuesday, July 29, 2025, the Presbytery of Genesee Valley met at Batavia First Presbyterian Church to worship together and consider the business of the presbytery. We gathered with 54 in-person and 54 on Zoom (yes, really!!).

At 2:05 pm the moderator declared a quorum and the meeting was called to order with prayer by Rev. Roula Alkhouri, pastor at Batavia First. She welcomed the presbytery with gratitude and several fun stories about what Batavia First is doing within the congregation and out in the community.

After conducting the opening business, including adding the report from the Synod of the Northeast to the agenda, and the approval of the Consent Agenda and the Omnibus Motion, the presbytery moved to worship. Outgoing moderator Mindy Shaffer preached on Ephesians 4:1-13. Offering was received, with a total of $1276 going to a warming shelter in Batavia. We then engaged in an extended Passing of the Peace as we prepared our hearts and minds to begin hearing reports and voting.

The first report we heard came from Executive Presbyter Rev. Dr. John Odom. He spoke of transfiguration, emphasized by his snazzy white suit. He reminded the presbytery of our belief in a Jesus who, even after all the changes and disruption he brought, was himself changed. He was transfigured, transformed, before our very eyes, and invites us to be continually transformed in his image. All of this is, in this case, in service of the major transformation happening in the presbytery. May it be in the service of Jesus' mission, and to the glory of God.

The Stated Clerk Rev. Bethany Benz-Whittington then reported on several upcoming projects for churches and clerks of sessions. Her major emphasis was on the four required policies of the denomination that every council should have. They are: Sexual Misconduct, Child and Youth Protection, Anti-Harassment, and Anti-Racism. There are resources for all of them at the presbytery, so feel free to reach out as you develop yours.

Rev. Evan Wildhack (TE, Corfu) then brought a report and several recommendations from the Transitional Leadership Council. As part of the changes happening in the presbytery, the TLC asked to be dissolved and a new group, the Mission Commission, be constituted. This required several motions to be considered in one vote, including the suspension of the rules in order to move forward with this process. The Mission Commission, its job description, and its authority as a commission were all approved.

Ed Daniel (RE, Perinton) brought a report from the Trustees, along with a motion to dissolve the Budget Development and Oversight Committee, and

reconstitute it as a working group reporting to Trustees. This motion passed. Ed also shared with us for a first reading the proposed “Policy and Guidelines of the Presbytery of Genesee Valley for Congregational Dissolutions.” It is to be voted on at the October meeting of the Presbytery of Genesee Valley.

The presbytery took a brief break from business and invited attendees to engage in a speakout. There was thanks given for various people, including the folks on TLC and Bob McCredy. Several people gave updates on what’s happening at their churches. The presbytery was invited to the final worship service at Irondequoit Presbyterian Church on September 28 at 4 p.m. We were then led in a pastoral prayer and the Lord’s Prayer by Rev. Laurel Nelson (TE, Lagom Landing), and sang a couple verses of "Take My Life." The Presbytery then recessed for a brief ten-minute break.

Following the break, the Presbytery reconvened by joining in singing the hymn "Come Sing, O Church, in Joy" led by Rev. Evan Wildhack. Then in the Committee on Representation report, Rev. Mike Fry (TE, Byron), invited us to consider how we all might volunteer our gifts and skills for the presbytery. After a year of very hard work, he introduced a slate of nominees for all committees and commissions, moderator elect, and the addition of Martha Mitchell who wasn’t included in the written documents. All were approved.

Rev. Walter Stuber (TE, At-Large) invited inquirer Alfred Appiah forward for examination for candidacy. He reminded us that a candidate can only be examined on their paperwork in the packet. After a brief examination, Alfred’s move to candidacy was approved. We then prayed and sang in celebration with Alfred.

The Committee on Ministry brought two pieces of business. Rev. Charles Roberts (TE, Retired) invited Rev. Andrew Schep forward for examination to temporary membership and to serve as Stated Supply at South Presbyterian church. The Stated Clerk offered some context for this motion, including that she had trained and examined him on polity and the sacraments, and found him to be satisfactorily prepared. Rev. Schep was joyfully received, with much praise and gratitude from his colleagues at South.

Rev. Roberts then invited CP Dave Fish forward to be commissioned for service at Barre Center Presbyterian Church. The presbytery engaged in a liturgy of commissioning, with a closing prayer by Bruce Landis (RE, Barre Center).

We then heard a report from Rev. Brandi Wooten (TE, Chili) on the business and changes happening in the Synod of the Northeast. That report is included in the appendices of these minutes.

Mindy Shaffer (RE, Penfield) and Janette Henderson (RE, Pittsford) offered a report from the Racial Justice Peace and Advocacy Working Group. That report is also included in the appendices, and you can also read it in the Valley Vibes.

At the end of our meeting the presbytery celebrated the installation of Rev. Marcia Reiff (TE, Dansville) as moderator, and Rev. Evan Wildhack (TE, Corfu) as moderator elect. Mindy Shaffer (RE, Penfield) was thanked effusively for her service as moderator, with gifts and flowers (!), and released to be the chair of the newly formed Mission Commission.

The meeting was adjourned at 4:51 p.m. with prayer by Mindy.

Stated Meeting of the Presbytery of Genesee Valley
July 29, 2025 – 2:00 p.m.
First Presbyterian Church, Batavia, NY

The Minutes

2:00 p.m. Announcements and Good News

- Moderator Mindy Shaffer announced the tellers: Jeff Falter, Laurel Nelson, Tom Schubmehl, and Janette Henderson
- Our offering will go to the creation of a warming shelter in Batavia
- Laurel Nelson passed around the prayer journal

2:10 p.m. Declaration of a Quorum, Call to Order, Opening Prayer

- Rev. Roula Alkhouri welcomed the Presbytery of Genesee Valley to Batavia First Presbyterian Church and offered the opening prayer
- Introductory Business
    - Seating of Corresponding Members
        - Rev. Bethany Benz-Whittington (Olympia Presbytery) – Stated Clerk
    - Greeting New Commissioners
    - Approved the Agenda
        - A report from Synod of the Northeast was added
    - Approved the Consent Agenda (p. 11) and Omnibus Motion (p. 14)

Order of the Day – Worship/Passing of the Peace

- Worship was led by Moderator Mindy Shaffer, Moderator Elect Marcia Reiff, and future Moderator Elect Evan Wildhack
- Mindy preached on Ephesians 4:1-13 as he outgoing act as Moderator
- We were led in prayer and song and then had an extended passing of the peace to transition well into our work for the day

Executive Presbyter's Report

- Executive Presbyter John Odom reported on the transitions happening in the presbytery, including the new Mission Commission, the Pastoral Transitions Commission, and the Congregational Relations Commission

Stated Clerk's Report

- Stated Clerk Bethany Benz-Whittington reported on the required policies which will need to be submitted at this year's Session minutes review

- Child and Youth Protection
- Anti-Racism
- Anti-Harassment
- Sexual Misconduct Prevention

Transitional Leadership Council Report ***(see Appendix A, p. 23)***

- Rev. Evan Wildhack (Corfu) brought a motion to dissolve the Transitional Leadership Council and create the Mission Commission. The motion was in several parts:
  - Suspend the section of the PGV Policies and Procedures Manual on presbytery design
    - **Motion was APPROVED**
  - Dissolve the TLC, Create the Mission Commission, Approve the job description and authorities given to MC
    - **Motion was APPROVED**

Trustees Report ***(see Appendix B, p. 27)***

- Elder Ed Daniel (Perinton) brought a motion to dissolve the Budget Development and Oversight Committee and reconstitute it as a working group reporting to Trustees
  - **Motion was APPROVED**
- Ed also called our attention to a new policy proposed by Trustees for a first reading: Policy and Guidelines of the Presbytery of Genesee Valley on Congregational Dissolutions

Pastoral Prayer/Lord's Prayer

- Rev. Laurel Nelson (Lagom Landing) of the Shepherding Working Group led us in prayer
- We moved to a ten-minute break

Committee on Representation ***(see Appendix C, p. 31)***

- Rev. Mike Fry (at-large) presented a slate of nominees for the coming year and to populate all new commissions
  - **Motion was APPROVED**

Committee on Preparation for Ministry ***(see Appendix E, p. 36)***

- Rev. Walter Stuber (Geneva Presbytery) presented for examination Alfred Appiah. Upon completion of his examination, Alfred was asked to leave for brief discussion
  - **Motion was APPROVED**
- Alfred was welcomed back into the room and offered a litany of discernment and prayer for his calling

Committee on Ministry

- Rev. Charles Roberts (Retired) brought three pieces of business
- Examination of Andrew Schep *(see Appendix F, p. 39)*

    - Rev. Andrew Schep, having been called to serve the South Presbyterian Church, was examined for temporary membership. Upon completion of examination he was asked to leave for brief discussion and vote
        - **Motion was APPROVED**
- Commissioning of CP Dave Fish *(see Appendix L, p. 82)*
    - Dave Fish was commissioned for service as Commissioned Pastor at Barre Center Presbyterian Church. His commissioning litany was led by the Moderator, Charles Roberts, and Bruce Landis, Elder at Barre Center
- Congregational Relations Commission *(see Appendix H, p. 50)*
    - Rev. Roberts offered an update on the work of the CRC

New Business

- The Moderator invited Rev. Brandi Wooten (Chili) to share about the restructuring of the Synod of the Northeast

Working Group Reports

- Racial Justice, Peace, and Advocacy
    - Mindy Shaffer (Perinton) and Janette Henderson (Pittsford) shared about the work of RJPAWG, and invited the presbytery to their Matthew 25 Conference in the fall. See appendix P.

Installation of Moderator and Moderator-Elect *(see Appendix N, p. 86)*

- Outgoing Moderator Mindy Shaffer led a liturgy of installation for the new Moderator, Marcia Reiff, and Moderator Elect, Evan Wildhack. They were asked and responded in the affirmative to the Constitutional Questions (BOO W-4.0404)
- The presbytery celebrated with gratitude and gifts Mindy's years of service as Moderator Elect and Moderator

Benediction, Closing Prayer, Adjournment

- Moderator Marcia Reiff and Moderator-Elect Evan Wildhack led us in a closing litany and prayer

The Meeting Was Adjourned at 4:51 p.m. and in-person attendees enjoyed a pizza dinner together

Attendance Record

Bethany	Benz-Whittington	CM	PGV Staff
Barbara	Sceusa	REC	Avon, Central
David	Fish	REC	Barre Center
Bruce	Landis	REC	Barre Center
Tom	Schubmehl	REC	Batavia
Edna	Hamlin	REC	Bethany
Kristen	Gerling	REC	Brockport, FPC
Tamara	Hillabush Walker	REC	Byron
Mary	MacIntyre	REC	Caledonia, FPC
Linda	Badger Becker	REC	CE Pittsford, FPC
Barb	Wasmer	REC	Chili, FPC
Kate	Riegel	REC	Corfu UPC
Pat	Lockwood	REC	Covington, UPC
Brad	Smith	REC	CP Attica
Mark	McDaniel	REC	CP Christ Clarion
Jerry	Swain	REC	CP Liviona, FPC

Roger	Estes	REC	CP Mumford
Janis	Lewis	REC	Dansville
John	Dehority	REC	DUPC
Duane	Staples	REC	East Avon, FPC
Thomas	Brewer	REC	Gates
Anne	Bishop	REC	Geneseo, Central
Martha	Kumler	REC	Honeoye Falls
Laurie	Skinner	REC	Irondequoit
Ellen	Best	REC	John Calvin
Lori	Shipman	REC	Livonia, FPC
Martha	Mitchell	REC	Lyndonville
Elizabeth	Wolanyk	REC	Lyndonville
Robin	Kruppa	REC	Mt. Morris
Gordon	Chapman	REC	Ogden
Mindy	Shaffer	REC	Moderator
Robin	Sheppard	REC	Penfield
Barbara	Jackson	REC	Perinton
Lynn S	Burdick	REC	Perry Brick

Paul	Bishop	REC	PGV Treasurer
Edward	Daniel	REC	PGV Trustee Chair/Perinton
Janette	Henderson	REC	Pittsford, FPC
Bob	Mecredy	REC	BDOC Chair
Don	Tubman	REC	Scottsville, Union
Bill	Haake	REC	Scottsville, Union
Mary Lee	Miller	REC	South
Nancy	Rice	REC	1001 NWC
Deborah	Godlove	REC	Stone Church, Bergen
Mary	Haverfield	REC	Summerville
Betty	Iwan	REC	Synod Commissioner
Tina	Curran	REC	Third
Beth	Laidlaw	REC	Third
Betsy	Marvin	REC	Third
Roger	Miller	REC	Trinity Emmanuel
Joyce	Miller	REC	Trinity Emmanuel
Chip	Anthony	REC	Twelve Corners
Tony	Hubbard	REC	Webster
Shirley	Mandeville	REC	York

Viktoria	Berlik	TE	AL
Jeff	Falter	TE	AL
Walter	Stuber	TE	AL
Roula	Alkhouri	TE	Batavia, FPC
Bob	Spratt	TE	Bethany
Michael	Fry	TE	AL
Brandi	Wooten	TE	Chili, FPC
Evan	Wildhack	TE	Corfu
Kristina	Hansen	TE	Covington UPC
Marcia	Reiff	TE	Dansville
Laura	Bachmann	TE	Gates
Carson	Mouser	TE	John Calvin
David	Kilgore	TE	Lima
William	Wilkinson	TE	Medina
Whitney	Scoville	TE	Ogden PC, Pray & Play
Twyla	Boyer	TE	Penfield
Erin	Jacobson	TE	Pittsford, FPC
Aaron	Neff	TE	Pittsford, FPC
John	Odom	TE	Presbytery Leader
Bruce	Boak	TE	Retired

Val	Fowler	TE	Retired
Gail	Ricciuti	TE	Retired
Ray	Lindquist	TE	Retired
Stephanie	Sauve	TE	Retired
Judy	Hay	TE	Retired
Janice	Fitzgerald	TE	Retired
Louise	Armstrong	TE	Retired
Anne	Waasdorp	TE	Retired
Charles	Roberts	TE	Retired & CRC
Marsha	Wenhold	TE	Rochester Presby Homes
Kevin	Hershey	TE	Scottsville, Union/COtW
Elain	Loggi	TE	Summerville
Rebecca	Segers	TE	Third
Jeff	Fox-Kline	TE	Twelve Corners
Laurel	Nelson	TE	VM Lagom Landing
Michelle	Sumption	TE	York

Ron	Duttweiler	TE	Nunda, Trinity (temp member)
Alfred	Appiah	V	Victor, FPC
Cheryl	Battaglia	V	PGV Staff
Jan	Beutner	V	Gates
Steve	Bryson	V	Irondequoit
Lisa	Clark	V	Caledonia, FPC
Phil	Davis	V	
Kathy	Coons	V	Gates
Carol	Deinhardt	V	Twelve Corners
Barbara	Durfee	V	South
David	Durfee	V	South
Lisa	Morrill	V	Caledonia, FPC
Heritage	Munyakuri	V	El Shaddai Church/ Gates
Kelly	Sabetta	V	PGV Staff
Andrew	Schep	V	South

Excused: Sue Thaine, Pat Youngdahl, Laura Fry, Ernest Krug, Nathan Mochizuki, Susan Frost, Carin Farmer

Teaching Elders: 37
Ruling Elders: 52
Visitors: 14
Corresponding Members: 1

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 or raise your virtual hand 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.

Treasurer's Report

- See Appendix D

Presbytery Meeting Minutes

- Found at this link: May 3, 2025 DRAFT Meeting Minutes

Today's Offering

- Today's offering will go toward the establishment of a Code Blue Warming Center in the Genesee County area.
- To give electronically, please scan the QR code.

Committee on Ministry Actions

- Receive the minutes of the May 6, 2025 COM meeting and approve the following:
  - Reduce hours/week to 40 for full-time pastors
  - Add Phil Davis and Deb Swift to Pulpit Supply List
  - Approve Rev. Bethany Benz-Whittington to labor inside the bounds of the Presbytery of Genesee Valley, effective immediately.

- Approve Rev. John Odom to moderate any session or congregational meeting in the Presbytery of Genesee Valley, effective immediately.
- Pike - Approve CP Lynn Burdick to officiate the sacraments at Pike Community Church while she serves as Moderator there.
- Ogden - Approve the Temporary Supply contract for Rev. Harry Heintz to serve at Ogden Presbyterian Church during CP Whitney Scoville's family leave 9/21/25 to 1/4/26 (attached).
- Lima - Approve Ruling Elder Cathy Foerster to fill the pulpit and officiate at communion at Lima Presbyterian Church on Sunday May 3. note: Kathy is a former CP of PGV and served as Lima's Pastor before moving to Geneva Presbytery. She is on the pulpit supply list in Geneva.
- South
  - Appoint Rev. Bethany Benz-Whittington Moderator of South Presbyterian Church effective May 14, 2025.
  - As an exception to the ordinary Pulpit Supply Policy, Approve Rev. Andrew Schep to fill the pulpit as often as needed at South Presbyterian Church effective immediately and through July 31, 2025
- Trinity Emmanuel - Approve the Terms of Call and Covenant Agreement of Rev. Melany Silas and Trinity Emmanuel Presbyterian Church

- Receive the minutes of the June 16, 2025 COM meeting and approve the following:
  - Pay for EMI training for Vinod Gnanaraj
  - Barre Center - Approve the Terms of Call and Covenant Agreement of CP Dave Fish as Supply Pastor at Barre Center Presbyterian Church and appoint CP Fish as moderator effective July 1, 2025.
  - Approve the commissioning of Dave Fish to serve as Commissioned Pastor at Barre Center.
    - See p. 89 for Dave's supporting documents
  - Covington - Receive names of chair, vice-chair, recording secretary and corresponding secretary of the PNC (attached).

FROM THE NEWLY FORMED COMMISSIONS:

- Congregational Relations Commission
  - **Motion:** That the Presbytery approve the amending of the Congregational Relations Commission job description approved at its May 3, 2025 stated meeting to include "the general oversight of the official Pulpit Supply List and that of service placement component of the Commissioned Lay Pastor program of the Presbytery which was handled by the former Committee on Ministry.
    - See minutes from May 3, 2025 presbytery meeting
- Pastoral Transitions Commission
  - **Motion:** Approve the terms of call and covenant agreement between Rev. Nadia Mullin and Perinton Presbyterian Church.

First Presbyterian Church, Brockport, NY Administrative Commission Report

- **MOTION:** Receive the report of the Administrative Commission for First Presbyterian Church, Brockport, NY and dismiss the AC with gratitude.
    - See Appendix D, p. 33

Omnibus Motion

Tools and Training Working Group

- The Tools and Training Working Group (TTWG) will be starting it's planning for next year's Congregational Learning Day (CLD) in August. TTWG is always looking for new members. CLD is our big event each year but we would love other ideas for year-round satellite (stand-alone) classes. If you are interested in joining the group and/or have a suggestion for a course, contact Mindy Shaffer at mindyashaffer@gmail.com.
- TWG oversees Presbytery of Genesee Valley (PGV) scholarships. There is still some money left in this year's budget. Check out the PGV website for more information. https://pbygenval.org/committees-and-working-groups/healthier-congregations/scholarship-application/

Communications and Technology Working Group

CTWG Report – Stated Presbytery Meeting – July 29th, 2025

The Communications & Technology Working Group (CTWG) remains committed to supporting the Presbytery's goals by fostering connection, improving communication tools, and embracing technology that enhances collaboration. Throughout the past quarter, the CTWG has engaged in a variety of initiatives that reflect our mission and ongoing priorities.

Key Activities and Accomplishments:

- Continued progress regarding the Google Chat Program:
  - Completed Google Chat Pilot Program and currently preparing for public launch.
  - Proposed date for public launch is August 1, 2025.
  - Created new PGV email address and assigned space managers to add new chat groups and members, monitor chat, and respond to questions/concerns.
  - Submitted a report to John Odom for review of all progress made this past year, and discussed next steps and actions.
  - Currently preparing an article to share in Valley Vibes to introduce the Google Chat Program and invite presbytery leaders to participate.

- Continued collaboration with the Tools & Training Working Group (TTWG) to discuss and support potential training topics aimed at equipping leadership and congregations. This includes:
  - Digital marketing, websites, social media, live-streaming options, as well as how to use online tools such as the PGV member directory.
  - Brainstormed logistics of upcoming satellite courses to be offered throughout the second half of the year.

    - Attending meetings together and exploring the possibility of merging in the near future.
    - Shared working documents with TTWG for feedback regarding tech expert resource list.

- Updated the PGV website as it relates to vendor resources:
    - Reviewed documents for vendors/tech expert resources with the intention of reaching out to those listed every 6 months to make sure the list is up-to-date and information is accurate.
    - Updated website and removed pages that previously promoted a single vendor's services, as the information is out of date. Our intention is to follow best practices and feature all resources equally.
    - Created a list of questions to ask vendors/experts to verify information is correct. Shared this document with TTWG for feedback and approval.
- Created a standard document to improve consistency and record keeping that can be utilized by PGV and congregations to help with documentation:
    - Brainstormed best practices for naming folders and files.
    - In individual documents, establish standards for titles, headers, footers, etc.
    - Drafted potential email signature layout for staff members of PGV and churches.
    - Reviewed document with TTWG and will share document with PGV staff for review, feedback, and approval.

The CTWG is both grateful and enthusiastic for the opportunity to serve and support our community. We continue to explore new tools and methods that support meaningful connection within the Presbytery. As we look ahead, we are excited to deepen our collaborative efforts, refine existing initiatives, and introduce new strategies that align with the Presbytery's mission and vision.

New Faith Communities Advocacy Working Group

"A big thank you to those of you who came out to the open discussion group for New Faith Communities on June 12th! We had a great conversation and plan to continue these opportunities for communal wonder and discussion about what God might be doing with such communities in the present and future Church. Look for our next date, to come!"

Youth and Young Adults Working Group

Youth and Young Adults Working Group hosted a Presbytery-wide youth outing to the Rochester Planetarium this spring with 37 participants. We will host our annual White Water Rafting excursion at Letchworth Park on Friday, June 27. Usually, we have about 50 participants for that activity. We are collaborating with the other presbyteries of Central New York for the youth Triennium trip and have offered three "pre-Triennium" gatherings so the youth in our delegation can get to know one another. It is disappointing that we only have 4 youth from the PGV attending Triennium this year, and we are already working to gain the momentum and hype up this great conference so we have many more participants in 2028.



Shepherding Working Group

Shepherding Working Group covered expenses for any pastoral leaders in the PGV to attend a retreat at the Chautauqua Institute in mid-May that was hosted by the Presbytery of WNY. More than half of the total participants were from the PGV. This will become our annual spring pastoral leaders' development opportunity. Also in May, we hosted a luncheon for PGV retired pastoral leaders. Shepherds continue to reach out to all our pastoral leaders for one-on-one conversations and connections. If anyone hasn't heard from a shepherd yet and is eager for that connection, please contact Rev. Michelle Allen, PGV Pastor for Leader Care and Development. And make sure to participate in one of our many affinity groups to share in fellowship and meaningful conversation with colleagues. Current open groups are: Discovering Diners, Exploring Ice Creameries, Brew Pub Gatherings, Novel Conversations, and Exploring Outdoors. Info about each group comes through email as well as in the Valley Vibes.

Administrative Commission for First Presbyterian, Caledonia, NY

Caledonia Administration Final Report

I (Carin - chair) will note that I gave a verbal report on the floor of Presbytery at their last meeting – noting, in essence, that there was no need for us to exist. The congregation and session were found to be in good order – maintaining worship, sacraments, fellowship, and mission. The Reconciliation team that worked with the elders and deacons could have testified to this. The COM appointed moderator could have testified to this. We recognize the notion that Original Jurisdiction was granted in case it was discovered that it was needed and a Presbytery meeting could be months away – but this notion is not our polity. Original jurisdiction is for when sessions cannot or will not function as a session. Granting us original jurisdiction created a world of unnecessary hurt for this congregation.

We would like to focus primarily on preventing a recurrence of this. One reason we were not needed is that the Reconciliation team placed earlier by COM had done an excellent job. There were, however, still members of the congregation in pain and discernment as to whether they would stay. Our work primarily consisted of reaching out to these members to provide opportunity for their perspectives to be heard and respected.

The first thing we would note in prevention strategy is when establishing an Administrative Commission is needed, please allow time for its formation and training. Please take note of holidays like Thanksgiving and Christmas – a time when both clergy and church elders are busy and less available for meetings. Allow time for these things before setting deadlines for completed work. We understand Caledonia's desire to be finished with a commission that should not have existed – but we did have a few more people we had wanted to talk to before we finished our report. Being told our work was done before it was completed complicated both our finishing and our reporting out.

The next thing we would suggest is that liaisons to work in pairs. We understand COM is being reconfigured, and would suggest that work be done in pairs. The cause of conflict at Caledonia was the performance of the pastor but Caledonia was told by their liaison that he liked the pastor. They felt that their concerns were being dismissed and responses were being delayed. Some of this could have been avoided with more than one set of eyes on this situation. We understand this would be returning the Presbytery to an older practice – (I attended entrance and exit interviews as a Presbytery member when I was not on COM – but I was on Town and Country and later Congregational Ministries Committees. I was another set of eyes and ears – Carin). We are not suggesting that COM or later commissions be required to do this work in pairs alone – but we have a Presbytery filled with faithful, gifted people - whether it is the Trustees liaison that gets added or a neighborhood liaison that gets added or a

Presbytery administrative person or the clerk who gets added – more wisdom is a better option.

The third thing we would suggest is that when a congregation participates in a task force or team activity, that the congregation receives the entire report. The Reconciliation Team (placed by the COM) did excellent work with this congregation with full participation by their elders and deacons, and their councils failed to receive a full copy of the final report reflecting the work they did. This was clearly a case of bringing more wisdom to bear in the situation with beneficial results on the congregation's ability to communicate about issues they face. They did the work, they should have received the report.

The fourth thing we would suggest is that COM or our transition and relationship commission people be more proactive in anticipating issues in pastoral calls. In Caledonia's situation, the pastor was changing countries and cultures, changing from the academic world of completing his doctorate at Princeton Theological to being a congregational pastor, and changing denominations as well. The congregation was navigating a new call after a previous call didn't work out and that previous call would have been the first call after a longer- term pastorate. This is a significant amount of change for both the pastor and the congregation to navigate and there are multiple places where misunderstandings, missed expectations, and confusion could abound even in the best of circumstances and with the best of intentions. We would like the new transitions and relationship commissions to take these learnings to heart and report out to the Presbytery what policies they will have to keep this from being repeated elsewhere.

We pray the Presbytery finds this helpful

In Christ,

Rev. Carin Farmer, moderator

Elder Robert Ossont, clerk

Rev. Val Fowler

Elder Kathy Kemnitz

Elder Karen Pryor

Congregational Relations Commission

Congregational Relations Commission Report

The Commission had its first meeting on Tuesday, July 1, 2025 at 1:00 PM at Pittsford First Presbyterian Church in Pittsford, NY. The Commission conducted an orientation to its work,
and overview of the polices of the Presbytery which it will be responsible to implement and update where necessary.

The Commission took the following actions:

Elected its Moderator: Rev. Charles M. Roberts
Elected its Vice-Moderator: Elder Roger Estes, CP
Elected its Recording Clerk: Elder Lisa Morrill
Decided to request for the new budget allocation for its work of $2,500.00.

The Commission recommends to the Presbytery for approval:

1. That the Presbytery approve the amending of the Congregational Relations Commission job description approved at its May 3, 2025 stated meeting to include "the general oversight of the official Pulpit Supply List and that of service placement component of the Commissioned Lay Pastor program of the Presbytery which was handled by the former Committee on Ministry.
2. The proposed Presbytery Policy on Congregational Relationships as drafted

   by the Congregational Relations Commission for a first reading with final approval scheduled for the Presbytery's October Stated meeting. Please communicate any clarifications, questions or concerns to the Moderator of Congregational Relations Commission. *(See appendix G)*

The Commission wishes to extend its deep thanks and appreciation to Rev. Anne Waasdorp, the Rev. Christine James, and Elder Kristen Gerling for their long-term service on the former Committee on Ministry.

Action Items for Discussion:

- Transitional Leadership Council
  - **Motion**: Suspend the sections on Presbytery Design and Presbytery Teams in Part 2 of the Policies and Procedures Manual (lines 151-315) until such time as a revision is drafted and approved.
    - *Note: This requires a three-fourths vote of the members present.*
    - Rationale: The current structure no longer represents how the Presbytery organizes itself. As various structural changes are anticipated, suspending these sections will allow the Presbytery to proceed without the need for continuous interim updates. A comprehensive revision of both these sections, and likely the entire Policies and Procedures Manual, will follow once new structures are fully in place.
  - **Motion**: Take the following actions:
    - Action: 1: Approve the job description for the Mission Commission (see p. 46).
    - Action 2: Create the nine (9) member Mission Commission, as defined by the job description.
    - Action 3: Dissolve the Big Picture Team and Transitional Leadership Council upon the creation of the Mission Commission.
      - Background: In April 2024, the Presbytery voted to ratify the February 2024 actions of the Big Picture Team, which included "suspending" its own work and authorizing the formation of the Transitional Leadership Council (TLC) to carry out its functions on an interim basis until such time that a new leadership body could be discerned. However, since the Big Picture Team was only "suspended," not formally dissolved, formal action is still required. Therefore, this motion includes both the BPT and the TLC in the proposed dissolution.
    - Action 4: Authorize the Mission Commission to act on its behalf in accordance with the scope defined in the job description.

- Trustees:
  - **Motion**: Dissolve the current Budget Development and Oversight Committee and reconstitute it as a sub-committee of the Trustees.
    - Rationale: Both the Trustees and Budget Development and Oversight Committee are in favor of this motion. There is currently much duplication of financial reporting between these two entities; this motion will save time and energy for our treasurer and financial administrator. It will also allow greater communication between those creating the budget and those managing the presbytery's funds.

- Committee on Representation
  - **Motion**: Approve the slate of nominees for committees and commissions of the Presbytery of Genesee Valley. (see p. 57)

- Committee on Preparation for Ministry:
  - **Motion**: Move Inquirer Alfred Appiah to candidacy.
    - See p. 60 for Alfred's Statement of Faith and Faith Journey

- Committee on Ministry
  - **Motion**: Approve the examination of Andrew Schep and welcome him as a temporary member of the Presbytery of Genesee Valley, to serve as Stated Supply pastor at South Presbyterian Church.
    - See p. 64 for Andrew's supporting documents

Appendices

Appendix A: Transitional Leadership Council

Appendix B: Trustees

Appendix C: Committee on Representation

Appendix D: First Presbyterian, Brockport, NY, Administrative Commission

Appendix E: Alfred Appiah Supporting Documents

Appendix F: Andrew Schep Supporting Documents

Appendix G: Treasurer's Report and Financial Documents

Appendix H: CRC Policy First Reading

Appendix I: COM Supporting Documents

Appendix J: TLC minutes

Appendix K:COM Minutes

Appendix L: Commissioning of Dave Fish

Appendix M: Blessing of Alfred Appiah

Appendix N: Installation of Moderator and Moderator-Elect

APPENDIX A: Transitional Leadership Council

Mission Commission (MC) Draft Job Description

Overview

The Mission Commission is responsible for the work of the whole Presbytery under the oversight of the Presbytery. The purpose of the MC is to facilitate effective and efficient communication between and among the various teams, ministries, and members of the presbytery and to provide for coordination of the operations of the presbytery. The MC is empowered to act on behalf of the Presbytery between its meetings, as delineated in this description.

Membership

Nine (9) voting members, as described below:

- Moderator of the Commission: Immediate Past Moderator of the Presbytery
- Officers of the Presbytery: Moderator and Moderator-Elect
- The conveners/chairpersons from the following Presbytery standing commissions and committees: Pastoral Transitions Commission, Congregational Relations Commission, Committee on Representation
- Three (3*)* at-large members
    - Ordinarily, each at-large member would serve a three-year term.
- Ex-officio members: Executive Presbyter, Stated Clerk
    - The Presbytery Treasurer and the Pastor for Leader Care and Development may be asked to attend meetings of the MC as needed. If so, they would attend as ex-officio members.

Conveners/chairpersons/representatives from other Presbytery standing commissions, committees and/or mission working groups may be asked to report at meetings of the MC as needed for updates on their work and for support and encouragement.

The Stated Clerk shall serve as secretary of the MC and assist the Moderator of the Commission in drafting MC reports for Presbytery.

Quorum for the MC is five voting members.

The MC may recruit, seek additional help, and/or build teams with people not on the MC for short-term projects when necessary.

Duties/Responsibilities

The MC shall be empowered to act on behalf of the Presbytery between its meetings in the following ways:

- Coordinate the relationship of the Presbytery with Synod and General Assembly.
- Form and dismiss non-standing committees, task groups, working groups, administrative commissions, as need arises and/or as requested by another PGV entity.
- Approve and elect nominees from Committee on Representation for standing commissions and committees.
- Give permission for the celebration of the Lord's Supper for events or programs sponsored by the presbytery.
- Appoint an acting stated clerk (stated clerk pro tem) for the Presbytery in the absence of a stated clerk or in the event of the stated clerk's illness, incapacity, or death. The acting stated clerk shall serve up to one year. At such time as it becomes clear that the stated clerk will not be able to resume their office, the MC shall provide for the election of a new stated clerk at a presbytery meeting, in conformity with the Book of Order. The MC shall approve appropriate compensation for an acting stated clerk.

The MC shall have the following additional responsibilities for presbytery action:

- Nominating members of Presbytery's Committee on Representation
- Receive and recommend the disposition of overtures, resolutions, proposed amendments to the Constitution and proposed Presbytery policies.
- Receive the proposed annual budget, evaluate it in light of the Presbytery's mission and vision, and recommend Presbytery action.

Agenda and Policy Oversight

The MC shall also have general oversight over the agenda for presbytery meetings. The preparation of the agenda shall be delegated to a sub-group consisting of the Stated Clerk, Executive Presbyter, Moderator, Moderator-Elect, and the Moderator of the MC.

The MC shall have general oversight over the following Presbytery policies: Meeting and Event Cancellation Policy, Conflict of Interest Policy, Electronic Meeting Policy, Equipment Policy, New Worshipping Communities Policy, Presbytery Meeting Policy, Representation Policy, Website Policy and any other policies adopted by the Presbytery and assigned to the MC.

Accountability

The MC shall be accountable to the Presbytery which will have direct oversight of the MC's work and function. Any actions taken by the MC on behalf of the

Presbytery shall be reported to the Presbytery at its next stated meeting. The MC must seek the wisdom of the presbytery in the event an action of the MC fails to receive a three-quarters majority vote.

Mission Working Groups (MWGs)

In order to further the missional goals of the Presbytery, the MC shall have the authority to create, dismiss, and approve the work of Mission Working Groups (MWGs). MWGs are separate from any short-term committees, task groups, working groups, etc. that the MC may form as needs arise.

Mission Working Groups shall have:

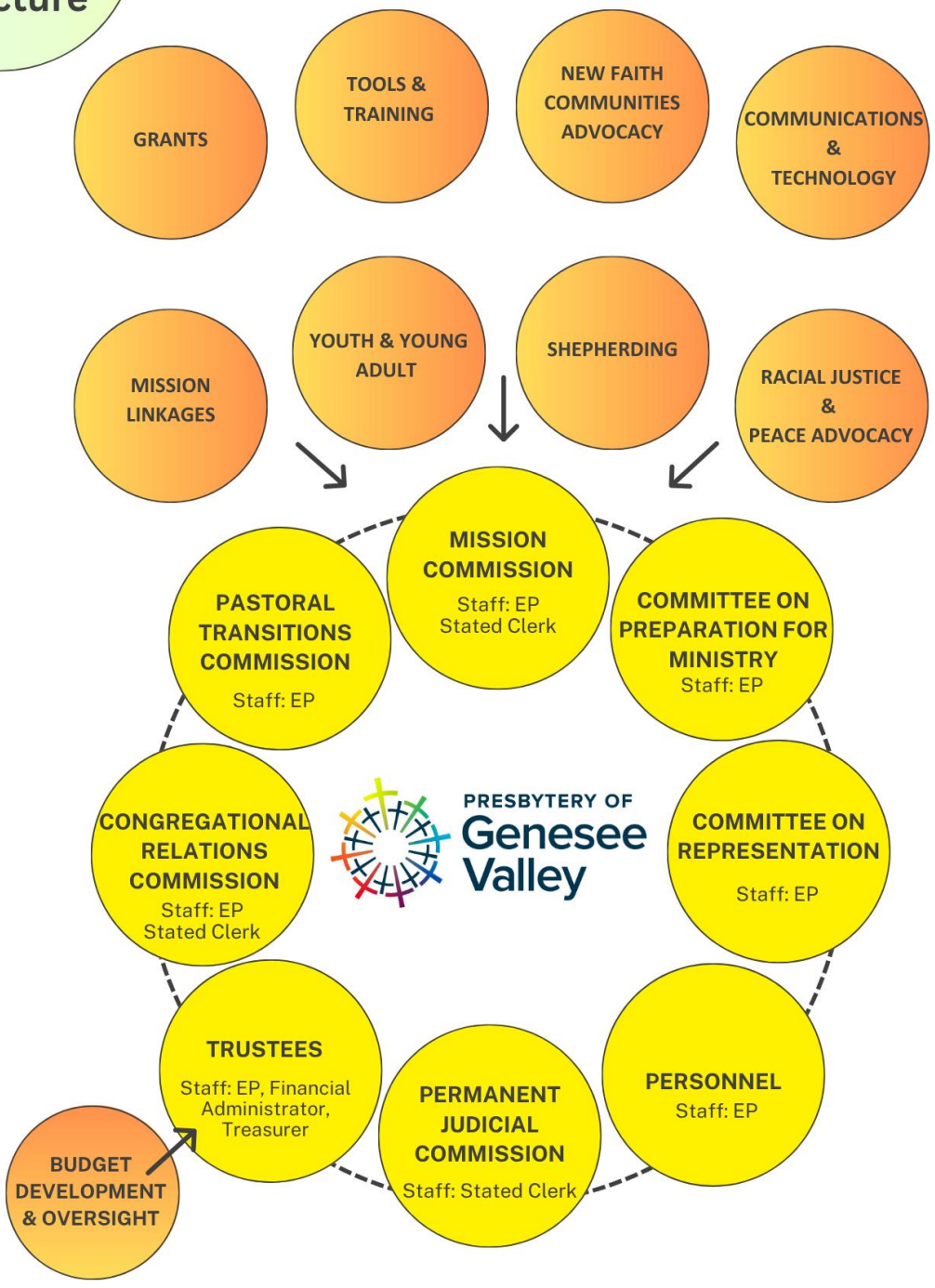
- 6 members, 2 each in 3 classes, nominated by the Committee on Representation and elected by the MC. Each person nominated to serve on a MWG shall either be a member in good standing of a presbytery congregation or worshiping community or a teaching elder member of the presbytery.

MWGs may recruit or invite additional at-large members to serve on the working group with voice, but no vote. They may also recruit, seek additional help, and/or build teams with people not on the working group for short-term projects when necessary.

MWGs shall have both a convener and secretary elected from within the ranks of its voting members. The MWGs shall be responsible for producing a written report for the MC every 3 months and, as needed, to the presbytery. All MWG reports are due to the Stated Clerk.

The MC is to encourage support, advocacy, and trust for the MWGs work as it fulfills the mission and vision of the Presbytery.

Proposed Structure



Proposed Structure: Created July 3, 2025

APPENDIX B: Trustees

- Receive the below "Policy and Guidelines of the Presbytery of Genesee Valley for Congregational Dissolutions" as a first reading of the presbytery with a vote to be taken at the October 25, 2025 meeting of presbytery.

Policy and Guidelines of the Presbytery of Genesee Valley for Congregational Dissolutions

From *Companion to the Constitution of the Presbyterian Church (U.S.A.):*

When a Church Is Dissolved

- Just as the Presbytery is the governing body that organizes particular churches, only the Presbytery has the authority to dissolve churches. (G-3.0303b)
- Just as the Presbytery consults with members at the time of organizing, merging, and forming a federated or a union church, such a consultation takes place at the time of dissolution. (G-5.05c)
- In the Presbyterian Church (U.S.A.), property is held in trust by the particular church on behalf of the denomination. (G-4.0203)
- When a particular church is dissolved or dismissed, the real and personal property is held, used, or transferred as directed by the Presbytery. (G-4.0205)
- Just as the compelling question at the time of organizing a church is, "How can Christ's mission be carried out most effectively?" the same question is asked at the time of dissolution.
- It is appropriate for the Presbytery to celebrate the mission carried out by that church and the people whose lives were positively enriched during its years of service.

Recognizing that the Church of Jesus Christ cannot be closed or dissolved by human action, this policy and guidelines apply only to congregations, as that term is defined in the Book of Order, of the Presbyterian Church (U.S.A.). The attitude of the Presbytery of Genesee Valley in this process, from beginning to end, shall always be pastoral and missional.

The Presbytery and sessions of its member congregations understand and act in the spirit of the principal that property, real and personal (tangible and intangible), of the Presbyterian Church (U.S.A.), of its councils and entities, and of its congregations, is a tool for the accomplishment of the mission of Jesus Christ in the world.

Regarding dissolution of congregations, the Presbytery has exclusive power to

determine the use and disposition of church property when a property ceases to be used for a particular church, and a dissolving church has the right to dispose of church property only as the Presbytery directs.

It is the policy of the Presbytery of Genesee Valley that after all current and future liabilities (as they are known) are settled and restricted and endowed funds fulfilled, that at least ten percent of the assets of a particular congregation be available for designation by that congregation for the mission of Jesus Christ in the world under the oversight of the Administrative Commission and the Presbytery of Genesee Valley.

The Presbytery appoints an Administrative Commission (AC) in accordance with G-3.0303e to walk with the session of the church being dissolved to facilitate the work of closing the congregation. The AC acts in conjunction with the session, on behalf of the Presbytery, until the session is dismissed by the AC.

Guidelines for Churches Being Dissolved

The AC should do the following. This is an illustrative, but not exhaustive, list of duties:

1. *Ensure the Pastoral Care of the Former Congregation:*
    a. Work with the former Session to determine the details of the closure as appropriate.
    b. Ensure the provision of pastoral care for the former members of the congregation.
    c. Plan appropriate celebrations of the church's history and ministry, including a final worship service.
    d. Contact community groups (if any) using the building to determine their needs.
    e. Attempt to help those former members find new church homes.
2. *Deal with Records:*
    a. Provide the Presbytery's Stated Clerk with a list of members not transferred to another church after the official date of dissolution.
    b. Obtain all original church records (minutes, rolls and registers) and provide them to the Presbytery's Stated Clerk.
    c. Deliver all historically important documents, photographs, etc. to the Presbytery's Stated Clerk**.**
3. *Handle Legal Matters:*
    a. Even after the church corporation is dissolved, the last Trustees remain in office to perform the duties necessary to wind down the corporation.

b. Check the State's Website to assure the corporation is in good standing (all required filings have been made) and to determine its full, proper corporate name and the names and addresses of the duly elected officers.
c. Review any potential sources of legal liability, including known past sexual misconduct, accidents, debts, liens, etc.

4. Dissolve the legal corporation once all property has been transferred, accounts transferred to PGV, etc.
5. *Security Matters:*
   a. Get all passwords, keys, access, etc. to church properties:
   b. Church website, computers, email addresses, etc.
   c. Place notice on the website, email, answering machine, outdoor signage, etc. of the church's new status.
   d. Church safe, PO Box, buildings, manse, or other property's keys
   e. Contact information for service providers such as grounds keeping, Air Conditioning, etc.
   f. Review all insurance policies - including hazard, liability, flood, and automobile insurance.
   g. Get the property of the dissolved congregation onto the Presbytery's insurance then cancel the former congregation's policy.
   h. Appoint a property supervisor to check periodically on the building (for break-ins, vandalism, etc.)
   i. Determine if all keys have been returned, or if locks should be changed.
6. *Financial Matters:*
   a. List items which could be offered to other congregations, new church developments, Camp Whitman or some other mission entity.
   b. List items of nostalgic interest to members of the church (such as memorials) which could be given or sold to church members.
   c. List items to be sold to church members.
   d. List items to be sold to the general public in a yard sale.
   e. Change bank accounts, investment accounts, etc. to the presbytery by changing signatories.
   f. Review all existing contracts-including telephone service, cell phone service, internet service, advertising, yellow pages, lawn service, maintenance contracts, etc. and cancel unneeded services.
   g. Review finances for leases or other encumbrances that need to be considered prior to the possible sale of the property.
   h. List all automobiles owned by the church and secure them from use until disposed.
   i. Gather and review the church's complete financial records.
   j. Gather all bank accounts, checkbooks, credit card, and other financial statements and records - including those maintained by organizations within the church (Sunday School, Presbyterian Women, etc.).
   k. Gather all investment account records - including endowment funds, stocks and bonds owned by the church.
   l. Determine if there are any limitations placed upon the use of funds by terms of bequest.

m. Determine if there are any bequests outstanding or in probate.
n. Review all debts - including credit cards, lines of credit, automobile loans, loans to church members, etc. and ascertain whether PGV is liable for any portion of the debt.
o. After all bills and debts are paid, transfer all remaining funds to the Presbytery of Genesee Valley.

7. *Once final determinations have been made and the work of the AC is completed, report on the dissolution to the Presbytery, and request the dissolution of the AC. This report may include:*
   a. A history of the congregation and its ministries.
   b. Timeline and summary of the actions of the AC.
   c. The disposition of the real property, if any.
   d. Once dismissed, the AC shall submit its minutes, membership rolls and other records to the Stated Clerk for archiving.

APPENDIX C: Committee on Representation

Committee on Representation Slate of Nominations for 2025

July 2, 2025

Between August 2024 and July 14, 2025, the Committee on Representation invited 58 people to serve on presbytery committees, offices, and commissions. Of the total 58 people invited to serve:

- 48% were Women
- 52% were Men
- 62% were Ruling Elders
- 38% were Teaching Elders
- 40% of the people asked accepted invitations

Chair of Mission Commission

- RE Mindy Shaffer – Penfield

Moderator

- TE Marcia Reiff – Dansville

Moderator Elect –

- TE Evan Wildhack - Corfu

Pastoral Transition Commission – PTC

- Class of 2026
  - TE Elaine Loggi – Summerville
  - RE John Goehle – Ogden
  - RE Pat Lockwood – Covington
- Class of 2027
  - TE Susan Thaine – Albion
  - RE Bill Haake – Scottsville
  - TE Twyla Boyer – Penfield
- Class of 2028
  - RE Jim Hetzler – Bethany
  - TE Carin Farmer – Avon Central
  - RE Christine Hinds – Honeoye Falls

Congregational Relations Commission – CRC

- Class of 2026

    - RE Janette Henderson – Pittsford 1st
    - RE/CP Roger Estes – Scottsville (serving at Mumford)
    - TBD
- Class of 2027
    - TE Jeff Fox Kline – 12 Corners
    - TE Charles Roberts – Retired
    - TBD
- Class of 2028
    - RE Lisa Morrill – Caledonia 1st
    - TE Susan Frost – Webster
    - TE Roula Alkhouri - Batavia

Committee on Preparation for Ministry –

- Class of 2028
    - TE Nadia Mullin – Perinton

Personnel Committee

- Class of 2028
    - RE Robin Sheppard – Penfield
    - Moderator Elect – (Evan Wildhack)

Trustees

- Class of 2028
    - TE Carol Anne Strawbridge – Retired
    - RE George Gotscik – 3rd
    - RE Jan Beutner – Gates

Mission Commission -if the way be clear

- *Class of 2026*
    - *CP Martha Mitchell - Lyndonville*
- *Class of 2027*
    - *TE Kevin Hershey - Scottsville Union*
- *Class of 2028*
    - *TE Rebecca Segers - Third*

Appendix D: First Presbyterian Church, Brockport, NY Administrative Commission Report

MOTION: Receive the report of the Administrative Commission for First Presbyterian Church, Brockport, NY and dismiss the AC with gratitude.

July, 2025 Final Report and Recommendation for Dismissal of the Administrative Commission for the First Presbyterian Church, Brockport, NY

The Commission, exercising original jurisdiction, has been meeting monthly for the normal operational business of the church including oversight of church finances and committee work. In addition to guiding the process of electing a session, the Commission has also overseen the restructuring and recruitment of committees that will lead the church's mission moving forward. A series of congregational gatherings, designed to help members and leaders discern their pastoral leadership expectations and needs, have been well attended and encouraging. Church leaders understand that they will be working with the Pastoral Transitions Commission as they seek pastoral leadership.

With hopeful confidence, the Administrative Commission returned original jurisdiction to the duly constituted and installed session of the church on June 10, 2025. To the best of their ability, the Commission has completed the assigned tasks of the original charge (see below) and **requests dismissal**.

Respectfully submitted on behalf of the Administrative Commission

Elder Linda Badger Becker

Rev. Charles Roberts, AC Moderator

Charge to the Administrative Commission for First Presbyterian Church, Brockport NY

1. Govern the congregation and guide its witness to the sovereign activity of God in the world, so that the congregation is and becomes a community of faith, hope, love, and witness. (G-3.0201)

2. Inquire into and settle the difficulties within the Session and the congregation of First Presbyterian Church, Brockport NY (G3.0109b(5), including:

    a. Inquire into the sources of congregational discord (G-3.0301c)

    b. Afford to all persons affected by decisions of the Administrative Commission fair notice and an opportunity to be heard on matters at issue (G-3.0109b)

    c. Request records of the Session (G-3.0202f) (G-3.0108b) and other relevant documents (i.e. title to property, insurance documents, mortgages or other loan documents, corporate officers, corporate articles, bylaws, charters)

d. Determine after reviewing the proceedings of the Session or from any other information as may come to its attention, whether,

i. i.the proceedings have been faithful to the mission of the whole church [G-3.0108a];

ii. ii. the lawful injunctions of a higher council have been obeyed [G-3.0108a)];

e. Review financial practices, the most recent audit and all financial information;

f. Obtain an accurate membership list with contact information;

g. Communicate with members of the congregation in whatever fashion that the Commission deems appropriate;

h. Call and conduct town hall meetings to receive comments and feedback from current members, and former members;

i. Exercise pastoral care for the congregation;

3. Assume original jurisdiction because the Session is not duly constituted or able to manage wisely its affairs per G-3.0303e. Original Jurisdiction will include but not be limited to the powers:

a. To arrange for Pulpit Supply;

b. To call for congregational meetings as needed;

c. To assume oversight of the Treasurer and all financial matters including all assets;

d. To assume the duties of the Personnel committee including oversight of all staff;

e. To secure the building, grounds and other property of the church for the use and benefit of the church;

f. To assume the duties of the trustees in all items related to the corporate entity;

g. To arrange for the pastoral care of all members;

h. All other duties of the Session under G-3.02

4. Ensure that the current ecclesiastical and corporate by-laws are in order and are being followed.

5. Train, ordain and install ruling elders and deacons, receive and dismiss members, and visit organizations within the congregation to settle differences therein.

6. Keep a full record of the proceedings and submit that record to the Presbytery for incorporation into its records upon dissolution of the Administrative Commission.

APPENDIX E: Alfred Appiah

Motivation for Ministry

Alfred Appiah

I stand at this moment in my life with deep gratitude and reverence, discerning a clear and sustained call to the ordained ministry of Word and Sacrament. This calling is not merely a career path: it is a sacred summons to serve Christ's Church faithfully, courageously, and compassionately. It is rooted in my lived experiences, nurtured by theological education, shaped by my leadership in youth and family ministries, and constantly renewed by the Spirit's persistent whisper: "Whom shall I send?"

My journey of faith began in the vibrant communal life of the Presbyterian Church of Ghana, where early exposure to worship, prayer, and service helped form the foundation of my discipleship. As I matured in faith, I felt compelled to dig deeper, not only into the Scriptures but also into the pressing questions of justice, human dignity, and communal healing. That hunger led me to serve actively in student fellowships and to pursue theological education, first at Columbia Theological Seminary and later at Yale Divinity School, where my academic and spiritual formation deepened in a global, ecumenical, and justice-oriented context.

Over the past six years, I have faithfully served in youth and family ministry, walking alongside young people and families as they seek to embody their faith in a rapidly changing world. These years have confirmed my sense that the Church must be a place of welcome, transformation, and radical hope. I have witnessed firsthand how worship and mission can intersect in ways that ignite young hearts and renew entire communities. Whether leading Bible studies, organizing intergenerational events, preaching the Word, or advocating for systemic change, I have felt most alive when I am helping people encounter God's love and envision the reign of God here and now.

My call is grounded in the conviction that ordained ministry is about equipping the people of God to live out their baptismal identity in the world. I am particularly drawn to ministries that affirm the full dignity of all people, stand against injustice, and embody the reconciling grace of Jesus Christ. I seek to pastor not only a congregation but also the broader community, standing in the gap where faith meets public life, and shepherding people through the complexities of modern existence with empathy, wisdom, and courage.

The Spirit has used mentors, congregations, strangers, and even silence to guide and confirm my call. I continue to say "yes" because I believe God is still calling the Church to be a vessel of hope in a fractured world, and I want to be

part of that holy work. As I offer myself to the ordained ministry, I do so not with certainty about the future, but with trust in the One who calls, equips, and sends.

Biography for Alfred Appiah

Alfred Appiah was born into a devout Christian family in Ghana, where the values of faith, compassion, and integrity were deeply embedded in his upbringing. Although he regularly attended church as a child, it was during his time at Breman Asikuma Senior High School that he experienced a profound spiritual awakening. After being invited by a friend to a Scripture Union (SU) meeting, Alfred encountered the gospel in a deeply personal way. The message spoke directly to his heart, awakening in him the need for a deeper, more personal relationship with Christ. That day, he responded to an altar call, confessed Jesus as his Savior, and began a faith journey that would shape the rest of his life.

While studying at the University of Cape Coast, Alfred's commitment to faith and service intensified. He was appointed National President of the Presbyterian Students' Union of Ghana, overseeing the spiritual formation of approximately 34,000 students nationwide. During his tenure, he initiated innovative ministries, including a Deaf and Blind Ministry, which aimed to foster inclusion and ensure that individuals with disabilities could fully participate in the life of the church.

In 2014, Alfred became one of the youngest trained catechists (lay ministers) in the Presbyterian Church of Ghana, graduating from the Presbyterian Lay Ministerial Training School in Agona Nsabaa. He served in the Bethel Presbyterian Congregation in Abowim, ministering to a diverse congregation that included children, families, and elders. His work as a catechist sharpened his pastoral sensibilities and deepened his understanding of scripture, theology, and church governance.

Alfred later served as National President of the Young People's Guild (YPG) of the Presbyterian Church of Ghana, where he supported the spiritual and personal development of over 200,000 young people. In this role, he mentored young people, engaged in leadership training represented the church on national and ecumenical meetings abroad, strengthening his experience in church governance and interfaith engagement.

Alfred's theological and pastoral formation continued in the United States, where he earned a Master of Divinity from Columbia Theological Seminary, in 2022, and a Master of Arts in Religion with a concentration in the Hebrew Bible from Yale Divinity School in 2024. At Columbia, he explored the integration of theology and practical ministry in a diverse, inclusive environment. At Yale, his studies in the Hebrew Bible and focus on justice sharpened his understanding of the Bible as a lens through which to interpret and respond to systems of power, inequality, and exclusion, both ancient and modern.

Alfred currently serves as the Director of Youth and Family Ministries at the Presbyterian Church in Geneva, New York. His ministry is marked by a commitment to discipleship, justice, and compassion, particularly among youth and marginalized communities. He continues to live out a call to ministry that is both deeply personal and outwardly engaged, shaped by a vision of faith that seeks the flourishing of all people.

Alfred's cross-cultural background and experiences has equipped him with a heart for building inclusive communities that honor the dignity of all people. He is deeply committed to the mission and theology of the PC(USA), especially its call to be a Matthew 25 church that seeks to dismantle structural racism, eradicate poverty, and revitalize congregational life.

Alfred lives in Greece, NY, with his wife Jennifer and their lovely daughter, Eliora.

APPENDIX F: Andrew Schep

STATEMENT OF FAITH

Jesus said it's wise to put new wine into fresh wineskins that can stretch as the wine ferments and expands. It's a fitting analogy for how I see the life of God's Spirit in me – my faith is an evolving story rather than a static creed. My first theological influence was my mother, a Dutch immigrant of conservative Calvinist beliefs. At bedtime she read me Bible stories that still dazzle me and make me contemplate what God is saying to the human spirit. She sang children's hymns. My favorite was "Jesus loves me." Anxious and nurturing, she taught me both love and shame.

I grew up in a small town. We attended the local Presbyterian Church. The beauty of its sanctuary and ceremony made it a safe refuge in a world that could feel hostile to a sensitive boy. The kind elderly minister whose sermons were dull retired, and his replacement winsomely preached the God of love. I wasn't sure my earthly father loved me, but I had a heavenly Father who did, and Jesus inspired me to love people like he did, especially the misfits. Upheaval came when I hit my teen years. First, my sister married a Mormon and converted, which upset my mother. Her reaction made it seem urgent to me to study the Bible and nail down what I believed. Second, my parents and I moved to the city of Ottawa where I felt lonely in an unfamiliar school. Through friendships made at a summer camp, I found my network at an Evangelical church with a large and active youth group. I acquired a passion and talent for grasping and teaching the Bible. The "doctrine of the atonement" reassured me of God's love and forgiveness, which gave me joy and helped me cope with feelings of guilt, shame, and the fear of perdition. I felt the first stirrings of a call to preach. A friend invited me to his church that belonged to a more conservative Presbyterian denomination, and I seized what I now see as "the false security of certainty." I fell in love, married, finished my bachelor's degree, and moved to Pittsburgh, PA, for seminary.

As a seminary student in my twenties, I embraced the entire system of theology summarized in the Westminster Confession of Faith, but twenty-six years of pastoral ministry in the messy trenches of real life revealed cracks in this ostensibly solid foundation. Christians, myself included, had the same flaws as everyone else, and "unbelievers" often outshone us at manifesting love and joy! One of my duties was "evangelism" which, put bluntly, consisted of telling people they're going to hell unless they become Christians. My failure to spread this message exposed the fact that I couldn't really embrace it for myself. Could fear that God would torture me eternally for my sins, along with even the most virtuous and loving people who for one reason or another did not profess Jesus as their personal Lord and Savior, really inspire genuine trust? God's unconditional love was the good news that brought me peace.

Privately, I rejected the capricious god of wrath that contradicted my moral instincts. My theology drifted from my denominational context, but I focused my teaching and counseling on the more edifying aspects of my tradition. Karl

Barth, from what I understood of his thought, enabled me to reframe Reformed Theology as truly good news – that in Christ all die to sin and all rise to hope and glory. Conversion wasn't escaping hell; it was enjoying the peace of knowing the objective reality of God's favor. Repentance wasn't a psychologically unhealthy response to fear, but an emotionally liberating response to love. Evangelism isn't selling cheap tickets to heaven, or demonstrating the superiority of one religion to others, but radically manifesting God's reconciling love and acceptance in our relationships and fighting for justice and peace with the hope of a new creation.

For the spiritual and emotional wellbeing of myself and my family, I resigned from the pastorate in 2017, pursued a new career in healthcare chaplaincy, and left the toxicity of religious fundamentalism. In exchange for easy answers, I've gained the thrilling freedom to wonder, explore, discover, wrestle, and grow. My spirituality brims not with certainty but with gratitude and awe. My everyday theology boils down to John's simple creed: God is love. To me, the "doctrine of the Trinity" is our recognition that interpersonal relationships are an ultimate aspect of reality – three unique and distinct persons share one nature and purpose in the bonds of love. As a member of the human race created in the image of the triune God and animated by God's Spirit, I get to see and show God by experiencing and demonstrating love. The message of God's healing love in human flesh is Jesus Christ. Empowering me as a member of Christ's body, the church, is the same Spirit that filled Jesus, raised him from death, and sheds the light of hope on the darkest stretches of our journey.

Andrew Schep

March 2025

Rev. Andrew Kennedy Schep, BA, MDiv, BCC

76 Park Avenue, Apartment 1, Rochester, NY 14607 - 315-395-3657 - akschep@gmail.com

PERSONAL

I am a 61-year-old cis-male Caucasian in excellent health, Canadian citizen by birth with USA Permanent Resident status. I am first and foremost a father to my five children, ages 17-34. I submit this in application for part-time pastoral ministry as Stated Supply for South Presbyterian Church (PCUSA), Rochester, NY.

Relevant strengths & skills: preaching/teaching, spiritual care & counseling

Other interests: the arts (choral music, poetry), outdoors (hiking, cycling, boating), fitness

EDUCATION/ACADEMIC DEGREES

- *Clinical Pastoral Education (7 units): Upstate University Hospital, Syracuse, NY, 2014-15; Strong Memorial Hospital, Rochester, NY, 2018-20*

- *Master of Divinity (Magna Cum Laude): Reformed Presbyterian Theological Seminary, Pittsburgh, PA, 1991*
- *Bachelor of Arts (History & Geography): Carleton University, Ottawa, Canada, 1986*

PROFESSIONAL CREDENTIALS

- *Board Certified Chaplain: Association of Professional Chaplains, 2024*
- *Provisional Board Certified Chaplain: Association of Professional Chaplains, 2020*
- *Healthcare Chaplaincy Endorsement: The Episcopal Church, 2020*
- *Ordination to Pastoral Ministry: Reformed Presbyterian Church of North America, 1991*

PROFESSIONAL WORK EXPERIENCE

- *Hospice Chaplain: UR Medicine Home Care, Monroe County, NY (January 2021 – present)*
- *Per Diem Chaplain: Highland Hospital, Rochester, NY (April 2021 – present)*
- *Per Diem Chaplain: Unity Hospital, Greece, NY (January 2021 – January 2024)*
- *Chaplain Resident: UR Medical Center, Rochester, NY (September 2018 – September 2020)*
- *Pastor: Reformed Presbyterian Church, Syracuse, NY (August 2003 – September 2017)*
- *Chaplain Intern: Upstate University Hospital, Syracuse, NY (October 2014 – April 2015)*
- *Pastor: Reformed Presbyterian Church, Columbus, IN (April 1995 – August 2003)*
- *Pastor: Reformed Presbyterian Church, San Diego, CA (July 1991 – April 1995)*

APPENDIX G: Treasurer's Report and Financial Documents

Treasurer's Report for July 29, 2025 Meeting

This report is based on information for the end of June.

- The finances of the Presbytery are doing well as of mid-year and are generally on trend with the recent past performance.
- Our cash accounts totaled $279,350 and our investments totaled $3.54 million, both down slightly from the prior quarter due to normal activities.
- Our YTD Actual Income is $199,808, about $113,000 behind our budget because we have not needed to make withdrawals from our invested funds because of our available cash. The mission giving from congregations is well ahead of budget, but per capita still lags its target. Operational revenue is ahead of budget and our cashflow is good allowing us to leave funds invested.
- The YTD Actual Expense was $272,044 which is about $14,000 behind budget which is good news. There are several budgeted expenses that haven't occurred yet, but are expected in the future. No major categories are over budget.
- A final note, a little over a third of our operating budget is based on a draw from our investments of about 8% annually. Our method is to take the draw off of a 20-quarter rolling average. We have withdrawn $25,766 year to date, of the $184,575 budgeted for 2025. The stock market has rebounded substantially during the second quarter. Our investments accounts are up over 4% year to date and about 8% over this time last year.

Please reach out to Cheryl Battaglia or myself with any questions or concerns.

Respectfully Submitted,

Paul Bishop

Treasurer

Presbytery of Genesee Valley Mission Per Capita Report As of JUNE 30, 2025

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, FPC	0	0	-	1,896	948	948	344	172	172	878	439	439	3,119	1,559	50%
ATTICA, FPC	125	0	125	960	0	960	174	0	174	444	0	444	1,579	0	0%
AVON, CENTRAL	0	0	-	3,254	627	2,627	591	112	479	1,507	268	1,239	5,352	1,008	19%
AVON, FPC	0	0	0	1,943	972	972	353	176	176	900	450	450	3,196	1,598	50%
BARRE CENTER	0	0	-	1,147	574	574	208	104	104	531	266	266	1,887	943	50%
BATAVIA, FPC	0	0	-	4,822	0	4,822	876	0	876	2,233	0	2,233	7,931	0	0%
BETHANY	7,456	3,728	3,728	6,040	3,020	3,020	1,097	548	548	2,797	1,398	1,398	9,933	4,967	50%
BROCKPORT, FPC	0	1,272	(1,272)	1,990	995	995	361	180	181	921	461	461	3,273	1,636	50%
BYRON, FPC	2,600	1,300	1,300	2,341	2,341	0	425	425	0	1,084	1,084	0	3,850	3,850	100%
CALEDONIA, FPC	0	0	0	2,201	2,201	0	400	400	0	1,019	1,019	0	3,619	3,619	100%
CHILI , FPC	1,000	0	-	2,083	1,042	1,042	378	189	189	965	482	482	3,427	1,713	50%
CORFU, FPC	0	0	-	2,154	254	1,899	391	46	345	997	118	879	3,542	419	12%
DANSVILLE	0	0	-	843	211	632	153	38	115	390	98	293	1,386	347	25%
DOWNTOWN UPC	10,000	2,500	7,500	3,558	3,558	0	646	646	0	1,648	1,648	0	5,852	5,852	100%
EAST BETHANY	0	0	-	1,405	0	1,405	255	0	255	650	0	650	2,310	0	0%
ELBA	0	0	-	1,756	1,756	0	319	319	0	813	813	0	2,888	2,888	100%
FAIRPORT, PERINTON	9,000	3,750	5,250	7,983	3,991	3,991	1,449	725	725	3,696	1,848	1,848	13,129	6,564	50%
GATES	0	0	0	6,087	2,715	3,372	1,105	493	612	2,818	1,257	1,561	10,010	4,465	45%
GENESEO, CENTRAL	1,000	0	1,000	4,354	0	4,354	791	0	791	2,016	0	2,016	7,161	0	0%
GROVELAND, FED	0	0	-	94	0	94	17	0	17	43	0	43	154	0	0%
GROVELAND, SPARTA	0	0	-	492	0	492	89	0	89	228	0	228	809	0	0%
HENR, JOHN CALVIN	100	100	0	796	796	0	145	145	0	369	369	0	1,309	1,309	100%
HOLLEY	0	0	-	960	402	558	174	73	101	444	186	258	1,579	662	42%
HONEOYE FALLS, FPC	1,000	500	-	4,027	2,013	2,013	731	366	366	1,864	932	932	6,622	3,311	50%
IRONDEQUOIT	0	345	(345)	1,124	281	843	204	51	153	520	130	390	1,848	462	25%
LEROY, FPC	0	0	-	1,545	773	773	281	140	141	715	358	357	2,541	1,271	50%
LIMA	500	500	-	796	796	0	145	145	0	369	369	0	1,309	1,309	100%
LIVONIA CENTER, FPC	0	1,000	(1,000)	702	702	0	128	128	0	325	325	0	1,155	1,155	100% *
LYNDONVILLE	0	0	0	1,545	0	1,545	281	0	281	715	0	715	2,541	0	0%
MEDINA, FPC	0	1,000	(1,000)	1,662	593	1,069	302	108	194	770	275	495	2,734	976	36%

Presbytery of Genesee Valley Mission Per Capita Report As of JUNE 30, 2025

CHURCHES	Presbytery Mission Estimate	Mission PaidTo Date	Mission Estimate Balance	Pby Per Capita Apportion-ment	Pby Per Capita Paid To Date	Pby Per Capita Balance	Synod Per Capita Apportion-ment	Synod Per Capita PaidTo Date	Synod Per Capita Balance	GA PerCapita Apportion-ment	GA Per Capita PaidTo Date	GA Per Capita Balance	TotalPer Capita Apportion-ment	Total Per Capita Paid	% Per Capita Paid To Date
MOUNT MORRIS	0	0	-	562	281	281	102	51	51	260	130	130	924	462	50%
MUMFORD, FPC	0	0	0	866	217	650	157	39	118	401	100	301	1,425	356	25%
NORTH BERGEN	0	0	-	960	0	960	174	0	174	444	0	444	1,579	0	0%
NUNDA, TRINITY	0	0	-	1,288	0	1,288	234	0	234	596	0	596	2,118	0	0%
OSSIAN	0	0	-	468	0	468	85	0	85	217	0	217	770	0	0%
PAVILION, COVINGTON	2,500	2,500	0	1,849	0	1,849	336	0	336	856	0	856	3,042	0	0%
PENFIELD	2,552	638	1,914	2,130	533	1,598	387	97	290	986	247	740	3,504	876	25%
PERRY, BRICK	0	0	-	1,053	0	1,053	191	0	191	488	0	488	1,733	0	0%
PIKE, COMMUNITY	0	0	-	304	0	304	55	0	55	141	0	141	501	0	0%
PITTSFORD, CHRIST CLA	0	0	-	1,194	0	1,194	217	0	217	553	0	553	1,964	0	0%
PITTSFORD, FPC	23,000	#####	11,500	17,955	11,970	5,985	3,260	2,173	1,087	8,314	5,543	2,771	29,530	19,686	67%
SCOTTSVILLE, UNION	0	880	-	2,903	1,469	1,434	527	265	262	1,344	653	691	4,774	2,387	50%
SOUTH	0	0	-	819	0	819	149	0	149	379	0	379	1,348	0	0%
SPENCERPORT, OGDE	0	1,450	(1,450)	4,050	756	3,294	735	139	597	1,875	327	1,548	6,661	1,222	18%
STONE, BERGEN	0	775	-	328	328	0	60	60	0	152	152	0	539	539	100%
SUM M ERVILLE	2,750	2,750	0	2,318	2,318	0	421	421	0	1,073	1,073	0	3,812	3,812	100%
THIRD	0	#####	######	21,209	5,302	15,907	3,851	963	2,888	9,821	2,455	7,366	34,881	8,720	25%
TRINITY EMMANUEL	0	0	0	1,007	0	1,007	183	0	183	466	0	466	1,656	0	0%
TUSCARORA, FPC	0	0	0	1,100	1,100	0	200	200	0	509	509	0	1,810	1,810	100%
TWELVE CORNERS	0	1,860	(1,860)	1,568	0	1,568	285	0	285	726	0	726	2,580	0	0%
VICTOR	0	1,307	(1,307)	3,535	2,069	1,466	642	375	267	1,637	947	690	5,814	3,391	58%
WARSAW, UPC	0	0	-	70	0	70	13	0	13	33	0	33	116	0	0%
WEBSTER	4,000	2,000	2,000	4,565	2,285	2,280	829	429	400	2,114	1,064	1,050	7,508	3,778	50%
YORK, UPC	3,900	1,950	1,950	2,903	2,903	0	527	527	0	1,344	1,344	0	4,774	4,774	100% *
ADJUSTMENT 2024 AJE					(4,465)										
TOTALS	71,483	#####	5,489	######	58,626	82,472	26,427	11,464	#####	67,403	29,137	#####	######	######	
MAKING A CONTRIBUTION:		31			18			18			18				

Presbytery of Genesee Valley, Inc.
Balance Sheet Comparison
As of June 30, 2025

ASSETS			
Current Assets			
Bank Accounts			
1117 M & T Checking	88,925	81,409	7,516
1118 M & T Commercial Savings	90,425	90,424	1
1119 M & T CD	100,000	100,000	0
Total Bank Accounts	**$ 279,350**	**$ 271,833**	**$ 7,518**
Accounts Receivable			
1216 Mortgage Receivable			0
1216A Mortgage Rec.-75 Stuston St., LLC	239,942	240,328	(386)
Total 1216 Mortgage Receivable	**$ 239,942**	**$ 240,328**	**$ (386)**
Total Accounts Receivable	**$ 239,942**	**$ 240,328**	**$ (386)**
Other Current Assets			
1300 Invested Funds			0
1312 PILP	100,000	100,000	0
1313 Investment Fund	1,336,584	1,344,270	(7,685)
1313A Gain / Loss	2,112,020	1,990,843	121,178
Total 1313 Investment Fund	**$ 3,448,605**	**$ 3,335,112**	**$ 113,492**
Total 1300 Invested Funds	**$ 3,548,605**	**$ 3,435,112**	**$ 113,492**
Total Other Current Assets	**$ 3,548,605**	**$ 3,435,112**	**$ 113,492**
Total Current Assets	**$ 4,067,897**	**$ 3,947,273**	**$ 120,624**
TOTAL ASSETS	**$ 4,067,897**	**$ 3,947,273**	**$ 120,624**
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
2100 Employee Related Accounts			0
2101 EmployerPension Escrow	0	956	(956)
2102 Employee Pension Escrow	0	1,600	(1,600)
2107 Employee Medical Premiums	46	54	(8)
Total 2100 Employee Related Accounts	**$ 46**	**$ 2,610**	**$ (2,564)**
2310 Funds On Hold	100,000	100,000	0
Total Other Current Liabilities	**$ 100,046**	**$ 102,610**	**$ (2,564)**
Total Current Liabilities	**$ 100,046**	**$ 102,610**	**$ (2,564)**
Total Liabilities	**$ 100,046**	**$ 102,610**	**$ (2,564)**
Equity			
3000 Donor Restricted Funds			0
3001 Slater Fund			0
3001A Slater Fund - Book Value	22,623	22,623	0
3001B Slater Fund Total Return	2,181	1,366	815
Total 3001 Slater Fund	**$ 24,804**	**$ 23,989**	**$ 815**
Total 3000 Donor Restricted Funds	**$ 24,804**	**$ 23,989**	**$ 815**

Presbytery of Genesee Valley, Inc.
Balance Sheet Comparison
As of June 30, 2025

3100 Donor Specific Use Funds			0
3101 Misc. Designated Gifts	3,879	646	3,233
3101B Blossom Trust	489	113	376
3101CLS Congregational Legal Support	7,785	7,785	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	6,963	9,142	(2,179)
Total 3101YYA YYAWG PC(USA) Grant 2023	$ 6,963	$ 9,142	$ (2,179)
3102 South PC-Hamilton Trust (funds held in savings)	80,000	80,000	0
3104 Presbytery Peace Offering	2,168	2,168	0
3110 Ministry Candidates Aid Fund	8,441	8,441	0
3114 Commissioned Pastor Training	2,871	2,871	0
3116 New Worshipping Communities	0	0	0
3116A Companions on the Way	4,576	4,487	89
Total 3116 New Worshipping Communities	$ 4,576	$ 4,487	$ 89
3117 Emergency Aid Fund (PCD)	22,380	22,180	200
3121LCD Leader Care & Dev Consultants			0
3121LCD Fund 3121 LCD Fund	12,330	12,330	0
Total 3121LCD Leader Care & Dev Consultants	$ 12,330	$ 12,330	$ -
Total 3100 Donor Specific Use Funds	$ 169,833	$ 168,114	$ 1,719
3200 Presbytery Designated Funds	0	0	0
3204 Matthew 25 Fund	218,904	211,709	7,194
3211 Westminster-RPH Mission Fund	48,959	47,350	1,609
3213 Parkminster Legacy Fund	85,988	83,162	2,826
3214 Genesee Valley Fund	3,282,398	3,173,663	108,735
3214G Lakeside	121,060	120,673	386
Total 3214 Genesee Valley Fund	$ 3,403,457	$ 3,294,336	$ 109,121
3220 Youth Triennium Escrow Fund	14,027	14,367	(340)
Total 3200 Presbytery Designated Funds	$ 3,771,336	$ 3,650,926	$ 120,410
3300 Un-Designated Equity	797,154	797,154	0
3900 Retained Earnings	(715,286)	(714,900)	(386)
Net Revenue	(79,990)	(80,619)	629
Total Equity	$ 3,967,850	$ 3,844,663	$ 123,188
TOTAL LIABILITIES AND EQUITY	$ 4,067,897	$ 3,947,273	$ 120,624

Presbytery of Genesee Valley, Inc.
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As of June 30, 2025

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3101VWG Visioning Working Group	14,665	14,665	0
3101YYA YYAWG PC(USA) Grant 2023			0
3101SYN Syond Grant	6,963	9,142	(2,179)
Total 3101YYA YYAWG PC(USA) Grant 2023	$ 6,963	$ 9,142	$ (2,179)
3102 South PC-Hamilton Trust (funds held in savings)	80,000	80,000	0
3104 Presbytery Peace Offering	2,168	2,168	0
3110 Ministry Candidates Aid Fund	8,441	8,441	0
3114 Commissioned Pastor Training	2,871	2,871	0
3116 New Worshipping Communities	0	0	0
3116A Companions on the Way	4,576	4,487	89
Total 3116 New Worshipping Communities	$ 4,576	$ 4,487	$ 89
3117 Emergency Aid Fund (PCD)	22,380	22,180	200
3121LCD Leader Care & Dev Consultants			0
3121LCD Fund 3121 LCD Fund	12,330	12,330	0
Total 3121LCD Leader Care & Dev Consultants	$ 12,330	$ 12,330	$ -
Total 3100 Donor Specific Use Funds	$ 169,833	$ 168,114	$ 1,719
3200 Presbytery Designated Funds	0	0	0
3204 Matthew 25 Fund	218,904	211,709	7,194
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Net Revenue	(79,990)	(80,619)	629
Total Equity	$ 3,967,850	$ 3,844,663	$ 123,188
TOTAL LIABILITIES AND EQUITY	$ 4,067,897	$ 3,947,273	$ 120,624

[redacted]
PRESBYTERY OF GENESEE VALLEY INC - CORPORATION

Account Summary

Account Value: **$1,738,421.89**

Change in Account Value ▲ $39,386.22

	This Period	Year-to-Date
Beginning Account Value	**$1,699,035.67**	**$3,304,493.18**
Additions	**-**	**14,184.55**
Deposits	-	14,184.55
Subtractions	**-3,922.51**	**-236,238.09**
Withdrawals	-	-120,296.04
Exchanges Out	-	-112,000.00
Transaction Costs, Fees & Charges	-3,922.51	-3,942.05
Transfers Between Fidelity Accounts	**-**	**-1,553,977.01**
Change in Investment Value *	**43,308.73**	**209,959.26**
Ending Account Value	**$1,738,421.89**	**$1,738,421.89**
Accrued Interest (AI)	0.00	
Ending Account Value Incl. AI	$1,738,421.89	

Free Credit Balance $5,580.06

Free credit balances (FCB) *include cash credits from the sale of long positions, deposits, cash dividends, and interest payments which have not been transferred to a money market fund or FDIC core position. FCB also includes positions, FCASH and credit balances that exceed the amount required to satisfy your margin obligations. Refer to the back of your statement for more information.*

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

Income Summary

	This Period	Year-to-Date
Taxable	**$15,236.13**	**$27,806.61**
Dividends	15,213.56	27,767.23
Interest	22.57	39.38
Total	**$15,236.13**	**$27,806.61**

Top Holdings

Description	Value	Percent of Account
Ishares Tr Esg Awr Us Agrgt	$719,517.90	41%
Ishares Tr Esg Aw Msci Eafe	364,285.26	21
Ishares INC Esg Awr Msci Em	146,887.50	8
Schwab Strategic Tr Us Tips ETF	118,165.72	7
Ishares 0-5 Year Tips Bond ETF	84,180.38	5
Ishares Tr Us Treas Bd ETF	80,912.58	5
Ishares Tr Eafe Value ETF	79,413.48	5
Dimensional ETF Trust International Small Cap ETF	78,449.36	5
Dimensional ETF Trust Emerging Markets Value ETF	61,029.65	4
Cash	5,580.06	-
Total	**$1,738,421.89**	**100%**

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[redacted]
PRESBYTERY OF GENESEE VALLEY INC - CORPORATION
Separate Account Manager: VANGUARD PERSONALIZED INDEXING MANAGE DIRECT INDEXING

Account Summary

Account Value: **$1,710,182.71**

Change in Account Value ▲ $74,105.91

	This Period	Year-to-Date
Beginning Account Value	**$1,636,076.80**	**-**
Additions	**-**	**112,000.00**
Exchanges In	-	112,000.00
Subtractions	**-3,762.87**	**-4,187.97**
Transaction Costs, Fees & Charges	-3,762.87	-4,187.97
Transfers Between Fidelity Accounts	**-**	**1,553,977.01**
Change in Investment Value *	**77,868.78**	**48,393.67**
Ending Account Value	**$1,710,182.71**	**$1,710,182.71**
Accrued Interest (AI)	0.00	
Ending Account Value Incl. AI	$1,710,182.71	

Free Credit Balance $1,743.18

Free credit balances (FCB) *include cash credits from the sale of long positions, deposits, cash dividends, and interest payments which have not been transferred to a money market fund or FDIC core position. FCB also includes positions, FCASH and credit balances that exceed the amount required to satisfy your margin obligations. Refer to the back of your statement for more information.*

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

Income Summary

	This Period	Year-to-Date
Taxable	**$2,718.23**	**$7,974.85**
Dividends	2,700.36	7,866.36
Interest	17.87	108.49
Total	**$2,718.23**	**$7,974.85**

Top Holdings

Description	Value	Percent of Account
Nvidia Corporation Com	$113,594.81	7%
Microsoft Corp	101,471.64	6
Apple INC	81,042.15	5
Amazon.Com INC	54,408.72	3
Alphabet INC Cap Stk Cl A	53,573.92	3
Meta Platforms INC Class A Common Stock	39,856.86	2
Broadcom INC Com	36,385.80	2
Tesla INC Com	22,553.86	1
Eli Lilly &CO Com	19,488.25	1
Jpmorgan Chase &CO. Com	16,524.87	1
Total	**$538,900.88**	**31%**

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APPENDIX H: CRC Policy First Reading

Presbytery Policy on Congregational Relationships

I. Purpose

The purpose of this policy is to define the principles and practices by which the Presbytery of Genesee Valley nurtures, supports, and oversees its covenant relationships with congregations under its care. Rooted in our Reformed theology and polity, we affirm that the church is one body, and that congregations and presbytery are partners in mutual ministry and mission.

II. Theological Foundation

Our polity is grounded in the belief that God calls the church into covenant community. The Presbytery and its congregations share mutual accountability and support, embodying the connectional nature of the Presbyterian Church (U.S.A.) and the unity of Christ's body.

III. Guiding Principles

1.) Mutual Respect and Accountability: The Presbytery and congregations are accountable to one another in love, respecting each other's roles and responsibilities in the body of Christ.

2.) Relational Ministry: Relationships are cultivated through regular communication, pastoral presence, prayer, and shared ministry initiatives.

3.) Transparency and Trust: All interactions shall be marked by openness, honesty, confidentiality (as appropriate), and a spirit of collaboration.

4.) Equity and Inclusion: The Presbytery commits to equitable treatment of all congregations, regardless of size, context, or demographics.

IV. Presbytery Responsibilities

1.) Pastoral Care: Provide spiritual and relational care to sessions, pastors, and congregations through assigned liaisons, commissions, or committees.

2.) Oversight and Support: Guide congregations in matters of governance, mission, conflict resolution, and pastoral transitions.

3.) Communication: Ensure clear, consistent, and accessible communication between Presbytery leadership and congregations.

4.) Resourcing: Offer educational, financial, and missional resources tailored to the needs and capacities of each congregation.

5.) Listening and Presence: Encourage Presbytery leaders to visit congregations regularly to build relationships and listen actively.

V. Congregational Responsibilities

1.) Connection to Presbytery: Engage with Presbytery gatherings, committees, and shared mission opportunities.

2.) Transparency: Maintain open communication with Presbytery, particularly regarding leadership changes, conflict, or significant transitions.

3.) Participation: Fulfill responsibilities related to reporting, assessments, and

denominational commitments and policies.

4.) Hospitality: Welcome Presbytery representatives with openness and extend hospitality during visits or official engagements.

5.) Financial: Promises to keep its commitment to paying its per capita and mission to the denomination.

VI. Structures for Relationship

1.) Congregational Liaisons: The Presbytery shall appoint liaisons to congregations to maintain regular contact and serve as first points of connection.

2.) Regional Gatherings or Clusters: Encourage geographic or affinity-based gatherings to deepen relationships and share resources (i.e. Neighborhood Groups).

3.) Listening Sessions: Periodic listening events will be scheduled to hear the hopes and challenges of congregations.

4.) Annual Congregational Review: Each congregation will be invited to participate in an annual relational review to reflect on ministry, connection to the Presbytery, and mutual goals.

VII. Conflict Resolution

In times of tension or disagreement, the Presbytery and congregations shall engage in processes marked by prayer, grace, reconciliation, and guidance from the Book of Order (or equivalent polity document). Mediation or facilitation may be offered as needed.

VIII. Review and Revision

This policy shall be reviewed every three years by the Congregational Relations Commission or equivalent body, with recommendations brought to the Presbytery for any revisions.

APPENDIX I: COM Supporting Documents

OGDEN PC TERMS OF CALL AND COVENANT AGREEMENT FOR HARRY HEINTZ

PRESBYTERY OF GENESEE VALLEY

TERMS OF CALL WORKSHEET FOR 2025

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

Name: Harry Heintz Ordination/Commissioned Date: 1974

Church: Ogden Presbyterian Church

Contact person for questions about worksheet: Dennis Dupree

Telephone Number: 585-730-3338 E-Mail: dennis.dupree71@gmail.com

Date approved: 4/22/2025 Terms of Call Effective Dates: Start: 9/21/25 End: 1/4/26

◯Full-time (approx. 45 Hrs. / Wk.) ◉Part-time: 42 % and 19 Hrs./Wk. (please enter both)

Type of Call: ◯Installed ◯Stated Supply ◉Temp. Supply ◯Transitional ◯Temp. Student Supply ◯Commissioned Pastor

PART I: EFFECTIVE SALARY

Line #	*Must meet the minimum or pro-rated equivalent* (Presbytery Minimum 2025 **$54,283** – 3% over 2024) (Presbytery Challenge 2025 **$62,807** – 4% over 2024) **Commissioned or Temporary Student Pastor: Must be at Least 80% of 2025 Minimum**	Full Time Pastor		Part Time Pastor	
		Installed	Non-Installed	Ordained Pastor	Commissioned Pastor or Temp. Student Supply
1	Cash Salary			$11,000	
2	Deferred Compensation (optional)				
3	Housing Allowance (If no manse)				
4	Manse Rental (if manse provided)				
5	Utilities *				
6	Medical Deductible Benefit *				
7	Other:				
8	**EFFECTIVE SALARY (lines #1-#7)**			$11,000	

PART II: BENEFITS AND ALLOWANCES

9	Social Security Offset (SECA) * = 7.65% of Lines #1, #3, #4, and #5 (Ordinarily Required)			$841	
10	**Health Insurance & Pension: (See instructions for important notes & changes)**				
A	Transitional Pastors Participation: **43% of line 8**		———	———	———
B	BOP Covenant Package: **10% of line 8** (Covers pension, death & disability)	———		N/A	
C	BOP Congregational Pastors Package - **26% of line 8** (Covers pension, death & disability, individual health care)			N/A	
D	BOP medical coverage for family members: Spouse: **$11,000** Child(ren): **$8,950** Family: **$20,600**			N/A	
E	Non-BOP medical coverage for individual*	———		N/A	
F	Non-BOP medical coverage for family members*			N/A	
G	Benefits savings to be set aside for future use **(see instructions)**			N/A	
11	Continuing Education/Study Leave Allowance **($1,500 minimum, may not be prorated)**			N/A	
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 time or full time**			$250	
	TOTAL COMPENSATION (Lines #8 through 13)			$12,091	

PART III: ANNUAL LEAVE AND VACATION TIME (for all positions)

14	Continuing Education/Study Leave Time (min. of 2 weeks incl. 2 Sundays, may not be prorated)	N/A	16	Sick Leave (min. of 1 day/month, cumulative)	1 day/mo
15	Annual Vacation (min.of 5 wks incl. 5 Sundays, challenge of 6 wks incl. 6 Sundays, may not be prorated)	1WK&1Sun	17	Family & Medical Leave (12 wks min, cannot prorate)	12 weeks

Ogden Presbyterian Church
2400 South Union Street Spencerport NY 14559 (585) 352-6802

Family Leave Coverage Pastor Job Description
Please inquire as soon as possible

Worship Preparation and Leadership

- Preach and lead the worship life of the Church on Sunday mornings. 10 am Worship.
- Provide liturgy (Call to Worship, Prayer of Confession, Assurance of Grace), Scripture Readings, and songs for bulletin to Office Administrator, by Tuesday afternoon each week.
- Coordinate with the Organist when possible concerning worship music planning.
- Lead weekly worship at 10:00 am alongside lay liturgist, typically including Welcome, Time with the Children, 2nd Scripture Reading, Sermon, Prayers of the People, Offering, and Benediction.
- Officiate communion, baptisms, weddings, and funerals as appropriate. The Sacrament of the Lord's Supper is planned on the 1st Sunday of the month.
- Lead the Christmas Eve Candlelight Service.
- Communicate with Spencerport Eccumenical Liason regarding eccumenical services.

Administrative Leadership

- Moderate the stated Session meetings on the 3rd Tuesday of the month at 2:30 pm and work with the Clerk of Session for arrangements to moderate called meetings as appropriate.
- Consult with Elders and Committee chairs as appropriate to provide support and guidance for the mission and ministry of OPC.
- Advise Personnel Committee on any staff-related issues or concerns that could arise.

Pastoral Care

- In the event of a death in the congregation, consult with Deacons to provide support to loved ones of the deceased. Support and lead funeral or memorial services as appropriate.
- Provide Pastoral Care for members and friends of the congregation as appropriate.
- Coordinate Care and communication with Deacons as needed.

Beyond leading worship and moderating Session, it is anticipated that the other responsibilities can occur via e-mail and phone communication, Zoom video conference, and off- site work, and no additional "office hours" are required.

Compensation

For this position, which will include worship Sunday, September 21st through Sunday, January 4th, 2026, total compensation will be approximately $11,000.
Compensation of $200 per service will be arranged for funeral or memorial services as applicable.

Dates and Hours

- Coverage will begin on September 19, 2025, and conclude on Sunday, January 4, 2026. This includes Christmas Eve, December 24th, at 5 pm.
- Time off within this period can be accommodated. Given the nature of babies, who arrive on their schedule, these dates could be subject to change if mutually agreeable.
- Position will be considered 19 hours per week. Duties prioritized in this way:
  __10__ hrs Preaching and leading the worship life of the church on Sunday mornings.
  ___1_ hrs Preaching and leading the worship life for Special Services, e.g. Christmas Eve, Maundy Thursday, Good Friday.
  __1__ hrs Officiate at communion, baptisms, weddings, and funerals as appropriate.
  __1__ hrs Hospital visitation, including surgery and emergency visits.
  __1.5__ hrs Homebound/Shut-in visitation in conjunction with the Deacons or Elders (including communion a number of times a year)
  __1__ hrs Provide Pastoral Care for members and friends of the congregation as appropriate.
  __0_ hrs Participating in membership classes, Confirmation classes and/or other Christian Education programs and services that may be mutually agreed upon.
  __.5__ hrs Outreach visitation: follow-up visits with potential members, new worshippers; or join with the Session in providing care of lesser participating active members.
  __1__ hrs Serve as Moderator of the Session.
  __1__ hrs Serve as Head of Staff
  __.5__ hrs Attend the following committee meetings: Deacons - regularly scheduled on 2nd Tuesday at 6:30 pm or upon request.
  __0_ 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.
  __.5__ hrs Specify other administrative duties (e.g. write article for newsletter) Oracle - Monthly newsletter _____
  __0_ hrs Other Functions or Tasks_____
  __19_ hrs Total of all above (should equal number of hours in item 1 above)

Ogden Presbyterian Church

2400 South Union Street Spencerport NY 14559 (585) 352-6802

Family Leave Coverage Pastor Signature	Date 4/22/25
OPC Pastor Signature	Date 4/22/25
Clerk of Session Signature	Date 4/22/25
Church Treasurer Signature	Date 4/22/25
COM Liaison Signature	Date

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 Ogden Presbyterian *(Name of Church)* of Spencerport, NY and the Pastor Harry Heintz *(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 Harry Heintz (Name) will begin service on Sept. 19, 2025 and will ordinarily spend 19 hours per week in service to Ogden Presbyt. 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.

   10 hrs Preaching and leading the worship life of the church on Sunday mornings.
   1 hrs Preaching and leading the worship life for Special Services, e.g. Christmas Eve, Maundy Thursday, Good Friday.
   1 hrs Officiate at communion, baptisms, weddings, and funerals as appropriate.
   1 hrs Hospital visitation, including surgery and emergency visits.
   1.5 hrs Homebound/Shut-in visitation in conjunction with the Deacons or Elders (including communion a number of times a year)
   1 hrs Provide Pastoral Care for members and friends of the congregation as appropriate.
   0 hrs Participating in membership classes, Confirmation classes and/or other Christian Education programs and services that may be mutually agreed upon.
   0.5 hrs Outreach visitation: follow-up visits with potential members, new worshippers; or join with the Session in providing care of lesser participating active members.
   1 hrs Serve as Moderator of the Session.
   1 hrs Serve as Head of Staff
   0.5 hrs Attend the following committee meetings: Deacons *(Name)* regularly on this schedule _____ *(Day and Time)* or upon request.
   0 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.
   0.5 hrs Specify other administrative duties (e.g. write article for newsletter) Oracle
   0 hrs Other Functions or Tasks _____
   _____
   19 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 an additional sheet as part of this Covenant Agreement.**
7. This Covenant Agreement is for a period of 16 weeks ~~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: Diane M Dupree Date: 4/22/25

The Pastor: [signature] Date: 4/22/25

COM Liaison: _____ Date: _____

Revised 8/2023

PRESBYTERY OF GENESEE VALLEY

TERMS OF CALL WORKSHEET FOR 2025

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

Name: Rev. Dr. Melany Silas-Chandler Ordination/Commissioned Date: _____

Church: Trinity Emmanuel Presbyterian Church

Contact person for questions about worksheet: Elder Sarah Frasier

Telephone Number: 585-235-1463 E-Mail: ess331wa@gmail.com

Date approved: _____ Terms of Call Effective Dates: Start: April 12025 End: April 2026

○ Full-time (approx. 45 Hrs. / Wk.) ◉ Part-time: 50 % and 23 Hrs./Wk. (please enter both)

Type of Call: ○ Installed ◉ Stated Supply ○ Temp. Supply ○ Transitional ○ Temp. Student Supply ○ Commissioned Pastor

PART I: EFFECTIVE SALARY

Line #	*Must meet the minimum or pro-rated equivalent* (Presbytery Minimum 2025 **$54,283** – 3% over 2024) (Presbytery Challenge 2025 **$62,807** – 4% over 2024) **Commissioned or Temporary Student Pastor: Must be at Least 80% of 2025 Minimum**	Full Time Pastor		Part Time Pastor	
		Installed	Non-Installed	Ordained Pastor	Commissioned Pastor or Temp. Student Supply
1	Cash Salary			~~27500~~ 23,500 (Jes)	
2	Deferred Compensation (optional)				
3	Housing Allowance (If no manse)			4600	
4	Manse Rental (if manse provided)				
5	Utilities *				
6	Medical Deductible Benefit *				
7	Other:				
8	**EFFECTIVE SALARY (lines #1-#7)**			28100	

PART II: BENEFITS AND ALLOWANCES

9	Social Security Offset (SECA) * = 7.65% of Lines #1, #3, #4, and #5 (Ordinarily Required)			2150	
10	**Health Insurance & Pension: (See instructions for important notes & changes)**				
A	Transitional Pastors Participation: **43% of line 8**		———	———	———
B	BOP Covenant Package: **10% of line 8** (Covers pension, death & disability)	———			
C	BOP Congregational Pastors Package - **26% of line 8** (Covers pension, death & disability, individual health care)				
D	BOP medical coverage for family members: Spouse: **$11,000** Child(ren): **$8,950** Family: **$20,600**				
E	Non-BOP medical coverage for individual*	———			
F	Non-BOP medical coverage for family members*				
G	Benefits savings to be set aside for future use **(see instructions)**				
11	Continuing Education/Study Leave Allowance **($1,500 minimum, may not be prorated)**			1500	
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 time or full time**			1000	
	TOTAL COMPENSATION (Lines #8 through 13)				32750

PART III: ANNUAL LEAVE AND VACATION TIME (for all positions)

14	Continuing Education/Study Leave Time (min. of 2 weeks incl. 2 Sundays, may not be prorated)		16	Sick Leave (min. of 1 day/month, cumulative)	1 day/mo
15	Annual Vacation (min.of 5 wks incl. 5 Sundays, challenge of 6 wks incl. 6 Sundays, may not be prorated)		17	Family & Medical Leave (12 wks min, cannot prorate)	12 weeks

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 TEPC *(Name of Church)* of Rochester, NY and the Pastor Melany J. Silas - Chandler *(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 Melany J. Silas - Chandler (Name) will begin service on April 21, 2025 and will ordinarily spend 15-20 hours per week in service to TEPC 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.

   2-3 hrs Preaching and leading the worship life of the church on Sunday mornings.
   2-3 hrs Preaching and leading the worship life for Special Services, e.g. Christmas Eve, Maundy Thursday, Good Friday.
   1 hrs Officiate at communion, baptisms, weddings, and funerals as appropriate.
   1 hrs Hospital visitation, including surgery and emergency visits.
   1 hrs Homebound/Shut-in visitation in conjunction with the Deacons or Elders (including communion a number of times a year)
   1 hrs Provide Pastoral Care for members and friends of the congregation as appropriate.
   1 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.
   1-2hrs monthly hrs Serve as Moderator of the Session.
   ____ hrs Serve as Head of Staff
   1 hrs Attend the following committee meetings: Worship *(Name)* regularly on this schedule Wed 4-5pm monthly *(Day and Time)* or upon request.
   3-4 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_____
   _____
   14-20 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 an additional sheet as part of this Covenant Agreement.**
7. This Covenant Agreement is for a period of 12 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: Sarah Pearsall Date: 4/25/25

The Pastor: [signature] Date: 4/21/2025

COM Liaison: _____ Date: _____

Revised 8/2023

BARRE CENTER PRESBYTERIAN CHURCH

4698 Oak Orchard Road

Albion NY 14411

585-589-9639

Rev. Joy Bergfalk
Rev. Jimmy Reader

Clerk of Session
Jeanne Martillotta

June 7, 2025

Rev. Chuck Roberts
COM Liasson

Rev. Roberts:

Attached please find the paperwork for Commissioned Pastor, David Fish from July 1 to December 31, 2025. Also on the agenda is the request for him to be the Moderator of Session. I have attached paperwork for his Terms of Call and Covenant Agreement. On the Terms of Call, we are allotting $1,000 as a stipend in lieu of medical insurance. He has written an email indicating he has coverage through his wife's employer for medical insurance. We are also Adding to Part II – 10B which is 10% of effective salary, covering pension, death & disability coverage. His question regarding the pension was whether he had to contribute also and I told him I believed he did not – that the church contributes. We will review these in January to see what the options are for 2026.

If you have any questions, please feel free to give me a call or email. Thank you again for all your help. I really appreciate it.

Blessings,

Jeanne Martillotta
Clerk of Session
Barre Center Presbyterian Church

PRESBYTERY OF GENESEE VALLEY

TERMS OF CALL WORKSHEET FOR 2025

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

Name: David Fish Ordination/Commissioned Date: March 2016

Church: Barre Center Presbyterian Church

Contact person for questions about worksheet: Jeanne Martillotta

Telephone Number: 716-474-1790 E-Mail: jeamar2@rochester.rr.com

Date approved: 6/6/25 Terms of Call Effective Dates: Start: 7/1/25 End: 12/31/25

○ Full-time (approx. 45 Hrs. / Wk.) ◉ Part-time: 50 % and 22.5 Hrs./Wk. (please enter both)

Type of Call: ○ Installed ○ Stated Supply ◉ Temp. Supply ○ Transitional ○ Temp. Student Supply ○ Commissioned Pastor

PART I: EFFECTIVE SALARY

Line #	***Must meet the minimum or pro-rated equivalent*** (Presbytery Minimum 2025 **$54,283** – 3% over 2024) (Presbytery Challenge 2025 **$62,807** – 4% over 2024) **Commissioned or Temporary Student Pastor: Must be at Least 80% of 2025 Minimum**	Full Time Pastor		Part Time Pastor	
		Installed	Non-Installed	Ordained Pastor	Commissioned Pastor or Temp. Student Supply
1	Cash Salary				4,857
2	Deferred Compensation (optional)				
3	Housing Allowance (If no manse)				6,000
4	Manse Rental (if manse provided)				
5	Utilities *				
6	Medical Deductible Benefit *				
7	Other:				
8	**EFFECTIVE SALARY (lines #1-#7)**				10,857

PART II: BENEFITS AND ALLOWANCES

9	Social Security Offset (SECA) * = 7.65% of Lines #1, #3, #4, and #5 (Ordinarily Required)				831
10	**Health Insurance & Pension: (See instructions for important notes & changes)**				
A	Transitional Pastors Participation: **43% of line 8**		----------	----------	----------
B	BOP Covenant Package: **10% of line 8** (Covers pension, death & disability)	----------			1,086
C	BOP Congregational Pastors Package - **26% of line 8** (Covers pension, death & disability, individual health care)				
D	BOP medical coverage for family members: Spouse: **$11,000** Child(ren): **$8,950** Family: **$20,600**				
E	Non-BOP medical coverage for individual*	----------			
F	Non-BOP medical coverage for family members*				
G	Benefits savings to be set aside for future use **(see instructions)**				
11	Continuing Education/Study Leave Allowance **($1,500 minimum, may not be prorated)**				1,500
12	*Other Benefits and Allowances * (explain):*				*1,000 Med*
13	Travel and Professional Allowance: **Recommended 5% of effective salary but not less than $1,000 regardless of part time or full time**				543
	TOTAL COMPENSATION (Lines #8 through 13)				15,817

PART III: ANNUAL LEAVE AND VACATION TIME (for all positions)

14	Continuing Education/Study Leave Time (min. of 2 weeks incl. 2 Sundays, may not be prorated)	2 Sundays	16	Sick Leave (min. of 1 day/month, cumulative)	1 day/mo
15	Annual Vacation (min.of 5 wks incl. 5 Sundays, challenge of 6 wks incl. 6 Sundays, may not be prorated)	5 Sundays	17	Family & Medical Leave (12 wks min, cannot prorate)	12 weeks

Jeanne M Martillotta

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 Barre Center Presb. *(Name of Church)* of Barre Ctr, NY and the Pastor David Fish, *(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 David Fish (Name) will begin service on 7/1/25, 20__ and will ordinarily spend 22.5 hours per week in service to Barre Ctr 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.

   8 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.
   .5 hrs Officiate at communion, baptisms, weddings, and funerals as appropriate.
   1 hrs Hospital visitation, including surgery and emergency visits.
   1 hrs Homebound/Shut-in visitation in conjunction with the Deacons or Elders (including communion a number of times a year)
   1 hrs Provide Pastoral Care for members and friends of the congregation as appropriate.
   .5 hrs Participating in membership classes, Confirmation classes and/or other Christian Education programs and services that may be mutually agreed upon.
   1 hrs Outreach visitation: follow-up visits with potential members, new worshippers; or join with the Session in providing care of lesser participating active members.
   1 hrs Serve as Moderator of the Session.
   ____ hrs Serve as Head of Staff
   1 hrs Attend the following committee meetings: _____ *(Name)* regularly on this schedule _____ *(Day and Time)* or upon request.
   7.5 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_____
   _____
   22 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 an additional sheet as part of this Covenant Agreement.**
7. This Covenant Agreement is for a period of 6 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: 6/7/25

The Pastor: _____ Date: 6/7/25

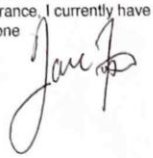
COM Liaison: _____ Date: _____

Revised 8/2023

From: **david fish** fishverpeace@yahoo.com
Subject: Insurance
Date: June 4, 2025 at 8:18 PM
To: jeamar2@rochester.rr.com

DF

To whom it may concern
I do not need insurance. I currently have insurance through my wife's employer.
Sent from my iPhone



PRESBYTERY OF GENESEE VALLEY
COMMITTEE ON MINISTRY

Report on Election of Pastor Nominating Committee

The congregation of COVINGTON UNITED PRESBYTERIAN Church, meeting on MAY 18, 2025 (Date), elected the following persons to its pastor nominating committee.

Name: JOHN NOBLE
Address: 7676 WALKER ROAD, LEROY, N.Y. 14482
E-mail Address: JNOBLE@synergyag.com Telephone: 585-739-1860

Name: KATHY SCOTT
Address: 9102 ROANOKE ROAD, STAFFORD, NY 14143
E-mail Address: Katiej7028@yahoo.com Telephone: 585 233-3504

Name: BOB STURM
Address: 2171 BLACK STREET ROAD, LEROY, NY 14482
E-mail Address: BSturm2171@GMAIL.com Telephone: 585-813-3896

Name: JACK KLAPPER
Address: 1814 LINWOOD RD, LINWOOD, N.Y. 14486
E-mail Address: JKlapper@linwoodag.com Telephone: 585-813-4925

Name: CAROL HIRSCH
Address: 7395 BUYO ROAD, PAVILION NY 14525
E-mail Address: carolhirsch063@gmail.com Telephone: 585-703-1020

Name: _____
Address: _____
E-mail Address: _____ Telephone: _____

Name: _____
Address: _____
E-mail Address: _____ Telephone: _____

Name: _____
Address: _____
E-mail Address: _____ Telephone: _____

Give details of any other actions related to the election of the Pastor Nominating Committee:

Please poll the members immediately following their election to determine the best times available for meeting with the COM representative and provide this information below:

ANN SHEPHARD
Clerk of Session

anne@ivypartners.com
E-Mail Address/Telephone Number
315-727-5449

[Send this Report to the COM liaison.]

COVINGTON UNITED PRESBYTERIAN MINISTRY DISCERNMENT PROFILE

(See next page)

Church Leadership Connection
_Connecting | Discerning | Calling

Ministry General Information

Ministry Name Covington Presbyterian Church	Presbytery Genesee Valley	Synod The Northeast
Email covingtonup@gmail.com	Preferred Phone 585-584-3165	Website Address covingtonpresbyterian.org
Mailing Address 1701 Craig Rd, Pavilion, NY 14525-9206	Alternate Phone/Email 315-727-5449/ann@ivypartners.com	Community Type Rural
Congregation or Organization Size Under 100 members	Curriculum Self-generated. Currently studying the Old Testament.	Average Worship Attendance 30
Church School Attendance 6	Statistical Report https://pgaapps.pcusa.org/api/report/5448	
Intercultural Composition White: 98%, Hispanic/Latinx: 2%		Released Date

Information about the Position

Position Requirements

Position Type(s) Solo Pastor: Installed	Language Requirements English
Experience Required No Experience/First Ordained Call	Statement of Faith required? Yes
Employment Status Full-time	Are you open to a clergy couple? Yes

Ministry Requirements

Church Mission/Vision Statement

The congregation of Covington United Presbyterian Church is a collection of joyful, humble servants from the diverse, agricultural Genesee River Valley located in Western New York. Dedicated to glorifying God with open minds and hearts full of the Holy Spirit, we are rooted in service, support, and social consciousness and blessed with an abundance of talents. Being faithful and humble followers, we stand together as servants of our Lord and Savior in meeting the spiritual and physical needs of the congregation, the community, and the wider world. We are singularly dedicated to loving our neighbors and welcoming strangers with traditional hospitality and abundant compassion. Together we strive to be more open, to inspire the spiritual growth of all ages, genders and races through responsible leadership and active participation in a safe, worshipful, joyful environment grounded in the Biblical word.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

We envision a pastor who is able to assist the Session in overseeing the life and ministries of the Church and who is able to help us grow membership and reach out to others in a variety of ways. This pastor will have no supervisory responsibilities as Church members handle many of the day to day tasks. This position will encourage and strengthen existing congregation committees. Preaching, leading worship, pastoral care and other normal acitivities associated with this faith community.

Compensation & Housing

Minimum Effective Salary	Housing Type
54283	Open to either

MDP - Narratives

How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

Our vision for ministry centers on faithful worship, supporting each other, and a broader community involvement. We seek to be a *place of spiritual growth, nourishment and belonging for individuals and families living in our rural, agricultural region. We believe in* meeting people where they are, with hospitality, humility, and grace , while walking alongside them through both the joys and hardships of life. We strive to be faithful servants of the Holy Spirit, befriending the neighbor, aiding those in need and providing a spiritual home. The Holy Spirit has called us to support our local Ukrainian Church, restoration efforts for Churches effected by the California wildfires, Hurricane relief in North Carolina, water systems in Chiapas Mexico, and numerous efforts through the One Great Hour of Sharing.

Annually the Session holds a retreat to develop a theme for the year. This provides us all a north star to focus on. This year's theme comes from Romans 12:13. "Let your hope keep you joyful, be patient in your troubles and pray at all times."

We've had success opening our doors to the neighborhood youth through our successful Vacation Bible School in coordination with York Presbyterian. Additionally, we are very faithful to our local food pantry, collecting cereal for children's weekend backpacks and numerous local charities. We have completed a refresh of the Church's website, and our clerk has been publishing a well-received evotional highlighting the Pastor's message and keeps top of mind our commitment to our faith and each other

This is a community without internal conflict. The Church building and manse are well maintained. This is also a Church that is financially stable.

What is the nature and context of the community in which your congregation lives out its mission/ vision? How will you address the emerging needs that are impacting your community?

Our congregation is located in a small town between Rochester and Buffalo New York, where daily life is shaped by the rhythms of planting and harvest, and where relationships are often multigenerational and rooted in shared labor and land. The population is mature but vibrant. We count teachers, veterans, immigrants, business owners, retirees and health care professionals in our midst. Many young adults have moved away for work or education, though some are returning. We partner with neighboring Churches to conduct bible study sessions and occasionally worship together.

Emerging needs include:

- Our worship traditions with a rich history of music and song have always been a strength. Although our Sunday School attendance can ebb and flow with numbers, our teachers are among the best in the business. One only has to witness our

What is the nature and context of the community in which your congregation lives out its mission/ vision? How will you address the emerging needs that are impacting your community?

Children's Day pageant to marvel at their talents. Larger congregations with many activities are attractive to some of our younger community members. Finding the balance requires creativity.

- Our region has a growing population of multilingual people. How can we reach out to and support this community most effectively?

As servants of the Lord, we draw on our deep commitment to our faith and seek guidance from the Holy Spirit to guide our outreach. Our small size allows us to be flexible and responsive while remaining deeply personal in our approach. Members of our Mission and Service Committee have been providing year-end lunches to the teachers and staff at Pavilion Central School. Earth Day will see volunteers from Church scouring the roadside to beautify the neighborhood. The Sunday School staff and students sell homemade jewelry and others prepare bake goods for election day events. Once the call is made for help with any given project, it invariably becomes a lesson in fishes and loaves.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

Our church operates with a dedicated group of volunteers who handle many aspects of congregational life, from building maintenance to worship preparation and community events. The person called to this position will bring spiritual guidance, pastoral care, and organizational skills to focus and strengthen this volunteer base.

Short term, this call will energize worship, provide deep pastoral presence, and continuity. Long term, we hope the pastor will help us cultivate new leaders, grow faith formation opportunities, and connect with a younger generation, helping us remain vibrant for years to come.

This role is not about doing but about equipping and inspiring others to serve faithfully. We are a small but mighty flock seeking a trained shepherd.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

We are seeking a pastor who is faithful to the Holy Spirit and relates well to people. Someone who can preach in a way that speaks to both long time members and newer visitors, and who sees the face of Jesus in each person they meet.

Key qualities include:

- A deep love for Scripture and a passion for sharing it in accessible ways
- A deep commitment to and love for personal relationships.
- A willingness to understand and invest themselves in this small rural ministry
- A collaborative style, able to work and encourage alongside volunteers
- Cultural awareness and respect for rural life and nature.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

- Training in community ministry, small church leadership, and creativity is a plus

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

The person called will be responsible for:

- Leading worship and preaching weekly, with creativity and theological depth
- Special events such as weddings, funerals, baptisms, etc.
- Participating in the life of the Church including committee meetings when requested and special Church sponsored community events.
- Providing pastoral care, including home visits, crisis care, and spiritual guidance
- Moderating Session meetings and helping guide the church's mission and vision
- Supporting Christian education and encouraging faith formation at all ages
- Collaborating with community partners on service projects and outreach
- Engaging youth and families
- Being a visible and caring presence in the wider community

We, as a congregation, take to heart this challenge in 1 Peter. We seek a pastor committed to sharing their God given talents with us and we grow together in faith.

- 1 Peter 4:10
  "Each of us should use whatever gift we have received to serve others, as faithful stewards of God's grace in its various forms."

Optional Links

References

Reference #1
Bonnie Morgan
Friend
585-721-0250
NYJBON@gmail.com

Reference #2
Mark Ross
Former Interim Pastor
585-356-4847
markaross1248@gmail.com

Reference #3
Kristina Hansen
Current Interim Pastor
516-901-2216
REVKristina@yahoo.com

Self-Referral Contact Information

COM Twyla Boyer	Preferred Phone 16316039573
Email Address pastortwyla@gmail.com	
EP John Odom	Preferred Phone 5022357232
Email Address ep@pbygenval.org	
PNC John Alan Noble	Address 7676 Walker Road LeRoy NY 14482
Preferred Phone 5857391860	Alternate Phone or Email jnoble@synergyag.com
Email Address jnoble@synergyag.com	

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APPENDIX I: PTC Supporting Documents

PERINTON PC TERMS OF CALL AND COVENANT AGREEMENT WITH NADIA MULLIN

Associate Pastor - Proposed Terms of Call

Part I: Effective Salary

Line	Description	PPC Associate Pastor Maximum
1	Cash Salary	$48,000
2	Deferred Compensation (optional)	
3	Housing Allowance (If no manse)	$12,000
4	Manse Rental (if manse provided)	
5	Utilities	
6	Medical Deductible Benefit	
7	Other: _____	
8	EFFECTIVE SALARY: lines #1- #7 (1)	$60,000

Part II: Benefits and Allowances

Line	Description	PPC Associate Pastor Maximum
9	Social Security Offset (SECA): 7.65% of line 8 Health	$4,590
10	Insurance & Pension: Transitional Pastors	
A	Participation: 43% of line 8 BOP Covenant Package:	N/A
B	10% of line 8 BOP Congregational Pastors Package:	$6,000
C	26% of line 8 BOP medical coverage for family members: Spouse: $11,000 Child(ren): $8,950 Family: $20,600	N/A
D		$0
E	Non-BOP medical coverage for individual (3)	$2,600
F	Non-BOP medical coverage for family members	N/A
G	Benefits savings to be set aside for future use	N/A
11	Continuing Education/Study Leave Allowance	$1,500
12	Other Benefits and Allowances (explain):	
	BOP Dental, Vision Coverage	$0
13	Travel and Professional Allowance:	$1,500
	TOTAL COMPENSATION: Lines #8 through 13 (2)	$76,190

Part III: Annual Leave and Vacation Time

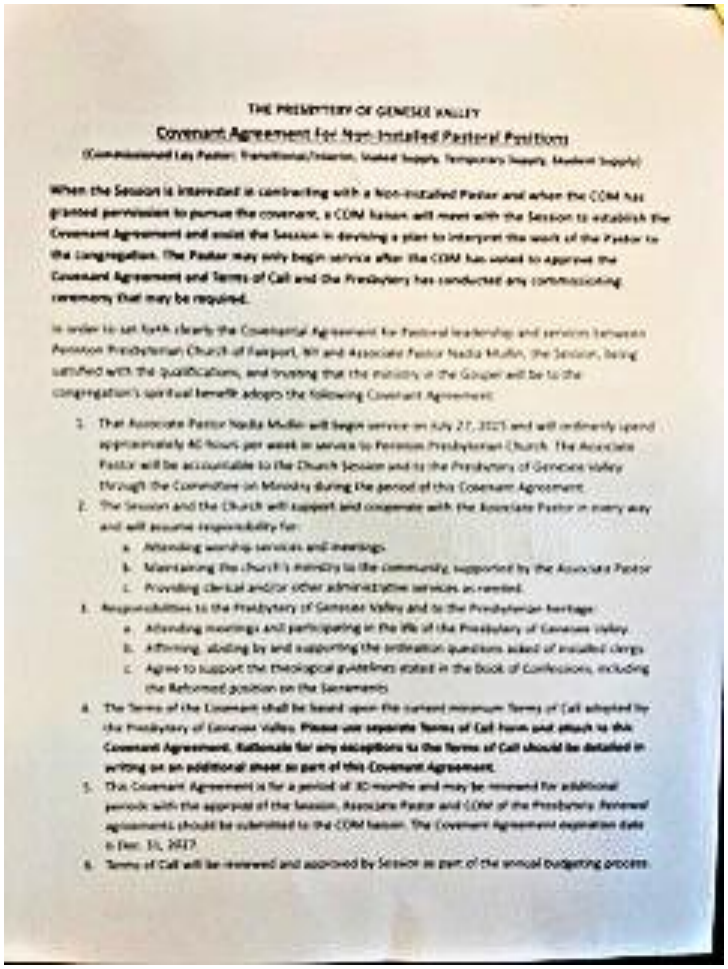
Line	Description	PPC Associate Pastor Maximum
14	Continuing Education/Study Leave Time	2 weeks incl. 2 Sundays
15	Annual Vacation	5 wks incl. 5 Sundays
15	Sick Leave	1 day/month
17	Family & Medical Leave	12 weeks

Notes:

(1) Effective Salary category distribution (Cash Salary, Housing Allowance, etc.) to be designated by Associate Pastor

(2) Terms of Call to be prorated based on actual start date. Sick Leave, Family & Medical Leave are not subject to prorate

(3) Payable at $100 Net each pay period



THE PRESBYTERY OF GENESEE VALLEY

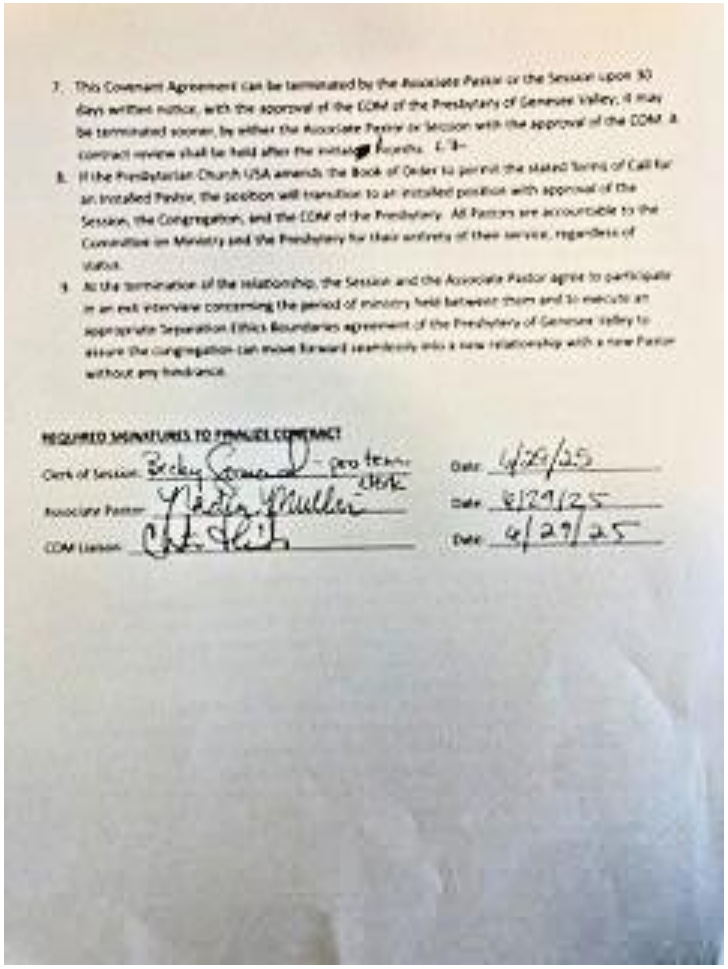
Covenant Agreement For Non-Installed Pastoral Positions

(Commissioned Lay Pastor, Transitional/Interim, Stated Supply, Temporary Supply, Moderat 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 Pennton Presbyterian Church of Fairport, NY and Associate Pastor Nadia Mullin, 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 Associate Pastor Nadia Mullin will begin service on July 27, 2025 and will ordinarily spend approximately 40 hours per week in service to Pennton Presbyterian Church. The Associate Pastor will be accountable to the Church Session and to the Presbytery of Genesee Valley through the Committee on Ministry during the period of this Covenant Agreement.
2. The Session and the Church will support and cooperate with the Associate 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 Associate Pastor
   c. Providing clerical and/or other administrative services as needed.
3. 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.
4. 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 an additional sheet as part of this Covenant Agreement.**
5. This Covenant Agreement is for a period of 30 months and may be renewed for additional periods with the approval of the Session, Associate Pastor and COM of the Presbytery. Renewal agreements should be submitted to the COM liaison. The Covenant Agreement expiration date is Dec. 31, 2027.
6. Terms of Call will be reviewed and approved by Session as part of the annual budgeting process.



7. This Covenant Agreement can be terminated by the Associate Pastor or the Session upon 90 days written notice, with the approval of the COM of the Presbytery of Genesee Valley; it may be terminated sooner, by either the Associate Pastor or Session with the approval of the COM. A contract review shall be held after the initial 6 months. C.B.
8. If the Presbyterian Church USA amends the Book of Order to permit the stated Terms of Call for an Installed Pastor, the position will transition to an installed position with approval of the Session, the Congregation, and the COM of the Presbytery. All Pastors are accountable to the Committee on Ministry and the Presbytery for their entirety of their service, regardless of status.
9. At the termination of the relationship, the Session and the Associate 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.

REQUIRED SIGNATURES TO FINALIZE CONTRACT

Clerk of Session: Becky Conrad - pro tem Clerk — Date: 6/29/25

Associate Pastor: Nadia Mullin — Date: 6/29/25

COM Liaison: [signature] — Date: 6/29/25

APPENDIX J: TLC Minutes/Report

Presbytery of Genesee Valley

TLC Meeting, May 12, 2025, 1:00 PM Zoom

DRAFT MINUTES

Present: Evan, Chuck, Paul, Marcia, Mindy

ex-Officio: Bethany, John

Opening Prayer Evan

Agenda and Minutes

- Approve agenda - yes
- Approve minutes of March 17 meeting - yes

Follow-up from May 3 Presbytery meeting

- Feedback received re: language for examinations
  - Jeff Falter has asked for some conversation around the language we use from Robert's Rules which sound violent, punitive, like policing.
  - Concern about whether presbyters will still be able to build relationships with the new commissions.
  - Should we excuse people? Feels weird.
    - Preparation yes, ministers no
  - One person was perturbed it went over
  - Hybrid folks were mostly appreciative
  - Voting on Zoom was questioned, John has addressed some of these concerns - almost never at 100% voting online. Will try to close the poll when majority has voted and/or if it's tight will hold open longer.
  - It will continue to improve, and there will be bumps. We hope there's grace.

Update, if any, from PTC/CRC

- COM met as normal, several business items
  - Will be ratified by presbytery
- To meet for orientation/training - work through job descriptions (July 3)
- Chuck would like TLC to endorse the work of COM for these three months

- Twyla to moderate PTC, Chuck moderate CRC
- 3 vacancies on each beginning in August
  - People will "continue" on, many will stay in the same class they're in
- MOTION: Endorse the actions of the former COM during this three month transition period. - passed unanimously

Discussion on Mission Commission plans

- See "2025.5.9 Updated MC description and thoughts" document
- Introduce at July Presbytery Zoom Check-in?
  - Schedule separate listening session
- Question to address:
  - Term lengths for at-large members:
  - Add chair of PTC? Remove one at-large member, still 9 people.
  - Moderated by the immediate past moderator of the presbytery
  - Evan is vindicated in his insistence that "3 is a Magic Number" is indeed a Schoolhouse Rock song
  - Lots of corrections and edits, Evan will update

Looking ahead to July 29 Presbytery meeting

- Batavia has agreed to host - in the afternoon (2-5 pm)
  - Go ahead and get checklist sent to Roula, copy TLC
    - Also share IT notes from Sonya from the Perinton meeting
  - Will they host a meal?
- Agenda planning on June 30 and July 14
- Communion as part of worship? - do we have the time and capacity? Installation happens in July…
  - Only required for fall meeting
- Regarding worship: the only requirement, per Presbytery policies, is that there be a sermon by the outgoing moderator
  - Installation of new mod
  - When will worship happen in the course of the meeting?

Any other business?

Next Meeting

- June 9 at 10am EDT (7am PDT)

Closing Prayer Evan - 2:54 pm

APPENDIX K: COM Minutes

COMMITTEE ON MINISTRY

DRAFT Minutes

Meeting Date:

May 6, 2025 – Via Zoom

Devotions – Sue Thaine

ATTENDANCE RECORD (P = Present / Ex = Excused)

P: Karen Gerling, Bill Haake, Christine Hinds, Christine James, Lisa Morrill, Anne Waasdorp, Roger Estes, Carin Farmer, Elaine Loggi, Chuck Roberts, John Goehle, Twyla Boyer, Jim Hetzlet

Ex: Jeff Fox-Kline, Sue Thaine, Janette Henderson, Pat Lockwood

Staff:

John Odom Executive Presbyter* (ex-officio)

Bethany Benz-Whittington Stated Clerk* (ex-officio)

9:15 (15) Call to Order and Welcome – Chuck Roberts

Opening Devotion and prayer led by Chuck

Welcome CP John Goehle to COM

Neighborhood 4 (Valley Neighbors): Avon, Caledonia, Chili, Covington, East Avon, Geneseo, Honeoye Falls, Lima, Livonia, Mumford, Scottsville, York.

Approved Agenda

Approved Meeting Minutes – April 1, 2025 (attached)

Approved Consent Agenda

Consent Agenda (Information and Action Items)

- Approve Rev. Bethany Benz-Whittington to labor inside the bounds of the Presbytery of Genesee Valley, effective immediately.
- Approve Rev. John Odom to moderate any session or congregational meeting in the Presbytery of Genesee Valley, effective immediately.
- Pike - Approve the CP Lynn Burdick to officiate the sacraments at Pike Community Church while she serves as Moderator there.
- Ogden - Approve the Temporary Supply contract for Rev. Harry Heintz to serve at Ogden Presbyterian Church during CP Whitney Scoville's family leave 9/21/25 to 1/4/26 (attached).
- Lima - Approve Ruling Elder Cathy Foerster to fill the pulpit and officiate at communion at Lima Presbyterian Church on Sunday May 3. note: Kathy is a

former CP of PGV and served as Lima's Pastor before moving to Geneva Presbytery. She is on the pulpit supply list in Geneva.

- South
  - Appoint Rev. Bethany Benz-Whittington Moderator of South Presbyterian Church effective May 14, 2025.
  - As an exception to the ordinary Pulpit Supply Policy, Approve Rev. Andrew Schep to fill the pulpit as often as needed at South Presbyterian Church effective immediately and through July 31, 2025
- Trinity Emmanuel - Approve the Terms of Call and Covenant Agreement of Rev. Melany Silas and Trinity Emmanuel Presbyterian Church

Reports

- Transitional Leadership Council (Chuck Roberts)
  - Chuck gave updates on the work to develop the forthcoming Mission Commission.
- Stated Clerk (Bethany Benz-Whittington)
  - Very pleased with how the presbytery meeting went!
- Executive Presbyter (John Odom)
  - ALSO very pleased!
  - ⅓ of churches participating in pulpit swap
  - question and discussion about whether or not COM class of 2025 people will re-up and join one of the new commissions - some will, some won't
  - Shepherding Working Group is working hard to create relationships with TEs, CPs, and CCEs

Motions for Discussion

- Receive reports of the exit interviews with the session of Downtown United Presbyterian Church and with Rev. Phil Davis.
  - Anne Waasdorp, Elaine Loggi, and Bill Haake shared about each of the exit interviews, written reports of which are attached.
    - Notes: Val Fowler also took notes as the current moderator of DUPC session
    - Other notes:
      - Session is very self-aware and unwilling to change
      - 15 regular worshippers, lots of money
      - Third session met with DUPC session to explore partnership
        - Christine James preaching occasionally at DUPC
      - The question of belief in Jesus remains
      - COM not inclined to send more pastors to preach without addressing this big question of Jesus
      - The work with Carson Mouser wasn't enough to solve this problem
      - They have a pile of grief that hasn't been dealt with
      - How do we inform pulpit supply ahead of time?
      - Issues with a bully…

- Motion to receive reports was approved

Other Business

Discussion of Full Time - change the PGV minimum terms of call to full-time=40 hours per week

- moved and approved

Cy Varland clearance interview - on hold for now, Cy has other more pressing issues

Approved the addition of Phil Davis and Deb Swift to the pulpit supply list

Updates from Churches & PNCs

Brockport - AC report coming at July presbytery meeting, ready to move forward

Break

Planning Transition to New Commission Formats for Future Work

General Planning - Everyone email John, Chuck, Twyla which commission you want to be on and if 2025 folks want to continue on

- Bethany will staff CRC
- John will staff CRC and PTC
- Move Pulpit Supply and Mod/Pulpit Supply compensation policies to PTC

Appointment of Chair - PTC Chair Twyla Boyer, CRC Chair Chuck Roberts

Select Meeting Time - Both will meet for training/orientation on July 1

- PTC @ Summerville at 9 am
- CRC @ TBD at 1:30 pm (maybe Twelve Corners?)

11:27 Adjournment and Closing Prayer by John Odom

NEXT MEETING:

Tuesday June 17, 2025

COMMITTEE ON MINISTRY

Agenda

Meeting Date:

June 17, 2025 – Via Zoom

ATTENDANCE RECORD (P = Present / Ex = Excused)

P: Bill Haake, Janette Henderson, Christine Hinds, Christine James, Lisa Morrill, Anne Waasdorp, Carin Farmer, Pat Lockwood, Elaine Loggi, Chuck Roberts, Twyla Boyer, Jim Hetzler, Sue Thaine

Ex: Jeff Fox-Kline, Kristin Gerling

Staff:

John Odom Executive Presbyter* *(ex-officio)*

Bethany Benz-Whittington Stated Clerk* *(ex-officio)*

Call to Order and Welcome

Our Promises - Chuck Roberts

Opening Devotion / Sharing of Joys and Concerns / Prayer for our Churches - Pat Lockwood

Devotion based on John 13:34 - Jesus' final command to love one another as he loved us

Neighborhood 5: Christ Clarion, John Calvin, Penfield, Perinton, Pittsford, Victor, Webster.

Approved Agenda with 2 additions (Vinod and Perinton)

Approved Meeting Minutes with one correction (Harry Heintz's name) – May 6, 2025 (attached)

Consent Agenda

- **Barre Center - Approve** the Terms of Call and Covenant Agreement of CP Dave Fish as Supply Pastor at Barre Center Presbyterian Church and appoint CP Fish as moderator effective July 1, 2025 (attached)**.**
- **Covington - Receive** names of chair, vice-chair, recording secretary and corresponding secretary of the PNC (attached).

Reports

- **Transitional Leadership Council** (Chuck Roberts)
  - More work being done on Mission Council
- **Stated Clerk** (Bethany Benz-Whittington)
  - Need to Make sure policies are up to date at all churches
- **Executive Presbyter** (John Odom)
  - Prayer concerns - share with us so they can go in VV
  - Reminder of short term disability for pastors
  - Pulpit exchange went well for a first effort! Maybe next time we don't do the first Sunday of the month.
  - Need to have conversations about Medina
  - Listening session with Dansville
  - DUPC and Third beginning conversations about sharing resources
  - Pittsford and Christ Clarion doing the same
  - 33 of 52 churches visited

Motions for Discussion

- **First Presbyterian Church of Leroy** needs a moderator for the congregational meeting to dissolve David Pepper's call so that he can retire July 31,2025. They would like the meeting following their 10 AM worship service on June 29**. - Chuck will reach out to some retired pastors**
- **CLC** reps going forward. - not yet decided

Ongoing Business

Payment on EMI for Vinod - moved and **approved**

Updates from Churches & PNCs

Perinton - ready to make a call to Rev. Nadia Mullin. She has declined Board of Pensions participation (medical) and will be a Supply Pastor. In our contracts it is stated that this is still a 3-way call, between the pastor, the session, and the presbytery. The session cannot terminate Nadia without the express approval of the presbytery.

Final Sunday for Irondequoit PC is September 28, 2025

Byron - discouraged with search and looking for other ways to advertise

New Commissions - discussion on when to meet, where to meet, who to convene, etc.

Continuing Items

- Good News and Celebrations from the Churches and Neighborhoods

3:10 Adjournment and Benediction

Appendix L: Commissioning of Dave Fish

Commissioning of a Ruling Elder to Pastoral Service

A Service of Worship

SENTENCES OF SCRIPTURE

Moderator: We, who are many, are one body in Christ, *(Romans 12:5-8)*

All: and individually we are members one of another.

Moderator: We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; ministry, in ministering, the teacher, in teaching; the exhorter, in exhortation, the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness.

All: Lead a life worthy of the calling to which you have been called, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as we were called to the one hope of our calling, one Lord, one faith, one baptism, one God and Spirit of all, who is above all and through all and in all. *(Ephesians 4:1-6)*

Moderator: The Presbytery of Genesee Valley is satisfied that Elder David Fish has met all requirements and completed all preparations prescribed in the Constitution of the Presbyterian Church (U.S.A.).

We now commission Elder David Fish as a commissioned pastor to serve in and for Barre Center.

CONSTITUTIONAL QUESTIONS

Do you trust in Jesus Christ your Savior, acknowledge him Lord of all and Head of the Church, and through him believe in one God, Father, Son and Holy Spirit?

I do.

Do you accept the Scriptures of the Old and New Testaments to be, by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the Church universal, and God's Word to you?

I do.

Do you sincerely receive and adopt the essential tenets of the Reformed faith as expressed in the confessions of our church as authentic and reliable expositions of what Scripture leads us to believe and do, and will you be instructed and led by those confessions as you lead the people of God?

I do and I will.

Will you fulfill your commission in obedience to Jesus Christ, under the authority of Scripture,

and be continually guided by our confessions?

I will.

Will you be governed by our church's polity, and will you abide by its discipline? Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit?

I will.

Will you in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world?

I will.

Do you promise to further the peace, unity, and purity of the church?

I do.

Will you seek to serve the people with energy, intelligence, imagination, and love?

I will.

Will you be a faithful commissioned lay pastor, watching over the people, providing for their worship? In your ministry will you try to show the love and justice of Jesus Christ?

I will, with God's help.

PRAYER

Almighty God, in every age You have chosen servants to speak your Word and lead your loyal people. We thank you for Elder Fish whom you have called to serve you as commissioned lay pastor in and for First Presbyterian Church. Give him gifts to do her particular work. Fill him with your Holy Spirit, so that he may have the same mind that was in Christ Jesus, and be a faithful disciple throughout life.

All: God of grace, in baptism you have called us to a common ministry as ambassadors of Christ, trusting us with the message of reconciliation. Give us courage and discipline to follow where your servants rightly lead us, that, together we may declare your wonderful deeds and show your love to the world; through Jesus Christ the Lord of all. Amen.

Moderator: On behalf of the Presbytery of Genesee Valley, I welcome you to this ministry. May God's Holy Spirit empower you in the ministry of our Lord and Savior Jesus Christ and us to be faithful colleagues in ministry together. Amen.

(Book of Occasional Services, copyright 1999 by the Presbyterian Church Corporation on behalf of the Office of Theology and Worship.)

Appendix M: Blessing of Alfred Appiah

Worship Liturgy for the Reception of an Inquirer as a Candidate

Gathering Words

Let the peoples praise you, O God;
Let all the peoples praise you.
There is one body and one Spirit, just as you were called to the one hope of your calling,
One Lord one faith, one baptism, one God and Parent of all, who is above all and through all and in all.

Sentences of Scripture

Hear the promise of the Lord:
Do not fear, for I have redeemed you;
I have called you by name, you are mine.
When you pass through the waters,
I will be with you;
and through the rivers,
they shall not overwhelm you;
when you walk through the fire
you shall not be burned.
For I am the Lord your God,
the Holy One of Israel, your Savior. (Isaiah 43:1–3)

Presentation of Inquirer Alfred Appiah

Report of the Commission on Preparation for Ministry

Statement by the Inquirer of Christian faith, service and motives for entering the ministry

Examination by the Presbytery in the above matters

Action regarding the CPM's recommendation

Questions to the Candidate

• Do you believe yourself to be called by God to the ordered ministry of Teaching Elder?

• Do you promise, in reliance upon the grace of God, to maintain a Christian character and conduct, to be diligent and faithful in making full preparation for this ministry?

• Do you accept the proper supervision of the presbytery in matters that concern your preparation for this ministry?

• Do you now desire to be received by this presbytery as a Candidate for the ordered ministry of Teaching Elder in the Presbyterian Church (USA)?

Questions to the Presbytery (please stand in body or spirit)

• Do you, the ministers and ruling elders of the Presbytery of Genesee Valley promise to support [insert name] through your prayers?

• Do you promise to be mentors, friends, and colleagues?

• Do you promise to speak truth, to show love, and to be the body of Christ as they continue to discern their call?

Declaration of Enrollment as Candidate

Brief Charge to the Candidate

Prayer of Thanksgiving and Blessing (Unison)

Members of the Candidate's congregation are invited forward to stand with the candidate for the time of prayer.

God of prophets and apostles,
you have chosen leaders to train your people
in the way of Jesus Christ.
We thank you that in our day
you are still calling those among us for special work within the church.
As [insert name] has dedicated themself to you,
let us pledge ourselves to them,
so that, surrounded by affection and hope,
they may grow in wisdom,
mature in love,
and become faithful workers,
called by God, accompanied by Jesus Christ
and equipped by the Holy Spirit. Amen.

Response (please stand in body or spirit)

"Go Walk With God" * TALLIS 'CANON

O may the grace of Christ our Lord,
The wondrous love that comes from God,
The Spirit's fellowship now be
God's gifts to you eternally.

*Hymn text copyright 2000 by Carolyn Winfrey Gillette. Used by permission.

Appendix N: Installation of Moderator and Moderator Elect

Installation Service for Presbytery Moderator and Vice Moderator

Christ calls the Church into being, equips the Church for its life and ministry. Christ brings us together from all parts of the Presbytery of Genesee Valley to encourage one another and to journey with one another in mutual discipleship; in service to each other and to the world; to share God's Good News in word and deed; to pursue justice and peace; and for spiritual growth and transformation.

You, Marcia, as moderator; and you, Evan, as vice moderator are called by God by the voice of this presbytery to be our leaders during the year ahead. You have indicated your willingness to answer this important calling. And all of us thank you.

As you embrace the role and work under Christ and unto Christ, will you indicate your willingness by considering and answering the traditional questions of installation as they are presented to you?

Ordination Questions for Candidates for Ministry in the PCUSA

a. Do you trust in Jesus Christ your Savior, acknowledge him Lord of all and Head of the Church, and through him believe in one God, Father, Son, and Holy Spirit?
b. Do you accept the Scriptures of the Old and New Testaments to be, by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the Church universal, and God's Word to you?
c. Do you sincerely receive and adopt the essential tenets of the Reformed faith as expressed in the confessions of our church as authentic and reliable expositions of what Scripture leads us to believe and do, and will you be instructed and led by those confessions as you lead the people of God?
d. Will you fulfill your office in obedience to Jesus Christ, under the authority of Scripture, and be continually guided by our confessions?
e. Will you be governed by our church's polity, and will you abide by its discipline? Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit?
f. Will you in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world?
g. Do you promise to further the peace, unity, and purity of the church?
h. Will you seek to serve the people with energy, intelligence, imagination, and love?
i. Will you be a faithful moderator and vice moderator, proclaiming the good news in Word and Sacrament, teaching faith and caring for people?
j. Will you be active in government and discipline, serving in the councils of the church; and in your ministry will you try to show the love and justice of Jesus Christ?

For the Members of Presbytery of Genesee Valley:

Do we, the members of the Presbytery of Genesee Valley, receive and accept Marcia as our moderator and Evan as our vice moderator for this presbyter?

Will we respect their judgements, support their leadership, and pray for them in their service to Christ and with us?

Presbytery Prayer:
Loving and Holy God, in Your Holy Spirit, you have called _____ and _____ to special service as moderator and vice moderator of this Your presbytery.

They have accepted Your call and pledged themselves to serve You faithfully. And so we, gratefully and earnestly pray for them…

Give to them a fresh out-pouring of Your Holy Spirit that they may see Your way clearly unfolding before them as they lead us in our Common life and work in Christ. Give them wisdom beyond their own abilities; strength beyond their own resources; obedient wills to follow You should you lead us in difficult paths for Your work and glory; and grant them a sense of Your reward and pleasure on the completion of their work, we ask all of these things in your name. Amen

Declaration of Ministry:
Marcia and Evan, you are now installed as moderator and vice moderator of the Presbytery of Genesee Valley. May you serve with faithful joy and holy love to the glory of God and the strengthening of the Presbytery. Please be assured of our love and support as unto Christ. Amen!

Appendix O: Report from the Synod of the Northeast

1. Background: A Journey of Discernment

- Our discernment journey began in **October 2022** with the formation of a **nine-member Discernment Team**, tasked with evaluating the Synod's ten-year-old vision: *A New Way Forward*.
- Each year of this process has centered around a guiding theme to help shape and focus our work.

3. Year One: Listening Across the Synod

- Our 2023 theme was **"What Is Our Impact?"**
- We launched listening conversations across the Synod—asking:
    - What are our strengths?
    - Where are our connections?
    - What is our of transformation?

4. Year Two: Deeper Discernment and First Steps Forward

- 2024's theme was **"In Us, Through Us, Among Us."**
- We gathered data through surveys and conversations, leading to **our first round of recommendations**.
- In **October 2024**, we presented a report to the Synod Assembly, with proposals on programs to **sustain** and others to **sunset**.

5. Key Changes Approved by the Assembly

- **Grants Restructuring**: A more transparent, accountable, and sustainable process.
    - Move toward **incentive-based innovation grants**.
    - Launch of **regional learning opportunities**.
    - Clearer guidance for grant-writing, reporting, and use of the **Fondant system**.
- **Program Shifts**:
    - Sunsetting of **Come to the Table** gatherings.
    - Launch of:
        - **Relaunch of the Robert Washington Scholars Initiative**

    - Launch of the **CRE (Commissioned Ruling Elder) Synod-wide training**
    - Launch of the **Community Organizing Cohorts**
- These changes were **unanimously approved**—a strong sign of our collective commitment.

6. Looking Ahead: Phase III & Final Report (2025)

- This year's theme is:
  "Reimagining the Church in the World: Bold in Faith, Transformative in Mission, United in Christ"
  (based on *Isaiah 30:21* – "This is the way; walk in it.")
- The **Phase III Report** will introduce **seven foundational pillars** for our vision:
    1. **Theology & Spiritual Formation**
    2. **Governance**
    3. **Stewardship & Finance**
    4. **Grants**
    5. **Collaboration**
    6. **Regional Learning**
    7. **Storytelling & Communication**

7. New Governance Structure

- We are proposing a **new Synod governance hybrid-missional model** to better support ministry across our region.
- This structure will **combine our current two approving bodies** (the Ministry and Mission Commission and the Assembly) into **one unified body**: the **Synod Assembly**.
- The Synod Assembly will be composed of:
    - **One Teaching Elder (TE)**
    - **One Ruling Elder (RE)**
    - **One Young Adult Delegate (JAD)**
      …from each of our **19 presbyteries**.
- **Presbyteries will have until August 1, 2026**, to elect their new commissioners for this restructured Synod Assembly.
- The first Assembly with the new structure will be in October 2026.

8. Website - see our website for a short video of the structure change and also to find FAQs.

Thank You.

Appendix P: Report from the Racial Justice, Peace, and Advocacy Working Group

Event: On Saturday, September 27, 2025, RJPAWG will be hosting our first Matthew 25 conference. It will be from 10 a.m. until 2 p.m. at Central Presbyterian Church in Geneseo. The event will include lunch. It is open to all interested persons, but our target audience is pastors, commissioned pastors, church and presbytery staff, certified Christian educators, presbytery volunteers, and at least one church or session member.

A Zoom version will be offered at a later date.

Book Study: RJPAWG will be offering a book study in the fall. *Racism in a Post-Obama America: The Church Responds* by David Maxwell. Look for more information in the Valley Vibes.

TBD: At some point in the future we will also be offering help and resources on writing your church's anti-racism policy.