PRESBYTERY OF Genesee Valley

Stated Meeting

August 4, 2026, 3:00 p.m.

First Presbyterian Church, Honeoye Falls, NY

Hybrid on Zoom

Moderator: Marcia Reiff

Moderator Elect: Evan Wildhack

Stated Clerk: Bethany Benz-Whittington

Treasurer: Paul Bishop

To join via Zoom:

https://us02web.zoom.us/j/87175660541?pwd=aHuf7vJHJMQ6ah8X6N7sc1aKB5WOIm.1

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Land Acknowledgement

In all our work, we acknowledge that the land where we are situated is the seized territory of the Haudenosaunee Confederacy, which includes the Seneca, Cayuga, Onondaga, Oneida, Mohawk, and Tuscarora Nations. We pay respect to their elders past and present, and will take a moment to consider the many legacies of violence, displacement, migration, and settlement that enable us to be here together today. We are encouraged to work toward partnership with our indigenous brothers and sisters with a spirit of reconciliation and collaboration and address the historic injustices toward Indigenous peoples harmed by the Presbyterian Church and other religious institutions and their exercise of the doctrine of discovery.

Revised by Racial Justice Peace and Advocacy Working Group (RJPAWG)

Adopted 2024

Guide for Commissioners and Visitors

WELCOME TO THE PRESBYTERY OF GENESEE VALLEY

The Presbytery of Genesee Valley is a council of the Presbyterian Church (U.S.A.), a fellowship made up of approximately 115 minister members and an equal number of ruling elders. Together, presbytery commissioners collaborate in our shared ministry, develop plans for mission, and promote the spiritual welfare of the people we serve. We are 50 PC(USA) congregations, 3 new worshipping communities, and nearly 6,000 members in Genesee, Livingston, Monroe, Orleans, and Wyoming counties. We oversee the ministry and mission of specialized ministries, new church developments, and new worshipping communities.

Registering

You do have to register for presbytery meetings. This helps us keep track of the number of people for meals, and for the sake of parity between Teaching Elders and Ruling Elders. To register click here or copy and paste this website into your browser: *https://pbygenval.wufoo.com/forms/r15ntm851tchvi0/*

Why start with worship?

We begin our meetings with worship for several reasons. The primary reason being the presbytery is a worshipping body. We gather in community far less often than congregations or worshipping communities, so it is vital that we ground ourselves in faith and witness before engaging in God's work. Second, the work we do is not simply the business of the church; it is our response to God's calling to be God's hands and feet. Therefore, we consider a presbytery meeting worshipful work. Finally, the Book of Order (G-3.0105) requires every meeting of any council begin and end with prayer. We, as a body, choose to expand on that and enter into our work with reverence and humility.

Who is here? Who can vote?

Every **Minister of Word and Sacrament** who has been admitted to the presbytery as an active or at-large member is a continuing member of presbytery and can vote at meetings. **Retired ministers** and **temporary members** (ministers from other denominations serving PGV congregations) also vote.

Every congregation has one or more **Ruling Elder Commissioners** who are elected by action of their session. Additional Ruling Elders are also enrolled as members of presbytery while in leadership positions as committee chairs or presbytery officers. Ruling Elders who come as session-elected commissioners or who serve as continuing members because of a presbytery-level office all have the right to vote.

Visitors may include other interested members of our congregations, ecumenical guests, other Presbyterian ministers, and students preparing for ministry. Visitors may be granted voice but not vote.

Members of other Presbyteries of the PC(USA) may register as **Corresponding Members** at a meeting where they are present, and have voice but no vote.

What are we voting on?

There are three main types of votes to be taken: 1) Regular Business, 2) Consent Agenda, and 3) Omnibus Motion.

1) **Regular Business** is anything proper to a presbytery meeting that needs discussion by the body. For example: property sale, admittance of a minister member, or approval for ordination. It also includes the meeting agenda.
2) **Consent Agenda** is anything proper to a presbytery meeting that doesn't necessarily need further discussion. At the beginning of the meeting the moderator will ask if anyone wants to lift anything off the consent agenda, and anyone with voice and vote is free to remove anything at all. No reason is required or requested. That item will then be moved to an appropriate place in the agenda.
3) **Omnibus Motion** is anything that doesn't require being voted on. It is information that just needs to be received by the presbytery and included in the minutes. For example: Committee/Working Group reports.

Who are the officers of the presbytery?

The presbytery elects a **Moderator** and **Moderator-Elect** each calendar year for a one-year term beginning at the end of the summer presbytery meeting. Either ministers of Word and Sacrament or ruling elders may fill these volunteer offices. The Moderator and Moderator-Elect share the duties of presiding at meetings of presbytery and representing this body at ordinations and installations.

The **Stated Clerk** is an ecclesiastical officer of and parliamentarian for the presbytery and is an employee of presbytery. The Clerk coordinates setting the docket and other planning for each meeting and, before and during meetings, makes recommendations as to the constitutionality and orderliness of proposed actions.

The **Treasurer** is the fourth officer of the presbytery, also a volunteer, and serves as controller and advisor on financial matters.

How often does the presbytery meet?

The presbytery of Genesee Valley meets approximately quarterly. The stated meetings for the remainder of this year are:

- Saturday, October 24 – 10 a.m.

Additional special meetings may be arranged as needed. Much work of presbytery is done by smaller committees and teams which meet monthly throughout the year.

How does one prepare for the meeting?

- Register! Click here.
- Download the detailed docket from our website. Print this document and bring it to the meeting. Review all of the materials and download or print those of particular interest. Docket and reports are ordinarily posted ten days before the meeting.
- Arrive before the time of convening to enjoy the opportunity for fellowship.
- Register and make yourself a nametag if you are onsite. If you're on Zoom, rename yourself: *Name, RE/TE/CM/V, Church/Ministry.*
- Note that early in the meeting we will approve the consent and omnibus motions that include routine items from several committees. We vote on all of these items in one action. If you have questions or concerns about anything in the

Consent Agenda, ask to have it removed for detailed consideration, and we will discuss it during the appropriate report.

- Join in praise and prayer to recall that it is Christ that calls us together and joins us in unity, even when we hold diverse opinions.

Is there childcare?

We do, in fact, offer reimbursement for your childcare needs. If you hire someone for the time of the meeting, reach out the Cheryl Battaglia at financialadmin@pbygenval.org to get reimbursed.

How does one place a proposal before the presbytery?

Business is proposed by officers, committees, working groups, and/or project teams of the presbytery. New items of business may be introduced by commissioners at the time provided for this near the end of the docket. To allow for consultation, prayer and study, new business is ordinarily postponed to a future meeting or referred to a presbytery committee.

If you plan to make a motion or bring new business, please report it to the Stated Clerk as early as possible.

How does one get recognized to speak? How does one make a motion?

• To be recognized to speak, go to the microphone and address the moderator. If you are unable to stand, ask a fellow commissioner to go to the microphone and request permission for you to speak.

• *If you are on Zoom, raise your virtual hand and wait to be recognized by the moderator.*

• Once invited by the moderator, unmute if on Zoom, begin by stating your name, office (ruling elder or minister), and congregation/ministry, and then articulate your question or comment.

• If you have a suggestion for action, say, “I move…” and describe what you wish us to do.

Ask the Stated Clerk for help if you are not sure how to achieve your goal. Except for simple procedural motions, please be prepared to write your motion and hand it or send it to the Stated Clerk.

What are the rules?

Our presbytery follows Bylaws and Standing Rules that set forth the structure and processes of the presbytery. These are revised by the presbytery as needed. Copies are available from the Stated Clerk and on our website. The parliamentary rules of the presbytery are *Roberts' Rules of Order, Newly Revised* (12th edition) which are available here.

Why are we meeting here?

Our meetings rotate among the congregations, Zoom, and other ministries of presbytery. To learn about hosting a meeting, talk with the Executive Presbyter or the Stated Clerk.

What's the follow-up?

Minutes will be posted on the website within three weeks following the meeting. They are available publicly. You are invited to read through them and email the Stated Clerk with any corrections or additions.

You should give a report to your session about what happened at the meeting. You are welcome and encouraged to share the minutes with them.

Is there a meal?

Sometimes, yes! Following the meeting, there will be a baked potato bar with vegetarian, vegan, dairy-free and gluten-free options which will include the following: baked potatoes, yams, butter, margarine, sour cream, dairy-free sour cream, chives, green onions, french fried onions, bacon, chili (with and without meat), black beans, avocado, broccoli, cheese, vegan cheese, hot sauce, and jalapenos. Cookies and bars will be available for dessert. The cost for the meal is $10.00 (online payments only at time of registration). Meal orders/requests will not be accepted after Thursday, July 30.

Is there WiFi?

Wifi: FPCHFguest

PW: Presbyterian

Parking Information:

Parking is on the street in front of the church as well as in the village's parking lot behind the church and around the circle of the grassy gazebo area. Handicapped spots-are alongside the ramp on the right of the church and behind the church at the end of the back door ramp (there are at least 3-4).

About First Presbyterian Church, Honeoye Falls:

First Presbyterian Church of Honeoye Falls was founded in 1828 by a small group of faithful families who gathered to establish a Presbyterian witness in the growing village. Officially organized in 1831, the congregation worshiped in its first church building that same year before constructing its current Greek Revival sanctuary in 1841, which remains a prominent landmark in the community today. Throughout its nearly 200-year history, the church has adapted and grown through multiple expansions and renovations while remaining committed to worship, Christian education, mission, and service. Generations of members have nurtured faith, supported one another, and shared Christ's love with the wider community. Today, under the leadership of Rev. Kirk Baker, the church continues that legacy as an active congregation of the Presbytery of Genesee Valley, seeking to serve God and neighbor with faith, hope, and love.

Order of Worship

CALL TO WORSHIPFUL WORK adapted from Psalm 122

I was glad when they said to me, "Let us go to the house of the Lord!"

Our feet are standing within your gates, O God,
gathered as the Presbytery of Genesee Valley.

Pray for the peace of this presbytery.

May we seek not our own will, but the will of Christ.

Pray for the peace of every congregation, every community, and every place God sends us.

May there be wholeness for all.

For the sake of all God's people we will listen with humility, speak with grace, discern with courage.

For the sake of the house of the Lord
we will seek the common good,
trusting the Holy Spirit to guide our worship
and our work together.

HYMN *"Shall We Gather at the River"* HANSON PLACE

FIRST SCRIPTURE LESSON Isaiah 58:6-12

6 *Is not this the fast that I choose:*
to loose the bonds of injustice,
to undo the straps of the yoke,
to let the oppressed go free,
and to break every yoke?
7 *Is it not to share your bread with the hungry*
and bring the homeless poor into your house;
when you see the naked, to cover them
and not to hide yourself from your own kin?
8 *Then your light shall break forth like the dawn,*
and your healing shall spring up quickly;
your vindicator shall go before you;
the glory of the Lord shall be your rear guard.
9 *Then you shall call, and the Lord will answer;*
you shall cry for help, and he will say, "Here I am."

If you remove the yoke from among you,
the pointing of the finger, the speaking of evil,
10 *if you offer your food to the hungry*
and satisfy the needs of the afflicted,
then your light shall rise in the darkness
and your gloom be like the noonday.
11 *The Lord will guide you continually*
and satisfy your needs in parched places
and make your bones strong,
and you shall be like a watered garden,
like a spring of water
whose waters never fail.
12 *Your ancient ruins shall be rebuilt;*
you shall raise up the foundations of many generations;
you shall be called the repairer of the breach,
the restorer of streets to live in.

Holy wisdom, holy word. **Thanks be to God.**

SECOND SCRIPTURE LESSON Revelation 22:1-5

22 *Then the angel showed me the river of the water of life, bright as crystal, flowing from the throne of God and of the Lamb* 2 *through the middle of the street of the city. On either side of the river is the tree of life with its twelve kinds of fruit, producing its fruit each month, and the leaves of the tree are for the healing of the nations.* 3 *Nothing accursed will be found there any more. But the throne of God and of the Lamb will be in it, and his servants will worship him;* 4 *they will see his face, and his name will be on their foreheads.* 5 *And there will be no more night; they need no light of lamp or sun, for the Lord God will be their light, and they will reign forever and ever.*

SERMON The Rev. Marcia Reiff, Moderator

PRAYER

HYMN *"Leaves of the Tree"* O QUANTA QUALIA

TRANSITIONING FROM WORSHIP TO WORK

See agenda until Installation of Moderator and Moderator-Elect

Shall We Gather at the River

Revelation 22:1–5

For the 227th General Assembly (2026) of the Presbyterian Church (U.S.A.)



Text: Stanza 1: Robert Lowry, 1864; stanzas 2–4: David Gambrell, 2026
Music: Robert Lowry, 1864

HANSON PLACE (8.7.8.7 with refrain)

Leaves of the Tree

Revelation 22:1–5

For the 227th General Assembly (2026) of the Presbyterian Church (U.S.A.)



Text: Deborah A. Block, 2026
Music: *Paris Antiphoner*, 1681; harm. La Feillée's *Méthode du plain-chant*, 1808

O QUANTA QUALIA (11.11.11.11)

INSTALLATION OF MODERATOR AND MODERATOR-ELECT – EVAN WILDHACK AND CHRIS BENSCH

SENTENCES OF SCRIPTURE — Rev. Marcia Reiff, Moderator

As many of you as were baptized into Christ
have clothed yourselves with Christ.
There is no longer Jew or Greek,
there is no longer slave or free,
there is no longer male and female;
for all of you are one in Christ Jesus.

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 of all,
who is above all and through all and in all.

CALL TO DISCIPLESHIP

We are called by God to be the church of Jesus Christ,
a sign in the world today
of what God intends for all human kind.
The great ends of the church are
the proclamation of the gospel for the salvation of humankind;
the shelter, nurture, and spiritual fellowship of the children of God;
the maintenance of divine worship;
the preservation of the truth;
the promotion of social righteousness;
and the exhibition of the Kingdom of Heaven to the world.

The presider continues.

Do we, members of the Presbytery of Genesee Valley, confirm the call of God to Evan Wildhack and Christopher Bensch as Moderator and Moderator-Elect, respectively, of the Presbytery of Genesee Valley, in the service of Jesus Christ?

Presbytery: **We do.**

Will you support and encourage them in this ministry?

Presbytery: **We will.**

INSTALLATION PRAYER

BLESSING AND CHARGE

HYMN 79 *"Light Dawns on a Weary World"* TEMPLE OF PEACE

See agenda for remaining elements of the meeting

Stated Meeting of the Presbytery of Genesee Valley

August 4, 2026 – 3:00 p.m.

First Presbyterian Church, Honeoye Falls, NY

And Hybrid via Zoom

2:30 p.m. Registration Opens

2:45 p.m. New Elder Orientation

Agenda:

3:00 p.m. Declaration of a Quorum, Call to Order – Moderator Marcia Reiff

- Introductory Business
  - Welcome from Host Church
  - Seating of Corresponding Members
  - Greeting New Commissioners
  - Approval of Agenda
  - Approval of Consent Agenda (p. 21) and Receipt of Omnibus Motion (p. 27)

3:10 p.m. Worship: Call to Worshipful Work → Hymn #2

3:40 p.m. Committee on Representation – TE Kirk Baker

- Motion: Elect the slate of nominees (see p. 23)

3:45 p.m. Mission Commission – Chair, RE Mindy Shaffer (see p. 25)

- Motion: New PGV Mission Statement
- First Reading: New By-laws (Appendix A: p. 35)

3:50 p.m. Stated Clerk's Report – Bethany Benz-Whittington

3:55 p.m. Executive Presbyter's Report – John Odom

4:00 p.m. Courageous Conversation in Breakout Groups (see p. 17)

4:55 p.m. Gather and Report Back

5:10 p.m. Worship: Installation of Moderator and Moderator-Elect → Hymn #3

5:25 p.m. New Business

5:26 p.m. Announcements and Prayer Requests

5:30 p.m. Closing Prayer, Adjournment – Moderator Evan Wildhack

Courageous Conversations

Top 7 Issues before the Church in 2026

- *You will have 55-minutes in your small group to discuss.*
- *Briefly make introductions with name and congregation and role.*
- *Discuss each of the seven issues making sure to allow full participation from everyone in the group.*
- *Add a "missing" topic, if you like.*
- *Finally, take a few moments to rank in order of importance the topics from 1 (most important) to 7 (least important) and be prepared to report this list back to the whole presbytery at the end of the discussion.*
- *If you get stuck, the Mission Commission has provided every small group a facilitator that can guide you and keep the discussion on track.*

Pastoral Leader Shortage

The facts are unprecedented in our lifetimes. By 2030, one in four current mainline Protestant pastors will have retired. The median age of mainline pastors is 60, and 80% of PC(USA) pastors are over 50. Only 466 PC(USA) students are currently enrolled in seminary, and many do not feel called to serve as congregational pastors. Even if all current seminary students graduate and accept congregational calls—an unlikely scenario—the replacement rate would be only 2.75 new pastors per presbytery. In the Presbytery of Genesee Valley, if 25% of pastors retire within four years, the number of pastors would drop from 38 to 28, with realistically only one new pastor available to replace those ten retirements. Pastors are also increasingly reluctant to accept new calls and move. Congregations are already going several years between pastors. By 2030, that gap may double or triple to four to six years, and many smaller congregations may be unable to find pastoral leadership at all.

- Is your congregation intentionally "raising up" your next pastor from among your active church members?
- Karl Vaters, pastor and author who focuses on challenges of smaller churches says, "pastoral transition times are dangerous and traumatic…other than the church planting phase, more churches close due to pastoral transition than for any other reason." Is your congregation prepared to go without consistent pastoral leadership. How are you equipping your session and other church leaders to increasingly step up and step into pastoral roles?
- Is your congregation open to sharing a pastor or pastors with other congregations, or "streaming" the sermon into worship and perhaps having the pastor physically

present only occasionally for worship? What about part-time or bi-vocational pastors? Pastors from other denominations, and which ones?

Algorithmic Discipleship

People on average spend between 40-60hrs/week looking at the computer/phone screens, and what shows up on the screen is determined by an algorithm that seeks to keep us watching. This leads us to see, hear, and experience the world differently from people in our own family, our own congregations. This divergence of experience leads to contentiousness and a growing inability to reach consensus on anything. This algorithmic discipleship makes it difficult for us find unanimity in church, too. Leaders face the delicate challenge of maintaining church unity across secondary doctrinal, political, and academic issues, without compromising core theology. There is also a growing mismatch between pastors and congregants. Given the ideological choices of Liberal, Moderate and Conservative, 53% of mainline Protestant pastors identify as Liberal while 44% of mainline members identify as Conservative. 44% of mainline members are registered Republican versus 56% of mainline pastors who are registered Democrats. Finally, the 40-60hrs/week of screentime dwarfs the 1-2hrs/week folks are engaged in worship or other faith formation activities.

- Does your congregation have intentional faith formation (Sunday School/Bible study/Christian Education) opportunities that are attended by large percentages of your membership?
- Does your congregation offer options for discussion, dialogue and feedback around "hot button" faith issues, or the pastor's sermons, or statements by the Presbyterian Church (U.S.A.)?
- Does your congregational leadership talk openly and often about "algorithmic discipleship" and encourage folks to disconnect from their screens as part of their spiritual practices?

Church is Less Important in People's Lives

In 2000, 74% of Christians said that "Christianity is central to my life." Today that figure is 54%. Not only is Christianity less important to people. Christians also practice their faith with less regularity. In 2025, only 24% of U.S. adults say that they practice their faith while 48% of say that they are non-practicing. This is a flip from 2000, when 46% of Americans said that they were practicing and 37% said that they were non-practicing. And for those practicing Christians only about 25% say that they worship at least monthly, and only 44% say that they pray daily.

- How does your congregation cope with the reality that church/faith are only one among many priorities and avenues for growth and meaning in life? Have you explored other worship times, ways of connecting people to the holy in their lives?
- Does your congregation struggle to find folks to fill all the leadership positions and volunteer tasks that need to be done around church?

- How does your congregation engage in the leadership development of the members?
- Does your session/leadership critically ask the question about programs, events, committees, tasks around church, “Does this activity serve us any longer? Is it central to discipling people in the way of Jesus, or are we doing it for some other reason?”
- Do you track and encourage members to become involved in one faith activity beyond Sunday morning worship?

Property is an Albatross

In the Presbytery of Genesee Valley, most of our congregations are approaching their 200th anniversary celebrations. The last new church development to charter and become a new congregation was Perinton Presbyterian Church. It was organized in 1983. While many congregations are no longer in their original facility, almost all our congregations have facilities that are more than 40-years old, large numbers have facilities that are over 100-years old and at least a handful have facilities that are over 200-years old. The age of these facilities and the fact that most were built for congregations of twice or three times the current membership means that facility maintenance and upkeep are taking a larger chunk of a congregation’s financial resources leaving some congregations a failed roof or a new boiler away from potential closure.

- Does your congregation struggle to keep your church facility clean and functional while at the same time saving 5%-10% of your annual operating budget for those major system replacements like a roof, HVAC, resurfacing the parking lot, etc.?
- Has your leadership looked to “renting” the facility? And are there other ways that the facility can be a revenue generator—sale of manse or church facility or property, lease, partnership for respite care, senior services, daycare, etc.?
- Does your leadership look for ways that the church facility can be used for mission and ministry in Jesus’ name for the benefit of the community?

Religious Content is Everywhere; Religious Connection Is Not

Twenty to thirty years ago church was centered around worship and the preaching event. There were television ministries and cassette tapes of sermons, but mostly, if folks wanted to engage with religious content and a sermon they had to go to church. Today, there are podcasters, YouTubers, religious content is available everywhere, but what is lacking for most is connection and community. Americans report the rise of loneliness and lack of good friends in their life. Additionally, growing numbers of Americans — especially those under 30 — report that they prefer social interaction with AI to flesh-and-blood friendship.

- If connection and community are what people are seeking, how does this reorder what congregations and pastors put their attention on?
- How does the church move from the dissemination of religious information to facilitating an experience of the living God in the body (community) of Christ?

- What ways/ministries does your congregation foster community as a core value? And what, if any, are the impediments to building community?

Aging congregational leadership

Not only is the pulpit graying but so are the pews. In 2020, 33% of congregational members were over 65 years old. That has grown to 36% in 2023. The aging is particularly evident within mainline Protestant churches. In the PC(USA), 50% of members are older than 59. Meanwhile, the percentage of attendees at all religious services who are under 35, fell from 37% in 2020 to 32% now. So, according to the Hartford Institute, there are now more churchgoers older than 65 than younger than 35.

- Does your congregation regularly hear comments like, "I just don't have the energy to do it anymore," "I've been there, and done that, my time is over and it is time for the younger generation to take their turn." What if there is no younger generation? Or if the younger generation is folks in their 60s-70s instead of 80-90s?
- Has your congregation looked at downsizing its session? Merging the Deacons and/or Trustees into the Session?
- What accommodations is your congregation making to the needs of older members? Hearing, mobility, fixed income, etc.?
- How are you intentionally seeking to encourage younger Christians?

Evangelism is virtually non-existent

Jesus teaches followers to "make disciples and to share the good news of the Gospel." In the Presbyterian Church (U.S.A.) it takes the average member 17 years to invite someone to church even though 80% of folks who are invited by a friend to church will respond favorably to the invitation whether they accept it. This is an attractional model. Another model is the missional model. This model asks that the church leave the building and bring ministry and the good news of Jesus Christ to folks where they are. This might look like providing Vacation Bible School at a trailer park for migrant farmer workers, for instance.

- In what direct ways does your congregation share the Good News of Jesus Christ with those outside your congregation? Attractionally? Missionally?
- Does your leadership train people in being invitational, hospitable, open to others?
- What are the impediments to your congregation sharing the "good news of the Gospel" in word and in deed?

Missing topic

If you feel that there is another top issue of concern before the church/presbytery that has been left off the list, please feel free to name it and say why.

Consent Agenda

The Consent Agenda is a collection of routine, non-controversial business items. The assembly will vote on these items all at once in order to streamline business and save time. Please read it thoroughly ahead of the meeting. If you believe anything on the Consent Agenda needs to be discussed, you may pull it from the Consent Agenda.

During Opening Business, the Moderator will ask if anyone would like to remove anything from the Consent Agenda. At this point you may ask to remove any item of business with no explanation, and that item will go into the regular business meeting at an appropriate time.

Consent Agenda:

Minutes of the May 2, 2026 Stated Meeting: found here

Financials: found here

Offering: The worship offering will go to Friends of Borgne. This group supports a school in a rural area of Haiti where education is not freely provided. In addition to the school, the group offers a band and music program.

You may submit your offering when you register, at the meeting, or by using the link or QR code here: Friends of Borgne



Mission Commission:

1. Motion: Update the MC job description to include approval of offering for presbytery meetings.

2. Motion: Update the MC job description to approve presbytery meeting dates, times and locations.
3. Motion: Retroactively approve TE Rebecca Segers (Third) to serve as Overture Advocate for GEN-02 at the 227th General Assembly of the PC(USA).

Pastoral Transitions Commission

1. Motion: Adopt the 2027 Terms of Call found in Appendix B beginning on p. 39 of this packet.

Motions for Presbytery Action

COMMITTEE ON REPRESENTATION

Item for Presbytery Action

- The Committee on Representation moves the following slate of nominees:

  - Moderator
    - TE Evan Wildhack - Central

  - Moderator-Elect
    - RE Christopher Bensch - Third

  - Pastoral Transition Commission - PTC
    - Class of 2029
      - RE John Goehle - Ogden
      - TE Eileen Bourdoin-Vanderzwan - AL
      - *TBD*

  - Congregational Relations Commission - CRC
    - Class of 2027
      - RE Janette Henderson - Pittsford First
    - Class of 2029
      - TE Emily Enders Odom - Third Presbyterian Church
      - RE Roger Estes - Mumford CP
      - *TBD*

  - Committee on Preparation for Ministry – CPM
    - *Class of 2027*
      - TE Stephanie Sauve - Retired
      - TE Laurie Tiberi - Retired
      - *TBD*
    - *Class of 2028*
      - TE Michael Fry - Byron

        - *TBD*
    - Class of 2029
        - TE Marsha Wenhold - AL
        - *TBD*
        - *TBD*

- Personnel Committee
    - Class of 2029
        - RE Karen Jackson - Trinity Emmanuel

- Trustees
    - Class of 2029
        - RE Tim Bucknam - Perry Brick
        - TE Kristina Hansen - Downtown United
        - RE Kevin Willies - York United

- Synod Commissioners
    - Class of 2029
        - RE Dave Fish - Barre Center/Brockport (Principle)
        - TE Mike McNamara - Victor (Principle)
        - *(Alternate - RE)*
        - *(Alternate - TE)*

- Mission Commission
    - Class of 2029
        - RE Martha Mitchell - Lyndonville CP

- **Working Groups**
    - CTWG - Communications and Training
        - Class of 2027 - Brenda Dean
        - Class of 2028 - Linc Spaulding
        - Class of 2029 - *TBD*
    - Grants
        - Class of 2027 - Judy Lee Hay - TE Retired
        - Class of 2028 - Kay VanNostrand - RE Lyndonville
        - Class of 2029 - Robin Shepherd - RE Penfield
    - New Faith/Worshiping Communities
        - Class of 2027 - Brandi Wooten - TE Chili

        - Class of 2028 - Whitney Scoville - CP Ogden
        - Class of 2029 - Kevin Hershey - TE Scottsville
    - RJPAWG - Racial Justice Peace Advocacy
        - Class of 2027 - *TBD*
        - Class of 2028 - Ruth Andes - RE Third
        - Class of 2029 - Janette Henderson - TE Pittsford
    - Shepherding
        - Class of 2027 - TE Laurel Nelson – AL
        - Class of 2028 - TE Jim Renfrew - Retired
        - Class of 2029 - TE Lisa Lancaster - Retired
    - Youth & Young Adults
        - Class of 2027 - Alfred Appiah - PGV Candidate for Ministry from Victor and Youth Director @ Third
        - Class of 2028 - RE Adam Scoville - Chili
        - Class of 2029 - TE Michelle Allen - East Avon

*The Moderator-Elect serves a one-year term on the Personnel Committee, not requiring election.
**The immediate past Moderator serves as the chair of the Mission Commission, not requiring election.

<u>MISSION COMMISSION</u>

Items for Presbytery Action

- The Mission Commission recommends the presbytery adopt the following as its new mission statement:
    - With the Holy Spirit's guidance, the Presbytery of Genesee Valley encourages, supports, equips, and connects leaders, congregations, and ministries as together we joyfully live out God's mission for us in the world - to know Christ, live Christ, and share Christ.
- The Mission Commission places the name of Ted Pullano, TE Third, into nomination for the Committee on Representation, class of 2029.
- The Mission Commission offers for a first reading the proposed new bylaws for the Presbytery of Genesee Valley. These are found in Appendix A.

- Questions and comments are invited both at the presbytery meeting, and directly to the Stated Clerk and chair of Mission Commission.

Omnibus Motion

For Information Only

MISSION COMMISSION

Members: Mindy Shaffer (chair), Marcia Reiff (moderator), Evan Wildhack (moderator-elect), Martha Mitchell, Chuck Roberts, Rebecca Segers, Twyla Boyer, Mike Fry, Kevin Hershey

Each month MC invites a working group to their meeting to give an update on their work. Racial Justice Peace and Advocacy Working Group were the participants in June. They are continuing their work on Anti-racism including updating the Anti-racism policy and training.

We have also recently heard from the Grants Working Group. There is a new video about the Mathew 25 fund available on the PGV website and the application has been vastly improved.

A task force is being put together to look at the required policies in the Book of Order. The motion to create a group of people with an appropriate title, recruited by the Stated Clerk and Committee on Representation (COR) to track policies, trainings and whatever else needs tracking at the presbytery level was approved.

The hard-working COR has put together a good slate of people. There are a few openings yet to fill, but invitations have been extended.

The motion to nominated Rev Tedd Pullano to the COR class of 2029 was approved.

The motion to recommend designating the offering from the August presbytery meeting at Honeoye Falls to the Friends of Borgne which supports a school in rural Haiti was approved.

The motion to recommend updating the MC job description to include

approval of offering for presbytery meetings was approved.

The motion to recommend updating the MC job description to approve stated presbytery meeting dates, times and locations was approved.

Respectfully submitted,
Mindy Shaffer, Chair

STATED CLERK'S REPORT

The 227th General Assembly of the Presbyterian Church (USA) has concluded. There will be overtures for the presbytery to vote on at a later date, which will be announced well ahead of time and will include informational offerings.

Respectfully Submitted,
Rev. Bethany Benz-Whittington
Stated Clerk

TRUSTEES

Members: Ed Daniel (chair), Michelle Allen, Jim Pochodillo, Jim Widboom, Barbara James, Jan Beutner, Carol Ann Strawbridge, Paul Bishop, George Gotcsik

Quarterly Report of
The Board of Trustees of the Presbytery of Genesee Valley

Irondequoit PC: The Trustees have received and are considering several offers for the purchase of the Irondequoit properties.

The Town of Irondequoit assessor moved the Irondequoit properties to the taxable portion of his 2026 tentative assessment roll. The trustees challenged this action before the Town of Irondequoit Board of Assessment Review, which agreed that the properties should remain on the fully exempt portion of the 2026 assessment roll.

75 Stutson Street: The PGV holds a mortgage on this property, which secures the promissory note it accepted as consideration when it sold the property in 2018. The borrower has defaulted on its payment obligations, and is also in arrears on property. The trustees have approved sending notice of default to the borrower, who is currently negotiating to sell the property. The trustees are involved in those negotiations. As a secured creditor, the PGV is likely to receive the full amount owed to it when this property is sold.

Energy Study and Efficiency Grant program: To date, the PGV has received and approved three applications, from Byron, Honeoye Falls and Victor.

Medina Presby Manse: The Trustees approved the use of Medina's one-half interest in the Slater Fund (which has a balance of approximately $24k) toward the costs of repairing its manse.

Trustees Class of 2026: Trustees Barb James and Jim Widboom graduate from the board this summer and will be replaced by Tim Bucknam and Kristina Hansen, subject to PGV approval.

Respectfully Submitted,
Ed Daniel, Chair

TREASURER'S REPORT

Treasurer's Report for August 4, 2026 Meeting

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

The finances of the Presbytery remain strong halfway through the year and represent continued good financial health and stewardship of our assets. Our investments have recovered from the turmoil earlier in the year.

- At second quarter end, our cash accounts totaled $139,472 ($20k is being held for South PC) and our investments totaled $4.1 million. Cash remains down from the start of the year as we have transferred some funds to CDs that will be disbursed later to grantees and we continue to operate the IPC property; the latter will be reimbursed at the sale. Of the $4.1 million in investments, a little more than $500,000 is donor

restricted or specified. We are also carrying the IPC property on our balance sheet as an asset worth $925,000.

- Our Year-To-Date Gross Revenue is $117,053. This is about $63,000 lower than our budget. The mission giving from congregations was $17,500 less than budgeted and the per capita was $4,910 more than budgeted. These often catch up later in the year, but congregations are encouraged not to wait. We have held off on our first two withdrawals of $25,000 from the investments as the funds haven't been needed and we choose not to sell until it is needed, although we will likely need to at some in the third quarter.
- The Year-to-Date Expense is $219,710 which is about $23,500 less than budgeted. No major categories are over budget and several categories are underspending their budgets so far this year. We anticipate that the second half of the year will have several committees making full use of their budgets.
- We now show the shares of per capita that are received by the presbytery and passed along to the Synod and General Assembly under a separate section of the operating statement. The presbytery has fully paid our commitment to the Synod and half of our share to the General Assembly, but only have received 55% of what we anticipate from the churches.

Please reach out to Cheryl Battaglia or myself with any questions or concerns. The detailed statements and Cheryl's notes are also available in the docket.

Respectfully Submitted,
Paul Bishop, Treasurer

CONGREGATIONAL RELATIONS COMMISSION

CRC Members: Chuck Roberts (chair), Janette Henderson, Susan Frost, Jeff Fox-Kline, Roula Alkhouri, Lisa Morrill, Roger Estes, Emily Odom

<u>Actions taken on Behalf of the Presbytery</u>
1.) CRC approved final actions concerning the severance agreement between Medina First Presbyterian Church and the Rev. William Wilkinson.
2.) Approved the following to the Pulpit Supply List: Rev. Sandra Porrey *(National Association of Congregational Christian Churches)*; Rev. Anthony

Selvaggio *(Christian Reformed Church of North America)*; CP Fred Mollon; Rev. Dr. William Wilkinson.
3.) Approved 2027 Budget request of $2,500.00 - same as 2026.

CRC Informational Items
a.) Completed its study on the book Part-Time Is Plenty by G. Jeffrey MacDonald.
b.) Held a study/conversation on What Makes for a Vital Congregation.
c.) Discussion is in process on the Commissioning understanding *(term and condition of service for the Commissioned Pastor Program)*.
d.) Discussion is in process for a Policy on Equity in Compensation and the development of a Manse Assessment document.

Respectfully Submitted,
Rev. Charles Roberts, Chair

PASTORAL TRANSITIONS COMMISSION

PTC Members: Twyla Boyer (chair), Carin Farmer, John Goehle, Bill Haake, Christine Hinds, Jim Hetzler, Pat Lockwood, Sue Thaine

PTC approved the following items since the last Presbytery meeting:

- 9-month renewable contract for the Rev. Laurel Nelson to serve part-time at FPC Caledonia and the associated Terms of Call with a start date of September 1, 2026
- Approximately 7-month renewable contract for the Rev. Dr. Marjorie Roth to serve part-time at FPC Holley and the associated Terms of Call with a start date of June 8, 2026
- Created and adopted "Worship Without a Pastor" document for use by churches in transition (we are happy to share with anyone who would like a copy)
- Adopted the Shenandoah Manse Assessment Booklet as the Presbytery of Genesee Valley Manse Assessment Booklet for use by churches in transition
- Approved a part-time job description for a pastor for FPC Medina
- Approved contract for the Rev. Marcia Reiff to serve as Interim Pastor at FPC York with the associated Terms of Call and the addition of the Interim Consultant role. Upon completing interim surveys, and following an open call, if the way be clear, Marcia may be offered a

new part-time temporary contract (of up to 3 years) lining up with the calendar year beginning January 1 and ending December 31.
- Approved job description for part-time pastor for FPC Leroy
- Welcomed the Rev. Carin Farmer as the next PTC chair effective at PTC's July 2027 meeting without further action

CHRIST CLARION ADMINISTRATIVE COMMISSION

Report of the Administrative Commission for Christ Clarion Presbyterian Church

Congregation Dissolution

The ***ecclesiastical body*** of Christ Clarion Presbyterian Church was dissolved on Sunday, June 14, 2026. Their light-filled sanctuary was filled with joy and love as Pastor Mark McDaniel led a service deeply rooted in their mission and ministry, focusing on the lead of the Holy Spirit. CCPC Ruling Elders Sarah Bullard and Clayton Cloen shared memories of their first experiences at CCPC and how the church has shaped their lives and faith journeys. Executive Presbyter Rev. Dr. John Odom shared that a church is dissolved, not closed, because all the goodness the church brought to their community seeps into the ground and nourishes all that is to come. That is certainly true for Christ Clarion Presbyterian Church's legacy in the community and the Presbytery of Genesee Valley.

Moderator Rev. Marcia Reiff opened the worship service and later read the words of dissolution of Christ Clarion Presbyterian Church. Rev. Aaron Neff and Rev. Erin Schubmehl Jacobson received keys to the building from Ruling Elder Ann Still, CCPC Clerk of Session, and FPC Pittsford was honored to provide a light reception following the worship service.

Financial, Clerical, and Record Keeping

Christ Clarion Presbyterian Church's (CCPC) membership rolls and financial matters have been transferred to the Presbytery of Genesee Valley. After paying off the remainder of the CCPC mortgage, the $5,000 left in their bank accounts is being divided among donations to Southwest Ecumenical Ministry, Cameron Community Ministries, and the Christ Clarion Preschool Scholarship Fund.

Other records and documents of historical value have been sent to the Presbyterian Historical Society in Philadelphia.

The ***corporation*** of Christ Clarion Presbyterian Church, which legally owns the property on Thornell Road, continues to exist and is represented by the Administrative Commission on behalf of the Presbytery.

Christ Clarion Presbyterian Church Property on Thornell Road

From the beginning of their dissolution discussions, the congregation of CCPC expressed clearly and unanimously that they considered their legacy and the continuation of their mission to be the continued existence of Christ Clarion Preschool, which was founded just a few years after the congregation, and has also served the community for more than six decades. To ensure the Christ Clarion Preschool could remain in the building, the Administrative Commission negotiated a triple-net lease with First Presbyterian Church of Pittsford for the use of the Christ Clarion facility. This lease will allow the Christ Clarion Preschool to maintain its utilization of the facility and open up new mission and ministry possibilities for First Presbyterian Church of Pittsford. FPC Pittsford has taken over all bills and maintenance of the facility and will be responsible for upkeep and needed improvements to the property. In the coming months FPC Pittsford will begin leasing the former church offices to Pittsford Youth Services, a mission partner, and provider of mental health care to children and youth, at a discounted rental rate. Pittsford Youth Services is thrilled to have new counseling offices within walking distance of both Thornell Road Elementary School and Mendon High School.

Status of the Administrative Commission

Former pastor of Christ Clarion Presbyterian Church and Ruling Elder Mark McDaniel resigned from the Administrative Commission at our meeting on Wednesday, July 15. His resignation was accepted unanimously, with thanksgiving for the care and leadership he provided to the CCPC congregation and his contributions to the Administrative Commission.

The remaining Administrative Commission members are RE Barbara Jackson (chair, Perinton), RE John Allen (formerly CCPC), TE Michelle Allen, and TE Erin Schubmehl Jacobson. The commission will meet on January 13, 2027 at 5:00pm to consider another year of the triple net lease with FPC

Pittsford (the current lease expires in June 2027, and FPC Pittsford has assured the Preschool that we will notify them by January if we are continuing the lease for another year so they can plan for enrollment the following school year).

Respectfully Submitted on behalf of the Administrative Commission,
Rev. Erin Schubmehl Jacobson (Pittsford, First)

Appendix

Appendix A: Proposed By-laws, First Reading

PGV DRAFT By-Laws

BYLAWS

ARTICLE I ORGANIZATION

Section 1

The Presbytery shall be organized around a council (called Presbytery of Genesee Valley (PGV)), committees, and commissions. The existing entities and their responsibilities shall be stated in the Book of Order and/or the Manual of Operations.

Section 2

Membership in PGV shall consist of as equal in numbers as possible Teaching Elders and Ruling Elders. To ensure parity between Ruling Elders and Teaching Elders, the following Ruling Elders shall be commissioners in addition to those elected by local sessions:

- Former Moderators
- Committee/Commission Chairs
- Elected Officers
- Certified Christian Educators
- Commissioned Pastors in Pastoral Service

Section 3

The Presbytery may establish commissions, committees, teams, task forces, and working groups as may be useful and necessary, so long as these are consistent with the PC(U.S.A.) Form of Government. The structure, membership, and job descriptions of all commissions, committees, teams, task forces, and working groups shall be enumerated in the Manual of Operations for the Presbytery of Genesee Valley.

Section 4

The Presbytery shall meet at least quarterly. Meetings shall be comprised of Ruling Elders and Teaching Elders, in as equal numbers as possible, who will serve as commissioners. The Presbytery and any of its commissions, committees, boards, and agencies is authorized to meet via video conference, teleconference, or by other electronic means whenever the moderator of said entity believes that such meeting will best serve the needs of its members, provided that the technology employed allows for simultaneous aural communication among all participants. Any entity may adopt its own procedural rules for the orderly conduct of business when such electronic means are employed.

ARTICLE II TRUSTEES

Section 1

The Board of Trustees shall have the power to act on Trustee matters on behalf of and with the full authority of the Presbytery in between meetings of the Presbytery (G-3.0109), subject to the limitations of the Book of Order, New York Religious Corporation Law, the Articles of Incorporation and these Bylaws. The permissions and authorities granted to the Board of Trustees shall be enumerated in the Manual of Operations of the Presbytery of Genesee Valley.

Section 2

The officers of the Corporation shall be as follows: the Chair of Trustees shall be the President of the Corporation, the Stated Clerk shall serve as Secretary, and the Treasurer shall serve as Treasurer.

Section 3

The Presbytery holds title to all real estate of the Presbytery and is primarily liable for all encumbrances on these assets as outlined in the Book of Order. PGV will abide by all property related rules set forth in the Book of Order and the Manual of Operations of the Presbytery of Genesee Valley.

ARTICLE III NOMINATIONS AND ELECTIONS

Section 1

Eligibility for office or service on committees and commissions of the Presbytery shall be consistent with the Constitution of the Presbyterian Church (USA) and in accordance with the Manual of Operations of the Presbytery of Genesee Valley.

Section 2

The Committee on Representation shall nominate persons to all elected positions except for the Committee on Representation.

Section 3

The Mission Commission shall nominate persons to serve on the Committee on Representation. The Committee on Representation shall provide for its own rules in electing its chair.

Section 4

Presbytery elections shall be conducted in accordance with the Manual of Operations.

Section 5

Those elected to serve shall do so with energy, intelligence, imagination and love, working toward the Presbytery's mission and ministry. They are expected to be present at all meetings. The Committee on Representation may, upon recommendation by the committee chair(s),

propose to the Presbytery that an inactive member (two or more unexcused absences in any year) should be removed, after which a successor shall be nominated to the Presbytery for election.

ARTICLE IV INDEMNIFICATION AND INSURANCE

Section 1

Indemnification: The Corporation shall, to the fullest extent now or hereafter permitted by the New York Not-for-Profit Corporation Law, indemnify any person made, or threatened to be made, a party to any action or proceeding by reason of the fact he or she, or his or her testator or intestate, was a trustee, officer, employee, committee member, volunteer or agent of the Corporation, against judgments, fines, amounts paid in settlement and reasonable expenses, including attorneys' fees. The Corporation shall pay expenses incurred in such actions or proceedings in advance of the final disposition of such actions or proceedings upon receipt of an undertaking by or on behalf of such trustee, officer, employee, committee member, volunteer or agent to repay such amount as and to the extent required by the New York Not-for-Profit Corporation Law.

Section 2

Insurance: The Corporation may maintain insurance, at its expense, to protect itself and on behalf of any trustee, officer, employee, committee member, volunteer or agent of the Corporation, against any such expense, liability or loss, whether or not the Corporation would have the power to indemnify such person against such expense, liability or loss under the New York Not-for-Profit Corporation Law.

ARTICLE V MISCELLANEOUS

Section 1

Fiscal Year: The fiscal year of the Corporation shall end on the last day of December, or on such other dates as may be fixed from time to time by the Council.

Section 2

Amendments: Proposed amendment to these Bylaws must be submitted to the Mission Commission for consideration and referral. These Bylaws may be amended, subject to the Articles of Incorporation, the laws of the State of New York and the Constitution of the Presbyterian Church (USA), by approval of the Presbytery at any stated or special meeting of the members of the Presbytery at which a quorum is present, by a two-thirds majority of those present and voting, provided that a full reading of the proposed changes or a printed distribution of the same shall have been given at the previous stated meeting at which a quorum was present. These Bylaws may not be amended contrary to or so as to not include the provisions of the Constitution of the Presbyterian Church (USA).

Section 3

Property Conveyances: Pursuant to the Constitution of the Presbyterian Church (USA), real property transferred to a Presbyterian church or congregation within the bounds of the Presbytery shall include the following language in the deed: The premises herein conveyed shall be used, kept, and maintained by the grantee for Divine Worship and other purposes of its

ministry as a congregation within the Presbytery of Genesee Valley or its successor in interest, subject to the provisions of the Constitution of the Presbyterian Church (USA).

Section 4

Suspension of Rules: These rules of the Presbytery may be suspended at any stated meeting of the Presbytery for that particular meeting only by a majority vote of the members present.

ARTICLE VI DEFINITIONS
Section 1
The term “Presbyterian Church (U.S.A.)” shall include any and all successor organizations.
Section 2
The term “Presbytery of Genesee Valley” shall include any and all successor organizations.
Section 3
All references herein to the “Presbytery” or to the “Corporation” shall be understood to refer to the same body, the Presbytery of Genesee Valley.

PRESBYTERY OF Genesee Valley

Rationale for the 2027 Minimum Terms of Call

A recommendation of the Pastoral Transitions Commission

For presentation to the Presbytery. Board of Pensions dues percentages will be confirmed upon release of the 2027 rates.

What we are recommending

The Commission recommends setting the minimum terms of call for full-time installed pastors at **$80,100** in total cost to the congregation — an increase of **3.76%** over the 2026 minimum of $77,200. We further recommend a minimum of $80,100 for full-time temporary calls served by ministers of Word and Sacrament and **$68,085** (85% of that figure) for temporary calls served by commissioned pastors; a **$100-per-year experience bonus** for every year since ordination or commissioning, now applied to commissioned pastors as well; and a worksheet restructured to match the Board of Pensions' 2027 benefit packages.

A measured increase, not an aggressive one

The 3.76% adjustment is deliberately restrained. It is consistent with the **3.8% Social Security cost-of-living adjustment projected for 2027** and falls below the rate of inflation across our region. Its purpose is to keep the floor from falling behind the cost of living, so that pastors paid at or near the minimum do not quietly lose ground each year. This is not an attempt to raise clergy compensation in real terms; it is an attempt to hold it steady.

Why the floor matters more than the headline number

The minimum is expressed as "total cost to the congregation." That figure is not what a pastor takes home. Once the required Board of Pensions dues (27.5% of effective salary) and the $1,500 continuing-education minimum are met, the $80,100 floor leaves a pastor with a **cash-and-housing (effective) salary of approximately $61,650** — and less wherever the congregation also funds family medical coverage, travel, or other allowances counted within the total. A small movement in the floor is therefore a small movement in a pastor's actual income, not a windfall.

The cost of living our pastors face — read correctly

A fair reading of clergy compensation must account for the **clergy housing allowance**, which a pastor excludes from federal (and, in New York, state) income tax. A minister who designates, say, $30,000 of effective salary as housing pays no federal income tax on that amount;

depending on the marginal bracket, that is roughly **$3,600 to $6,000** of additional purchasing power that a comparable lay salary would not provide. (The housing allowance remains subject to the 15.3% SECA self-employment tax, and the exclusion is limited to actual housing costs or fair rental value — so the benefit is real but bounded.)

Accounting for this, a minimum-package pastor in our area with an effective salary near $61,650 has purchasing power in the range of **$65,000 or more** — approaching, and for many households meeting, the MIT family living wage for Monroe County of about $64,600 per working adult. The honest conclusion is not that our floor leaves pastors destitute, but that it is calibrated to provide **roughly a family living wage for our region** — which is exactly what a minimum should do: neither lavish nor inadequate.

> **Local context (Monroe County and the surrounding area)**
>
> Median household income (a two-earner figure): about $76,400
>
> Family living wage (MIT): about $64,600 per working adult
>
> Effective salary at our floor, after the housing-allowance tax advantage: roughly $65,000
>
> Regional health-insurance costs: up about 25% over five years

Inflation has outpaced our recent increases

Consumer prices nationally have risen roughly 3.8% to 4.2% over the past year, and prices in the Northeast have risen about **5.0%** — the steepest in three years. The 2026 Social Security adjustment was 2.8%, and 2027 is projected at 3.8%. Our recommended 3.76% increase is calibrated to that reality: enough to track the projected adjustment, modest enough to remain affordable for our congregations.

The emerging “pastor’s market”

These numbers must also be read against a shifting reality in the wider church. The supply of ministers available for call is contracting: across the PC(USA), fewer than half of congregations now have installed pastoral leadership, and the trend is accelerating. As demand outpaces supply, pastors increasingly hold the stronger hand in negotiating terms — and within a few years many congregations may find that a pastor, if one can be found at all, is able to set the terms of the call.

This dynamic cuts two ways for our presbytery. It makes a **robust, fair minimum more important, not less**: a credible floor helps our smaller and under-resourced congregations remain in the conversation rather than being priced out entirely, widening the gap between churches with deep pockets and those without. It also sharpens the structural concern below: as pastors gain leverage and benefit costs climb, a minimum expressed as a single “total cost” figure will protect congregations’ budgets more than it protects pastors’ take-home pay.

> **A structural question for a future cycle**
>
> Expressing the minimum as “total cost to the congregation” means that as Board of Pensions and medical costs rise, a fixed floor quietly absorbs those increases at the expense of the pastor’s cash-and-housing income. A

future revision should consider setting a cash-and-housing floor with required benefits layered on top — a structure that protects clergy income from benefit inflation and is more resilient in a tightening pastor's market.

Faithful to our own congregations

This increase asks little of most congregations. Across the presbytery, the typical installed pastoral package already runs well above the minimum; the floor chiefly governs our smaller and more fragile calls. Raising it modestly protects the pastors most exposed to underpayment while adding nothing to the many congregations already compensating above it. Sustaining faithful pastoral leadership in our smaller churches depends on terms that are at once fair to the pastor and realistic for the congregation — and that balance is what these numbers attempt to strike.

Improvements in fairness and clarity

Beyond the dollar figure, this year's terms make three structural improvements:

- **Extending the experience bonus to commissioned pastors,** recognizing their years of service on the same terms as ministers of Word and Sacrament.
- **Setting the temporary commissioned-pastor minimum at a clear 85%** of the ministers-of-Word-and-Sacrament floor, replacing an ad hoc figure with a transparent, defensible relationship.
- **Restructuring the worksheet around the Board of Pensions' 2027 packages** — the Covenant Package, the Congregational Pastors Package, and the closing Transitional Pastor's Participation — so that congregations budget accurately and pastors receive the coverage they are due.

A note on the Board of Pensions figures

The dues percentages in the worksheet — 27.5%, 51%, and 10% — are set by the Board of Pensions, not by this Commission. They appear as the 2026 rates because the 2027 rates will not be published until July. We will confirm the final percentages at that time. They affect the cost of benefits, not the compensation floor the presbytery is being asked to approve.

Recommendation

The Pastoral Transitions Commission recommends that the Presbytery of Genesee Valley approve the 2027 Minimum Terms of Call as presented, with the Board of Pensions dues percentages to be confirmed upon release of the 2027 rates.

In setting these terms, we seek to honor both the people of our congregations and those called to serve them — mindful of the counsel that "the laborer deserves to be paid."

PRESBYTERY OF Genesee Valley

2027 Minimum Terms of Call

Installed Pastors

As recommended by the Pastoral Transitions Commission. Board of Pensions dues percentages are subject to confirmation upon release of the 2027 BOP rates.

Approved by the Presbytery: _____

The minimum terms of salary, compensation and benefits for all full-time (40 hours/week) **installed calls** shall be no less than **$80,100**. This figure is the "total cost to the congregation." Part-time calls shall reflect compensation commensurate with the percentage of full time worked.

There is, additionally, a minimum **$100 per year experience bonus** for each year since ordination as a minister of Word and Sacrament, or since commissioning as a commissioned pastor. The experience bonus is not pro-rated for part-time service. **Example:** a pastoral leader with 5 years of experience has a minimum total compensation of $80,100 plus a $500 experience bonus, for a total of **$80,600**.

This minimum pastoral compensation and benefits package **shall include, at a minimum, all of the following components:**

- Pastor's cash salary
- Pastor's housing allowance (if selected by the pastor)
- Board of Pensions dues for pension, death and disability, and 100% of the medical premium of the pastor. Additional major medical coverage for the pastor's spouse, children, or family (spouse + children) must be offered to the pastor for purchase.
- $1,500 per year continuing education reimbursement (may be accrued for up to 4 years or $6,000)
- Provide at least one of the following qualifying coverages — pension, death and disability, medical, dental, vision, or an employer contribution of at least $100 to the Board's 403(b) plan. Participation in any one of these provides access to the Board's emergency assistance programs.

The package **may also include some or all of the following:**

- Additional major medical coverage premiums for the pastor's spouse, children, or family, with the congregation contributing between 0% and 100% of benefits
- SECA (employer pays the first 7.65% of total effective salary)
- Accountable auto expense reimbursement account, miles driven reimbursable per mile using current IRS guidelines
- Other accountable expense reimbursement account (e.g., business and professional expenses)

- Moving expenses (note: moving expenses are taxable by the federal government as part of the pastor's salary)
- 403(b) non-profit retirement savings account, with or without employer matching
- Health care flexible spending accounts
- Dental insurance
- Vision

The list above is not meant to be an exhaustive list of ways to compensate your pastor.

The total of all salary, compensation and benefits components negotiated between the pastor and the congregation must total no less than **$80,100**.

Additional required minimum benefits for all installed calls:

- Five weeks of vacation (inclusive of 5 Sundays) per year
- Two weeks of continuing education (inclusive of 2 Sundays) per year
- Twelve weeks of family and medical leave, per presbytery Family and Medical Leave Policy
- Sabbatical leave after six years of consecutive service in the same call, per presbytery sabbatical leave policy

Please use the worksheet on the following page to assist you. **That worksheet is the document returned to the Commission for approval.**

2027 Minimum Terms of Call Worksheet — Installed Pastors

Presbytery of Genesee Valley. This worksheet is the page returned to the Commission for approval; please complete one per call.

Congregation _____

Pastor _____

Hours per week _____

Effective salary

The following financial amounts are based on YEARLY compensation.

Salary	
+ Housing allowance (if selected by the pastor)	
+ Other reportable effective salary income	
+ SECA — typically $0 (only if the church pays more than the first 7.65%)	
= **Total effective salary**	

Refer to the Board of Pensions Effective Salary Calculator (pensions.org/calc/total Salary) and "Understanding Effective Salary" for assistance.

Reimbursement allowances

+ Continuing education reimbursement (presbytery minimum $1,500/yr; may accrue to $6,000)	
+ Auto expense accountable reimbursement (per current IRS mileage guidelines)	
+ Other accountable expense reimbursement account	
+ Moving expenses (taxable as part of the pastor's salary)	
= **Total reimbursement allowances**	

Continuing education and time away

These are presbytery minimums. They apply to full- and part-time calls and are not pro-rated by hours worked.

Vacation: 5 weeks (incl. 5 Sundays), plus additional time, if any: _____

Continuing education: 2 weeks, plus additional time, if any: _____

Family and medical leave: 12 weeks, plus additional time, if any: _____

Sabbatical planned for 2027? Approximate dates, if any: _____

Board of Pensions (BOP) of the Presbyterian Church (U.S.A.)

Option 1 — Congregational Pastors Package

$ 27.5% of effective salary (rate pending 2027 BOP release)

Includes pension, death and disability, temporary disability, and medical for the member only. Additional family coverage may be paid by the congregation, the pastor, or shared — through the BOP or an ACA marketplace plan.

$ Child(ren) coverage paid by congregation

$ Spouse coverage paid by congregation

$ Family coverage paid by congregation

Option 2 — Transitional Pastor's Participation

Available only to employers who have continuously had the same pastor in Transitional Pastor's Participation since December 31, 2024. The plan is available through December 31, 2029.

$ 51% of effective salary (rate pending 2027 BOP release)

Includes pension, death and disability, temporary disability, and medical for the member plus any combination of child(ren), spouse, or family.

The BOP offers other benefits — dental, vision, 403(b), flexible spending — that may be paid by the congregation, the pastor, or split between them. See the BOP website for options.

$ Other BOP benefit paid by congregation

$ Other BOP benefit paid by congregation

$ Other BOP benefit paid by congregation

$ **Total of all BOP dues / benefits**

Total pastoral compensation cost to congregation

$ Total effective salary

$ Total reimbursement allowances

$ Total all BOP dues / benefits

= **Total pastoral compensation cost to congregation**

Must total at least $80,100, plus $100/yr experience bonus for each year since ordination or commissioning.

Signatures

Clerk of Session

Print _____ Signature _____ Date _____

Pastor

Print _____ Signature _____ Date _____

Return the completed worksheet to the Stated Clerk, Bethany Benz-Whittington (statedclerk@pbygenval.org). For **continuing calls**, send a second copy to the chair of the Congregational Relations Commission, Chuck Roberts (holyretired2019@gmail.com). For **new calls**, send a second copy to the chair of the Pastoral Transitions Commission, Carin Farmer (cbfarmer825@hotmail.com).

PRESBYTERY OF Genesee Valley

2027 Minimum Terms of Call

Temporary Pastoral Relationships

As recommended by the Pastoral Transitions Commission. Board of Pensions dues percentages are subject to confirmation upon release of the 2027 BOP rates.

Approved by the Presbytery: _____

The minimum terms of salary, compensation and benefits for all full-time (40 hours/week) **temporary calls** shall be no less than **$80,100 for ministers of Word and Sacrament**, or **$68,085 for commissioned pastors** (85% of the minimum for ministers of Word and Sacrament). This figure is the "total cost to the congregation."

Part-time calls shall reflect compensation commensurate with the percentage of full time worked. There is, additionally, a minimum **$100 per year experience bonus** for each year since ordination as a minister of Word and Sacrament or since commissioning as a commissioned pastor.

Example 1. A full-time pastoral leader with 5 years of experience has a minimum total compensation of $80,100 plus a $500 experience bonus, for a total of **$80,600**.

Example 2. A part-time minister of Word and Sacrament with 5 years of experience working 20 hrs/week (50% of full time) has a minimum of $80,100 reduced by 50% ($40,050), plus the $500 experience bonus, for a total of **$40,550**.

This minimum pastoral compensation and benefits package **shall include, at a minimum, all of the following components:**

- Pastor's cash salary
- Pastor's housing allowance (if selected by the pastor)
- Board of Pensions dues for pension, death and disability, and 100% of the medical premium of the pastor. Additional major medical coverage for the pastor's spouse, children, or family (spouse + children) must be offered to the pastor for purchase.
- $1,500 per year continuing education reimbursement (may be accrued for up to 4 years or $6,000)
- Provide at least one of the following qualifying coverages — pension, death and disability, medical, life, dental, vision, or an employer contribution of at least $100 to the Board's

403(b) plan. Participation in any one of these provides the pastoral leader and the congregation access to the Board's emergency assistance programs.

The package **may also include some or all of the following:**

- Pension, medical for the pastor, death and disability, and temporary disability
- Additional major medical coverage premiums for the pastor's spouse, children, or family, with the congregation contributing between 0% and 100% of benefits
- SECA (employer pays the first 7.65% of total effective salary)
- Accountable auto expense reimbursement account, miles driven reimbursable per mile using current IRS guidelines
- Other accountable expense reimbursement account (e.g., business and professional expenses)
- Moving expenses (note: moving expenses are taxable by the federal government as part of the pastor's salary)
- 403(b) non-profit retirement savings account, with or without employer matching
- Health care flexible spending accounts
- Dental insurance
- Vision

The list above is not meant to be an exhaustive list of ways to compensate your pastor.

Additional required minimum benefits:

- Five weeks of vacation (inclusive of 5 Sundays) per year
- Two weeks of continuing education (inclusive of 2 Sundays) per year
- Twelve weeks of family and medical leave, per presbytery Family and Medical Leave Policy
- Sabbatical leave after six years of consecutive service in the same call, per presbytery sabbatical leave policy

Please use the worksheet on the following page to assist you. **That worksheet is the document returned to the Commission for approval.**

2027 Minimum Terms of Call Worksheet — Temporary Pastors

Presbytery of Genesee Valley. This worksheet is the page returned to the Commission for approval; please complete one per call.

Congregation _____

Pastor _____

Hours per week _____

Effective salary

The following financial amounts are based on YEARLY compensation.

Salary	
+ Housing allowance (if selected by the pastor)	
+ Other reportable effective salary income	
+ SECA — typically $0 (only if the church pays more than the first 7.65%)	
= **Total effective salary**	

Refer to the Board of Pensions Effective Salary Calculator (pensions.org/calc/total Salary) and "Understanding Effective Salary" for assistance.

Reimbursement allowances

+ Continuing education reimbursement (presbytery minimum $1,500/yr; may accrue to $6,000)	
+ Auto expense accountable reimbursement (per current IRS mileage guidelines)	
+ Other accountable expense reimbursement account	
+ Moving expenses (taxable as part of the pastor's salary)	
= **Total reimbursement allowances**	

Continuing education and time away

These are presbytery minimums. They apply to full- and part-time calls and are not pro-rated by hours worked.

Vacation: 5 weeks (incl. 5 Sundays), plus additional time, if any: _____

Continuing education: 2 weeks, plus additional time, if any: _____

Family and medical leave: 12 weeks, plus additional time, if any: _____

Sabbatical planned for 2027? Approximate dates, if any: _____

Board of Pensions (BOP) of the Presbyterian Church (U.S.A.)

At least one package must be chosen.

Covenant Package (if desired)

$ 10% of effective salary (rate pending 2027 BOP release)

Includes pension, death and disability, and temporary disability.

Congregational Pastors Package (if desired)

$ 27.5% of effective salary (rate pending 2027 BOP release)

Includes pension, death and disability, temporary disability, and medical for the member only. Additional family coverage may be paid by the congregation, the pastor, or shared.

$ Child(ren) coverage paid by congregation

$ Spouse coverage paid by congregation

$ Family coverage paid by congregation

The BOP offers other benefits — dental, life, vision, 403(b), flexible spending. All terms of call in the Presbytery of Genesee Valley require participation in at least one Board of Pensions benefit.

$ Other BOP benefit paid by congregation

$ Other BOP benefit paid by congregation

$ Other BOP benefit paid by congregation

$ **Total of all BOP dues / benefits**

Total pastoral compensation cost to congregation

$ Total effective salary

$ Total reimbursement allowances

$ Total all BOP dues / benefits

= **Total pastoral compensation cost to congregation**

Must total at least $80,100 for ministers of Word and Sacrament, or $68,085 for commissioned pastors, plus $100/yr experience bonus for each year since ordination or commissioning.

Signatures

Clerk of Session

Print _____ Signature _____ Date _____

Pastor

Print _____ Signature _____ Date _____

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