

MINUTES of the PRESBYTERY OF CAYUGA-SYRACUSE
STATED MEETING November 3,2018 United Church of
Fayetteville, New York

The Presbytery of Cayuga-Syracuse held a Stated Meeting on Saturday, November 3, 201-8 at the United Church of Fayetteville, New York. The body gathered at 9:00 a.m. for a time of learning about and experiencing the role of jazz music in worship under the leadership of the Rev. Bill Carter, pastor of First Presbyterian Church, Clarks Summit, PA.

The meeting was called to order at 10:00 AM by teaching elder Shawn Reyburn, who opened with prayer.

Gathering of the People of God: Moderator Reyburn introduced Rev. Jeremy Campbell, Stated Clerk for Elizabeth and Newton Presbyteries in New Jersey. Elder Linda Russell, Chair of the Leadership Team, made a motion that Jeremy Campbell be named Stated Clerk Pro-Tem. Motion was seconded and voted APPROVED. Elder Russell then made a motion that Elder/CLP Gail Banks be named as Recording Secretary. Motion was seconded and voted APPROVED.

Moderator Reyburn declared a quorum was present, attested by the Stated Clerk.

The Moderator then introduced Rev. Dr. Linda Even who welcomed all present on behalf of the host church. First-time ministers and commissioners were introduced and welcomed. Corresponding members were introduced and seated, and guests were also welcomed.

At the suggestion of our Stated Clerk, a motion was made, seconded and voted APPROVED that the following persons be given Temporary Membership in our Presbytery for the terms of their contracts: Interim Rev. Louise Barger, Fulton; Interim Rev. Anne Marie Meyerhoffer, Marcellus; and Interim Rev. Deborah Johnson, Oswego.

The Presbytery then gathered for worship. The Rev. Bill Carter brought his "Presbybop Music" to the worship service and gave an inspiring message. The Rev. Dr. Linda Even officiated the Sacrament of the Lord's Supper.

Following worship the body gathered for the Work of the People of God. Moderator Reyburn called for a motion to approve the docket. With the addition of the All Saints' Celebration, the Records and Overtures Work Group report, and the Communications Coordinator's report, the motion was made, seconded and voted APPROVED.

The Moderator then asked for approval of the Consent Agenda. It was asked that item #2 (Nominating Committee) and Recommendation R-4 from the Leadership Team Report be pulled, thus leaving the following items in the Consent Agenda: #1 (Approval of the minutes of the August 14, 2018 Presbytery meeting; #3 (Leadership Team report items A-1 through A-25); and #4 (Leadership Team recommendations R-1, R-2, R-3, R-5 and R-8). A motion was made and seconded and the Consent Agenda was voted APPROVED AS AMENDED. It was noted that the 2019 Budget (R-8) was included under the Consent Agenda but that questions would be

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entertained later in the meeting. No questions were asked. The Leadership Team report covering items A-1 through A-25 and recommendations R-1 through R-8 is included in these minutes as APPENDIX A.

Leadership Team Chair, Elder Linda Russell, and Rev. Tom Oaks, chair of the Visioning for the Future Work Group, reported on the CNY Missional Structures Working Group that includes the Presbyteries of Northern New York, Utica, Susquehanna Valley and Cayuga-Syracuse. Linda encouraged anyone interested in participating with this work group to contact her. They then addressed plans to seek Presbytery leadership including re-naming the position to Resource Presbyter in the context of our CNY Presbyteries Partnership and the work of the proposed CNY Missional Structures Working Group.

A question was raised about Presbytery's search for a Stated Clerk. Linda reported that the search is on-going, reassuring the body that in the meantime assistance is available from the Synod's Stated Clerk as well as the Stated Clerks in our neighboring Presbyteries.

Elder Russell then called Rev. Garrett Anderson, Chair of the Ministry Work Group (MWG), to address recommendation R-4 [see Appendix A] that Presbytery commission the MWG to receive new permanent members into Presbytery, with the stipulation that all actions be reported to the Leadership Team and Presbytery. Following discussion, the recommendation was AMENDED to add "to receive new permanent members previously ordained by PC(USA) or other denominations" so that the final recommendation read: "That Presbytery commission the Ministry Work Group to receive new permanent members who are previously ordained into the Presbytery, with the stipulation that all actions be reported to the Leadership Team and Presbytery." The amended recommendation was moved, seconded and voted APPROVED.

Garrett next addressed recommendation R-6 [see Appendix A] that Presbytery concur with the vote of the First Presbyterian Church of Skaneateles taken at a congregational meeting held at the church on October 21, 2018 to dissolve the pastoral relationship between the church and the Rev. Dr. Craig Lindsey effective November 1, 2018. Discussion was held including that the Ministry Work Group (MWC) is seeking a Bridge Pastor while the congregation will be searching for an Interim Pastor; and assurance was given that the MWG is handling Pastor-to-Pastor care for Rev. Lindsey. A motion was made, seconded and voted APPROVED.

Garrett then addressed recommendation R-7 [see Appendix A] that the Presbytery concur with the action of the First Presbyterian Church of Skaneateles to confer the status of Pastor Emeritus on the Rev. Dr. Craig Lindsey. After discussion, a motion was made, seconded and voted APPROVED.

The MWG stressed that all churches are required to have a Child/Youth Protection Policy in place. The Boundary Awareness Training by Dr. David Olsen that took place at First Presbyterian Church, Liverpool on October 24 was well received. A Pastors' Retreat will be held November 14-15 at Christ the King Retreat Center; and a Saturday Morning with Ray Jones open to pastors and laity will be held at Pebble Hill Church, November 17, 9AM-12 Noon.

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Leadership Team Chair, Linda Russell, thanked Presbytery for the opportunity to attend the Mid Council Leaders Gathering in Chicago in October and reported that it was a valuable experience for both networking and gathering information regarding the work of a Stated Clerk. She described how attendees also engaged in a one-day experience led by Gregory C. Ellison II in "Fearless Dialogues" which focuses on "creating unique spaces for unlikely partners to engage in hard heartfelt conversations that see gifts in others, hear value in stories, and work for change and positive transformation in self and other."

The body then gathered around the table for fellowship and lunch.

As the body reconvened in the sanctuary, Moderator Reyburn led a meaningful All Saints' Celebration, uplifting all churches in the Presbytery of Cayuga-Syracuse by the lighting of candles and prayer.

Upon reconvening for the work of the people, Leadership Team Chair, Linda Russell, reported for the Nominating Committee Chair, Elder Donna Hunt, who was unable to be present. The recommendation from the Nominating Committee that had been pulled from the Consent Agenda (Appendix A, item R-2)) was now put before the body. The recommendation to elect Elder Roger Dilmore (Auburn-Westminister) to Presbytery's Permanent Judicial Commission, Class of 2019, was presented. A time for additional nominations was given. Hearing none, a motion was made, seconded and voted APPROVED to close the nominations. The recommendation to elect RE Roger Dilmore to the Permanent Judicial Commission Class of 2019 was moved, seconded and voted APPROVED.

The Nominating Committee reported that it is seeking seven persons for the Leadership Team, two for the Class of 2021 and five for the Class of 2022; an additional five members for the Nominating Committee itself; a delegate to the Synod Mission and Ministries Commission for 2019-2020; delegates for Synod Assembly in 2020; and a candidate for Presbytery Treasurer to replace Gordie Howard at the end of May. Persons who are interested, or know of someone willing to participate, were invited to contact the Nominating Committee Chair, Donna Hunt.

Elder Russell then presented the report of the Records and Overture (R&O) Work Group on behalf of Rev. Sandy Sanderson, chair of R&O, that ten sessions were held in October and November for the annual review of session minutes and records. 20 churches had their churches' minutes and records read and

approved (Amboy Belle-Isle, Auburn-First, Auburn- Westminster, Cazenovia, Chittenango, Collamer, DeWitt-Pebble Hill, Fulton, Liverpool, Marcellus, Mexico, Onondaga Hill, Oswego, Otisco, Parish-New Hope, Skaneateles, Syracuse- Park Central, Syracuse-Westminster, Weedsport, and Whitelaw). Minutes and records for 17 churches were not submitted, and therefore not read (Aurora, Baldwinsville, East Syracuse, Fayetteville, Hannibal, Jamesville, King Ferry, LaFayette, Morrisville, North Syracuse (Northminster), Port Byron, Scipioville, Sennett, Syracuse-Korean, Syracuse-South Valley, Syracuse-Robinson Elmwood, and Taunton).

The Work Group thanked host churches Auburn-First, Fayetteville, Fulton, Liverpool and Syracuse-Westminster for their hospitality; Jill Fandrich, Steve Plank, Susan S. Smith and Linda Stated Minutes of the Presbytery of Cayuga-Syracuse Meeting November 3, 2018 United Church of Fayetteville, New York

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Harrington for their assistance with the reading sessions; and all the clerks of sessions who participated in the review process.

The Records and Overtures Work Group announced they will assemble a small task group together to review the proposed amendments that came from the 223'd General Assembly. Recommendations from this task group will be shared with the Leadership Team and then brought to Presbytery for vote at the February 9, 2019 presbytery meeting. Folks who have a particular interest in serving with this group were invited to contact Rev. Sandy Sanderson or Linda Russell.

Leadership Team Chair, Linda Russell, drew attention to the written reports from our Commissioners to 2018 Synod Assembly, Rev. James Moore and Elder Bernie Epperson, who could not be present at this meeting. Both commissioners expressed great enthusiasm about their participation. The reports are attached as APPENDIX B and APPENDIX C.

Presbytery's Communications Coordinator, Sarah Buckshot, gave an overview of 'Best practices for

promoting 3. 2. t. events' and handed out a flyer which included the following points: Make a plan at

least one month before an event. Use all of your social media platforms. Create an event poster and save as a

.jpeg to post on social media. Posters should be clean, limited copy with answers to the 5 W's. Include cost,

contact information and 4. 8. 9. 5. 6. 7. Add Create Gentle links. Do Invite Facebook not event

everyone a take pressure Facebook advertising to a local picture who relentlessly media-3 event. likes of

works. the Use your poster. applied. weeks previous page before to the event the event. photos. event. Don't

Update be shy. often. 10. Ask members to share even if they can't attend. 11. Post event photos. 1-2. Post a

thank-you. Sarah then offered to make herself available to assist anyone who needs help in their church.

Sarah can be reached at Cpys_yfNere@gfnatLqom to set up a time.

Sharing of Good News: A plea to volunteer at Vanderkamp was made, and the Godly Play program at

Baldwinsville was described.

With no further business, the meeting concluded at 2:25 pm with a resolution of thanks to our hosts at the United Church of Fayetteville and a closing prayer led by Moderator Reyburn.

CLP Gail Banks, Cayuga-Syracuse, Recording Clerk Minutes respectfully submitted by:

Rev. Jeremy Clark Stated Clerk Pro-Tem

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ROLL Ru Elder Commissioners

Amboy Belle Isle Robert M. Armstrongs Auburn- First Auburn Westminster⁽²⁾ Roger Dilmore. Christina

Thomton Aurora Baldwinsville⁽²⁾ Luella Oakes Cazenovia⁽²⁾ Chittenango Charles Albee Collamer

Dewitt. Pebble Hill⁽²⁾ East Syracuse Fayetteville Paula Marquart Fulton Hannibal Jamesville King Ferrt

Neil Rotach LaFayette Liverpool Patricia Gallagher Marcellus⁽³⁾ Mexico Susan Silliman Smith

Morrisville North Syracuse. Northminster Oswego David W. Kins Otisco Parish, New Hope⁽²⁾ David W.

Soerlins Port Byron⁽²⁾ Scipioville⁽²⁾ Sennett⁽²⁾ Skaneateles⁽⁵⁾ David Graham Syracuse. Isaiah's Table

Pearl Fisher Syracuse, Korean⁽²⁾ Syracuse. Onondaga Hill⁽²⁾ Ryan Collins Syracuse, Park Central⁽⁴⁾

Syracuse, Robinson Elmwood⁽³⁾ Mary Browne, Natalie Miner Syracuse, South Valley⁽²⁾ Syracuse.

Westminster⁽²⁾ Taunton⁽²⁾ Weedsport William Smith Whitelaw Jill Kilts

Present 18 Churches Represented 16

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Minister members present or absent with notice:

Susan Alloway Excused Garrett Anderson Present Marv Anderson Excused Lorrie Dav Anson Present Bryan

Bede 118 Excused Lorrie Cooney Present Diane Diluzio* Excused Beth DuBois Present Linda Even Present

Pamela Gnassv Excused Karen Green Present Jenna Henry Excused Patrick Heerl Present Georse Huffsmith*

Present Yons Ju Jee Present Crais Lindsel Excused Daniel McCollister Present Diafle Monser Present Banu

Moore Excused James Moore Excused Tom Oak Present Shawn Reyburn Present Harold^(Sandv) Sanderson

Present Monica Styron Present Debra Thomas Present Charlie Vollmerx Present Kathleen * Temporary

Walters Member of Presbl, terv Present Present t9 Excused 9

Commissioned Pastors present or absent absent with noti

ce: Gail Banks Present Donna Chaoman Excused Present 1 Excused 1

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Leadership Team Ruling Elders present:

Bob Davenport Excused Gordie Howard Excused Linda Russell
Present Linda VanBuskirk Excused Lynn Jacques Present Mark
Kasdorf Present Nancy Wind. Excused Rita Hooper Present
Present 4 Excused 4

Total present and eligible to vote: 19

Ministers, 18 Ruling Elder Commissioners,
1 Commissioned Lay Pastors, 4 Ruling
Elders with vote due to office,

Total 42

Candidates and Inquirers:

Dan DeBrucker-Cota Excused Shavonn Lynch Present Present 1
Excused 1

Longline Members: Jeremy Camobell Elizabeth Presbyter Debbie Johnson
Faith United-Osweso Bill Carter Lackawanna Presbyter

visitors

Sarah Buckshot Communications Coordinator Martha Lacv Jamesville Community

Church Jacqueline Mumfv Parish -New Hope Julie Raner Parish - New Hope

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Leadership Team Report November 3, 2018 Presbytery of Cayuga-Syracuse Stated Meeting
Since papers distributed for the August 14, 2018 Stated Meeting of the Presbytery, the Leadership Team held
meetings on September 27, 2018 and October 25, 2018.

The Leadership Team met on September 27, 2018 at Robinson Elmwood United Church.

Present: Howard Rose, Linda Russell, Lynn Jacques, Bob Davenport (call-in), Tom Oak,
Linda VanBuskirk Excused: Linda Even, Karen Green, Gordie Howard, Beth DuBois, Banu Moore, Diane
Monger, Mark Kasdore Nancy Wind, Shawn Reyburn Ex-Officio present: Rita Hooper Guest: Rev. Dr.
Amaury Tanon-Santos, Synod Networker

The Leadership Team met on October 25, 2018 at Robinson Elmwood United Church.

Present: Linda Even, Karen Green, Howard Rose, Linda Russell, Nancy Wind, Beth
DuBois, Lynn Jacques, Diane Monger, Bob Davenport, Tom Oak, Mark Kasdorf (call-in) Excused: Gordie
Howard, Banu Moore, Linda VanBuskirk, Shawn Reyburn Ex-Officio present: Rita Hooper Guests: Rev.
Dr. Harold Delhagen, Synod Leader, and Rev. Dr. Amaury Tanon-Santos,
Synod Networker

Actions taken on behalf of the Presbytery on September 27:

The September meeting was called but a quorum could not be assembled, thus no formal actions were taken. Those present at the meeting, however, benefitted greatly from discussions with Rev. Dr. Amaury Tanon-Santos, Synod Networker, as to what Cayuga-Syracuse needs and wants in presbytery leadership, and how that might fit into the effort of the CNY Presbyteries Partnership to form a CNY working group to consider a possible new missional structure (or structures) for CNY. The CNY Presbyteries Partnership includes the presbyteries of Northern New York, Utica, Susquehanna Valley, and Cayuga-Syracuse. Representatives of the four CNY presbyteries have been engaged in joint meetings since June 2017 to discern where we might be able to collaborate and support one another in areas of ministry and mission and in shared leadership; and there is a sense among the CNY representatives that the Spirit is moving us to discover new ways of being the church in CNY. (The most recent CNY Presbyteries Partnership conversation was held on October 11 and Cayuga-Syracuse was represented at that gathering by Tom Oak, Charlie Vollmer, and Linda Russell.)

Actions **A-1** taken on The behalf Leadership of the Presbytery Team welcomed on October Rev. Dr. 25:

Harold Delhagen, Synod Leader, and Rev. Dr. Amaury Tanon-Santos, Synod Networker, to this meeting and engaged in substantive dialogue and discussion about 1) where Cayuga-Syracuse finds itself missionally and what it is we dream of; 2) a proposed process for the creation of a CNY Missional Structures Working Group for the purpose of

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A-2

reimagining the missional life of Christ's church in CNY and, with that in mind, the form, function and leadership of our presbyteries' missional structure; and 3) our plans to seek presbytery leadership in the context of our CNY Presbyteries Partnership and the work of the proposed CNY Missional Structures Working Group. Approved, following robust discussion, the motion to send 2-3 representatives from Cayuga-Syracuse to participate in a CNY Missional Structures Working Group to be facilitated by the Synod. The working group would consist of 2-3 representatives from each of the four participating presbyteries, Revs. Delhagen and Tanon-Santos acting as facilitators, and two to three resource persons to be invited by Synod. These representatives are to be selected with the help of the presbytery moderator, to ordinarily not be currently installed in presbytery governance positions, and, to the extent possible, include

younger and diverse **A-3** perspectives. The Leadership Team agreed that with these new developments in

the larger

CNY conversation, the position description for presbytery leadership drafted for the team's consideration at this meeting would be adjusted accordingly, and that Tom Oak, chair of the Visioning for the Future Work

Group, would take the lead **A-4** in Approved making appropriate the Ministry adjustments Work Group
in recommendation the position description. to appoint Rev. Scott Cupp
as Temporary Supply Pastor at Robinson Elmwood United Church in a part-time **A-5** position Approved
beginning the Ministry September Work Group 30, 2018. recommendation [See separate document.] to
appoint Rev's Richard and Virginia Smith as Temporary Supply Pastors at Marcellus First Presbyterian
Church in a part-time position September 15, 2018 through March 15, 2019. [See **A-6** Approved separate
document.] the Ministry Work Group recommendation to approve the Covenant
Agreement for Rev. Anne Marie Meyerhoffer to ssrve as full-time Interim Pastor at Marcellus First
Presbyterian Church for a period of one year beginning October **A-7** Approved rc,2018. [See the
Ministry separate document.] Work Group recommendation that the Leadership Team
commission the MWG to appoint moderators to churches without pastors with the **A-8** Approved
stipulation that the Ministry all actions Work be reported Group recommendation to the Leadership that
Team the and Leadership Presbytery. Team **A-9** Approved grant permission the appointment to the MWG
of to Rev. appoint Sandy the Sanderson moderator as for Acting the MWG. Stated Clerk for **A-10** the
Approved purpose the of conducting appointments the of Annual Rev. Shawn Review Reybum, of Session
Rev. Records. Garrett Anderson and
RE Rita Hooper as Presbytery representatives to engage in conversations with representatives of the Presbytery
of Utica and Bishop John Macholz of the Upstate New York Synod of the ELCA for the purpose of
discussion around our **A-11** individual Approved and the collective adoption of relationship the oT. {ew
Worshipping with Vanderkamp. Communities Manual for the
Presbytery of Caluga-Syracuse" which was distributed in August for consideration. RE Nancy Wind
(saiah's Table) was recently accredited as a coach for 1001 New Worshipping Communities. [See separate
document.]

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A-12 Accepted with regret the resignation of Rev. Dr. Craig Lindsey from

Presbytery's Permanent Judicial Commission inasmuch as he is serving on the A-13 Authorized General

Assembly Leadership PJC. Team Chairperson, Linda Russell, to sign the Annual

Verification of Validated Ministry for Rev. Kathleen Waters who is serving the A-14 Henrietta Accepted

(NY) with United regret the Church resignation of Christ. of Jerur Chapman (Northminster) as A-15

Approved Triennium Registrar. the recommendation of the Treasurer and Finance and Property Work

Group that the Leadership Team approve a resolution stating that our organization wishes to apply for a new business credit card from M&T Bank with a limit of A-16 Treasurer \$10,000 to replace reported the that one he that reviewed we currently and signed use.

off on the Audit Review of A-17 2017 Treasurer from Vanguard finances. reported to the that

Presbyterian he transferred Foundation, \$90,000 and of the transferred Benevolent \$90,000 Care of

Fund

Endowment Fund from the Presbyterian Foundation to Vanguard. This reallocation now has each individual fund more or less equally distributed between Vanguard and Presbyterian Foundation and also ensures better

cash A-18 availability Treasurer for meeting potential budget needs. announced he plans to resign

effective May 31, 2019 - one year A-19 Treasurer early. reported he will reply to the Presbyterian

Foundation's request for information on how the earnings from the Norman C. Weil fund are being used for

mission. A-2A The Ministry Work Group indicated that they will overspend their 2018 budget line. The Leadership Team approved the Finance and Property Work Group suggestion, supported by the Treasurer, that funds can be reallocated from other budget lines to offset some of the Ministry Work Group expenditures, for example using funds from the Leadership Development budget line inasmuch as Leadership

Development was a co-sponsor of the Boundary Awareness training A-21 event Received on October

September 24, 2018. 2018 financial reports and Treasurer's Summary. [See A-22 Accepted separate

documents.] with regret the resignation of Rev. Debra Thomas as Dean of A-23 Presbytery's Noted that information Commissioned on the Lay new Pastor sexual program. harassment laws in New York State has A-24 been Noted distributed that recommendations to churches via on the how Presbytery to stagger Matters the terms e-news. of office of presbytery officers will be taken up at the November 29 meeting of the Leadership Team. A-25 Noted that voting on the Amendments coming from the 223'd General Assembly A-26 will Accepted take place an invitation at the February from Rev. 9, 2019 Bobby meeting

Otterson-Murphy of Presbytery. of the Presbytery of Susquehanna Valley to participate in a multi-presbytery planning committee for Triennium 2019. Rev. Shawn Reyburn agreed to follow up on this invitation, and Pearl Fisher (Isaiah's Table) subsequently volunteered to participate as well.
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Recommendations R-1 to Presbytery from the Ministry Work Group: Recommend that Presbytery set the minimum terms of call for minister members

of Presbytery b) a) c) d) for Manse Cash Total This 2019 is salary: Effective Fair a3a/oruse as follows: Rental Salary: over Value: [See the also minimum separate \$14,964 \$49,879 \$34,915 terms

document.] of 2018. The federal R-2 Recommend that cost Presbytery of living adjustmefiis2.So/o. commission the MWG to set minimum terms of call

and to approve all terms of call with the stipulation that all actions be reported to R-3 the Recommend Leadership that Team Presbyery and Presbytery. commission the MWG to approve contracts for

temporary pastoral relationships with congregations, with the stipulation that all R-4 Recommend actions

be reported that Presbltery to the Leadership commission Team the and MWG Presbytery. to receive new permanent members into Presbytery, with the stipulation that all actions be reported to the R-5 Leadership

Recommend Team that and the Leadership Presbltery. Team commission the MWG to appoint moderators to churches without pastors, with the stipulation that all actions be R-6 reported Recommend

to the that Leadership Presbytery Team concur and with Presbytery. the vote of the First Presbyterian Church of Skaneateles taken at a congregational meeting held at the church on October 21, 2018 to dissolve the pastoral relationship between the church and the Rev. Dr. Craig Lindsey effective November 11, 2018.

Rev. Steve Plafk served as R-7 Moderator Recommend of the that congregational Presbytery concur meeting. with the action of the First Presbyterian Church of Skaneateles to confer the status of Pastor Emeritus on the Rev. Dr. Craig Lindsey.

R-8 Other Recommendations From the Finance and to Properfy Presbytery: Work Group: that

Presbytery approve the 2019

Budget proposed at the August 14, 2018 presbytery meeting with per capita set at \$38.50. [See separate document.]

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November Team 3, 2018 Report TEE PRESBYTENEY OT' CAYUGA-SYRACUSE Covsnrnt COtr'i[ITTE3 rltr

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A the - Leadership Presbyery November Team of 3,2018 Cayuga-Syracuse

Report

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Minutes of the Presbyery of Cayuga-Syracuse Stated Meeting November 3, 2018 Appendix A - Leadership Team Report item

A-5

The Session of the Marcellus Firt Presbyterian Church requests that the Presbytery of Cayugn-syracuse appoint the Rev.s beginning Richard Sept.15, and Virginia 2018 and

Smith ending as Temporary @ Supply Pastors

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G carry - 2.0504b a fomral *Temporary oall or insallation... pastoral rolatim\$ips A person serving are approrred in a tempmry by the presbytery pastoral relationship and'do not

is invited for a period not to erceed twelve months in lengdq which is reueurable with the approval of the presbytery. A teaching elder employed in a teurporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co"pastor, or associate pastor." (See G-2.0504c for orceptions)

This is a parttime position, consisting of the below listed services as needed, the teaching elders providingthe following services:

lead worship and preach. \$fSO

do pastoral ernergency visits. \$50

officiate at funerals as requested. {paid bythe family}

plan and moderate session and congregational meetings.\$SO

train nevulyelected orfficers. \$ZOO

perform other administrative duties as requested bythe session. S25

an hour

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Minutes of the Presbyery of Cayuga-Syrau:se Stated Meeting November 3, 2018 Appendix A - Leadership Team Report Item A'6, page 1 of 3
SECTION 2. LETTER N

THE PRESBYTERY OF CAYUGA.SYRACUSE
COMNtrTTEE ON MIMSTRY Covenant with
Interim Pastor

The Session/Board/Council of Marcellus Presbyterian Church of Marcellus, New York (Church PIN_5932J requests that the Presbytery of Cayuga-Syracuse approve this agreement for the Rev. Anne Marie Meyerhoffer to serve as Interim Pastor, beginning October 15.2018, for the period of one year. This agreement may be terminated by the Presbyery or the Session upon 60 days written notice, or by the Interim Pastor upon 30 days written notice. The agreement may be renegotiated and extended for a one-year period.

Accountabilitv The Interim Pastor is accountable to the Presbyery through its Committee on Ministry (COM), and will submit quarterly written reports to the COM on the progress of addressing the transitional tasks for interim ministry. At the end of the agreement, the Session agrees to review and evaluate the Interim Pastor's work, and the COM will do an exit interview with the Interim Pastor.

Transitional tasks for the congregation during the interim period, for which the Interim Pastor will

provide leadership 1. Coming to terms with history - both understanding and valuing where the

congregation has been. 2. Discovering a new identity - congruent with, but not defined by, the past. 3,
Facilitating shifts of power - authorizing persons and processes in ways appropriate to the new situation.
4. Strengthening denominational relationships - as part of the congregation's identity and mission. 5.

Building commitment to new leadership for a new future * developing a shared vision
and working relationships with each other and with the new pastor.

Expectations The Interim Pastor: (please indicate by yes or no) N is or will become a member of

Cayuga-Syracuse Presbytery Y will not become a member of this Presbytery but is a member of

Southern New England Presbytery Y will serve as moderator of the Session Y will assist in the

mission study process, working in conjunction with COM N will assist in preparation of the

Ministry Information Form in conjunction with
COM

The Interim Pastor shall: (please check the appropriate spaces) X lead worship and preach

all Sundays per month. X do pastoral calling on sick, shut-ins, and prospective members.

 X officiate at weddings and funerals as requested. X plan and moderate session and

congregational meetings. X work with boards and committees to assist them in carrying out

their

assigned tasks. X train newly

elected officers.

SECTION 2 LETTER N

perform other administrative duties as requested by the Session. teach and/or provide resources for Confirmation Class.

Other:

Understandings: 1. It is understood that the Interim Pastor will not be involved in any way with the search for or selection of the new Pastor. Any suggestions that the Interim pastor has regarding prospective candidates are to be submitted to the Ministry Work Group. 2. It is understood that the Interim Pastor will be kept informed of the

progress of the Pastor

Nominating Committee as far as dates are concerned, and will be available to the PNC should questions arise concerning the time line of calling a new Pastor. When the search has narrowed to two or three candidates, the Interim Pastor will be available to talk with the prospective candidates. G-2.0504b "Temporary pastoral relationships are approved by the presbytery and do not carry a formal call or installation.... A person serving in a

temporary pastoral relationship is invited for a period not to exceed twelve months in length, which is

renewable with the approval of the presbytery. A teaching elder employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor, or associate pastor." [IMPOKfANT:Please refer to Cayuga-Syracuse Policy in the MWG Manual- Section 2 Letter G(2)]

Please circle one of these...

This is a full-time position - OR - This is a part-time position, consisting of ___ hours per week. The Terms of this Agreement are as follows:

Cash Salary \$32,750.00 Housing:

Manse Value (if provided), and/or Housing and/or utility allowance \$24,000.00 Defeted Compensation

(403b, section 125 plan, etc.) Social Security Offset (in excess of 50%) Other: Erpncrryr Snr., Inv \$ 56,750.00

Board of Pensions:

Full medical, pension, disability, and death benefit coverage

\$ 20,997.50 Additional beneJits: Dgntal \$ 1,632.36 Other benefits:

Social Security Offset (if less than 50%,) \$ 3,518.50 Other: Professional reimbursable expenses:

Travel at \$ ___ per mile (IRS rate recommended) \$ 900.00 Continuing Education reimbursement \$

900.00 Other: Paid vacation leave of five weeks annually _ one week during the month of August Paid continuing education leave of two weeks annually (cumulative up to six weeks) Moving expenses \$ 800.00

2

Minutes of the Presbytery of Cayuga-Syracuse Minutes of the Presbytery of Cayuga-Syracuse Stated Appendix Item Meeting A-6, page A - November Leadership 3 of 3

3, 2018 Team Report \\. r,i,i,i,i .ii ii" ij: * *"-r 1r'(l .r' i. Xi r,i;; i*"i.i r-iii. ::5i"

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Minutes of the Presbytery of Cayuga-Syracuse

Stated Meeting November 3,2018 Appendix A -

Leadership Team Report Item A-11

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Why Start New Worshipping **G**ommunities..... 3

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NWC Task Force Responsibilities for Commission **Members.**17

This manualwas adopted in its entirety, with blessing, from the Pittsburgh Presbytery.

Presbytery of Cayuga-Syracuse 5811 Heritage Landing Drive,
East Syracuse, NY 13057 Approved: by the Leadership Team
October 25,2018 Commissioned:

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,\$@gi, We worship and serve a God who wants to be a blessing to the nations and who goes looking for lost sheep, coins, and people, calling them back into communion with God, with one another, and with the world. Part of being adopted into the family of God is participating in God's mission in the world. Mission then "is not primarily an activiSt of the church, but an attribute of God, God is a missionary God... Mission is thereby seen as a movement from God to the world; the church is viewed as an instrument for that mission.., There is church because there is mission, not vice versa" (David Bosch, Transforming Mission, p. 390).

Jesus was sent to be the incarnate mission of God. He came to seek and save the lost; not to be served but to serve and give up his life. "Jesus said, 'Peace be with you! As the Father has sent me, I am sending you.'And with that he breathed on them and said, 'Receive the Holy Spirit'"(John 20:21-22). At the very end of Jesus' earthly ministry, he sent the disciples into the world just as the Father had sent him. He sent them and still sends us today with his peace and in the power of the Holy Spirit. He sends us proclaiming, "The kingdom of God has come near to you" (Luke 10:9). Filled with peace and the Holy Spirit, these followers of Jesus spread the gospel through a web of relational networks and saw exponential growth in a very short period of time. Therefore, if we are missionaries by our very nature; if we are in fact a people

sent by Jesus in the power of the Holy Spirit... THEN... to whom and where is God sending us? Consider the United States of America as a new mission field. In their book *Lost in America*, Clegg and Bird state, 'The un-churched population in the US is so extensive that, if it were a nation it would be the 5th most populated nation on the planet after China, the former Soviet Union, India and Brazil. Thus, our un-churched population is the largest mission field in the English speaking world and the 5th largest globally.' What would it look like to partner with our missionary God and our sending Savior in the power of the Spirit to plant new worshipping communities in the largest English speaking mission field in the world? There is an enormous need in post-Christian America to plant new indigenous churches that will participate in the mission of God to reach this new un-reached people group. In addition to post-Christian Westerners, there are non-European, immigrant populations coming to the US in massive numbers. In fact, 90% of immigrants who arrived in the US after 1960 are non-European, from over 150 countries; 52% from Latin America and the Caribbean and 29% from Asia and the Middle East (Hanciles, *Beyond Christendom*).

There is no better way to participate in the mission of God than to plant new indigenous churches. Tim Keller, has said, 'All of our existing churches were at one point created and planted by people responding to the mission of God in the world. Planting churches has always been the best evangelistic strategy and remains so in the 21st century. 60-80% of people who join new churches were previously un-churched or de-churched whereas 80% of people who join established churches come from letters of transfer (Lyle Schaller, in McGavran and Hunter, *Church Growth: Strategies that Work*, p. 100).

If we truly want to reach the post-Christian West and the growing non-Euro immigrant populations, we must create new worshipping communities. Church planting is also one of the greatest ways to renew and revitalize existing and established churches because it connects those congregations to the mission of God in their neighborhoods, while fanning into flame the missional Spirit of God in the local congregation.

That excitement washes back into the life of the established church.

The planting of new worshipping communities will require fresh and innovative strategies and partnerships within our presbytery. We will likely not be parachuting into strategically predetermined neighborhoods with highly equipped and skilled pastors with an agenda. Rather, together we will be looking and listening for the wind of Spirit blowing and seeking to hoist our sails into that gust of God's Spirit. We will be identifying together emerging indigenous leaders in our churches, seminaries, and neighborhoods who are evangelists and apostles already at work building community and then asking one another how the Presbytery of Cayuga-Syracuse can come alongside the work of God in our midst. This missional leadership is about being prayerful, present, watchful, and attentive. It will necessitate adaptive and discerning leadership, attentive to the rumblings of God in our church and in our neighborhoods. This will require a true missional and connectional spirit among all our churches, together seeking the peace of our neighborhoods. It will require us to let Christ build the church while we make disciples and see more heaven on earth as Christ's kingdom comes near through his sent ones, the Presbytery of Cayuga-Syracuse, participating in the mission of God.

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A New Worshipping Community is...

Brief Definition

• New

Y Seeking to make and form new disciples of Jesus Christ Y

Taking on varied forms of church for our changing culture

Worshipping

Y Gathered by the Spirit to meet Jesus Christ in Word and Sacrament Y Sent by the Spirit
to join God's mission for the transformation of the world • Community

Y Practicing mutual care and accountability Y Developing
sustainability in leadership and finances

Long Definition

• New

Y Taking on varied forms of church for our changing culture

Living out the Gospel demands ministry which engages today's cultures (John 1:14). New ways of joining Christians together for contextual ministry will use current and historic ways of "being church" as springboards for creative innovation (Matt 9:17). Y Seeking to make and form new disciples of Jesus Christ

Not/Cs witness in word and deed (1 John 3:18), continuing Jesus' own mission of discipling, feeding, teaching, healing, welcoming, crossing boundaries, and proclaiming God's coming realm. If/ose with new and renewed faith join the Spirit's transforming work in the world. • Worshipping

Y Gathered by the Spirit to meet Jesus Christ in Word and Sacrament

We seek to hear, come to believe, and are equipped to live the promises of God revealed in the scriptures of the AH and New Testaments. NWCs welcome new members of the body of Christ (1 Cor 12:27) through Baptism and are nourished by Christ's spiritual presence in the Lord's Supper.

Y Sent by the Spirit to join God's mission for the transformation of the world

The Spirit impels us outward, so that worshipers participate in the redemption of the world in Christ (Col 1:24).

Therefore, the primary beneficiaries of the NWC are not its own members, but rather its community and world.

Community

Y Practicing mutual care and accountability

We commrt ourselvesto lave one anather (John 13:34) in relationships of mutual care and accountability, as faithfuldrcerples of the Lord Jesus Christ. Entrusting ourselyes and the church to the Holy Spirit, we seek to grow to maturity in faith and life. Y Developing sustainability in leadership and finances

As distinct yet connected expressions of the body of Christ, NtVCs have local leadership arising from their own communrty of faith {Exadus 18:21). Pastaral leadership, facilities, and programs are all appropriately structured in orderto demonstrate good and faithful stewardship.

Responding to Chrisf,s gift and call, we do all these things only by God's grace, seeking-above all else*to

glorify God through Jesus Christ in the power of the Holy Spirit.

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The Syracuse (NWCC) vision is will of that the unite the New in churches their Worshipping dedication

of the Communities Presbytery to living out of Commission Cayuga the Lord,s - Great passion

Commission. to share the At good the news core of of that Jesus commitment in word and is deed a and to start new worshipping communities. These new communities will introduce people to the saving love of Jesus Christ, encourage them to put their trust in Jesus as Savior and another Lord, and and participate stimulate in their God's growth work as disciples who love one Worshipping in the world. This

Communities. vision will connect with the denominational initiative, 1001 New The itself ' NWCC

intends to lead the Presbytery of cayuga - Syracuse to rededicate to the work of starting new worshipping communities. NWCC will work to: growth, Cultivate dependency among the churches on the Spirit, of the

and presbytery risktaking a missional climate which values ' Advocate worshipping in the communities

presbytery during for the their dedication start-up of period financial resources to assist new ' Seek the

Holy Spirit in discovering new immigrant groups and other potential opportunities for starting new

worshipping communities † Work finance with new worshipping communities to become sustainable in

leadership and † † start communities Help 1001 churches new or gain worshipping partnering a desire

with communities, to participate others to support by in the planting denominational commitment new

worshipping new worshipping communitiee to Recruit at least four congregational partners for each new

worshipping community worshipping Identify and nurture communities evangelists and nurturing and

pastors their who growth have a vision for starting new † Start an average of one new worshipping

community each year

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discerned to and in Each Others a process the particular NWC may reasoning by the will come the individual person emerge NWCC. behind from and in with the Whatever the different place need a desire

sense in to ways. question the put to of initiate case a call Some NWC to to special a a discern in with particular particular a come particular care the and from NWC. place genuine attention location a or move

people nature thatls of will the of group. be the Spirit taken call . Person; group Upon coming that will

to include the NWCC a church will begin planting to assessment engage in a discernment weekend. They

process will also

with the 6

have a mentor from the commission to help understand the nature of what is call and what is our

own desire/preference. – Place

The sense of call to a particular place is an important consideration in starting a NWC.

When identifying a place special consideration will be taken in discerning why that place has emerged as a possible landing place for the NWC. This will include taking time to get to know the community, it's people, it's businesses, and it's already existent churches.

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In order to carry out its vision, each new worshipping community will hold the following core

values:

- New worshipping communities have as their chief purpose the development of new disciples of Christ
- A new worshipping community offers a ministry that is shaped to reach a particular community
- A new worshipping community offers vibrant, culturally relevant worship experiences
- The participants in a new worshipping communities continue to grow spiritually and numerically each year
- Both the pastor and the new worshipping community participants are actively engaged in ministry within the community
- The new worshipping community provides a variety of opportunities for discipleship and leadership development
- New worshipping communities will become sustainable and propagating
- New worshipping communities are connected with the wider church through a

congregation or presbytery in a relationship that includes care and accountability

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Getting started: The Leadership Team uses Staffing New Worshipping Communities, a discernment process of the PCUSA, to develop an identity statement, identify a target community, and establish a mission plan. See <https://fuiww.presbyterianmission.org/wp-content/uploads/starting-new-worshipping-communities-discernment-booklet.pdf> The NWC will work to meet the definition of a new worshipping community on p. 5 of this manual. By the end of its first full year of gathering, a new worshipping community will show:

1. Oversight

- Monthly meetings of the Task Force . Regular meetings of a financial team, accountable to the Task Force . Leadership group which meets regularly for prayer and planning . New benchmarks for year two

2. Sustainability

- A disciple-making strategy which includes Bible study, prayer, Christian community, worship, and stewardship, with target dates for implementation . At least 75% of participants actively engaged in ministry through use of their time and talent . Active engagement in the local community . A stewardship design which emphasizes generous giving and financial sustainability . Participants support 25% of the church's budget . Partnerships with at least 2 congregations

3. Outreach

· An outreach strategy conducted by leader and participants which includes reaching out monthly through e-mails, mail, and advertising, and direct personal connection. The number of people participating in the life of the community adequate to sustain the ministry, and the number of participants continuing to grow 1A0/o of the community giving directed toward mission, including support of Presbytery of Cayuga-Syracuse Shared Benevolence. A visibility strategy developed and implemented. Appropriate mission opportunities/events in the community

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This is a g3lpplg covenant. An actual covenant will be developed in conversation between the NWC Commiesion and the leaderc of a New Worshipping Community.

This covenant is between Presbytery of Cayuga-Syracuse (through the NWC Commission) and (name of new worshipping community).

The Presbytery of Cayuga - Syracuse (through the NewllUorshipping Community Gommission) will:

Provide some funding for the NWC for a period of up to five years in varying amounts. Provide Orientation and

training with the NWC Manualof the Presbytery of Cayuga - Syracuse. Support the NWC in requesting funds

from the synod and GeneralAssembly. Act as session for the NWC until such time as the NWC is ready to

become an organized congregation. Provide training opportunities for leaders. Engage a coach through the 1001

coaching program. Encourage congregations of the Presbytery of Cayuga - Syracuse to develop partnerships with

the NWC . Participate in the development of a task form for each NWC, providing at least one commission members to serve as members of the Task Force . Provide payroll services for the staff of the NWC until the congregation is organized or until such time as the new worshipping community is prepared to assume that responsibility . Maintain and administer the portion of the income that covers staff salaries . Hold appropriate liability insurance for the NWC . Authorize and supply leadership if necessary for the administration of sacraments . Make decisions regarding geographical area and schedule for NWC starts . Appoint NWC pastors and evangelists . Approve hiring of non-ordained staff . Approve NWC budgets . Provide general oversight for all NWCs and task forces . Provide Financial training on how to develop a budget and create budget reports. (put examples in this manual) . Pray for the NWC The Task Force will: . Consist of 4-6 members of which at least 1 are representatives of the NWC commission and the remainders are members of the worshipping community. The organizing pastor or evangelist will serve as a member. . Operate under the authority of the NWC commission . Meet on a regular schedule . Provide leadership until the NWC becomes organized as a congregation . Participate in the Staffing New Worshipping Communities discernment process . Work with a coach appointed by the NWC commission . Develop an identity statement and a strategy for the new worshipping community using Sfarfihg New Worshipping Communities as the guide , Develop an evangelism strategy to be conducted by the NWC which includes reaching out monthly through e-mails, mailings, and advertising, and through direct,

personal connection . Provide quarterly reports of attendance, finances, and mission to the NWC
Commission

. Initiate grant applications to synod, PMA, and other sources of support
Provide prayer support and spiritual leadership for the NWC Work with the NWC leader(s) to
recommend hiring of non-ordained staff Work with the NWC leader(s), provide for the
evaluation of the staff Recommend observances of sacraments to the NWC commission Submit
an annual budget proposal and progress report to the NWC commission With the NWC
leader(s), administer the budget approved by the NWC commission Recommend an appropriate
time for organizing as a congregation Develop and implement a plan for visibility and marketing
Offer leadership development opportunities for the NWC Disband when the NWC becomes an
organized congregation/fellowship

The . . . New Work Reach Engage Worshipping toward out the to community becoming
un-churched Community through sustainable and will: dechurched evangelism in leadership and
people, service and inviting finance them into relationship

. with Jesus Christ Participate month through in an e-mails, evangelism mailings, program and
which advertising, includes and reaching at least at least 25 people 100 people through per
. . . direct, personal connection Appoint a treasurer Submit an annual budget proposal and
the monthly NWC report to the NWCC. Provide vibrant, contextual worship experiences Offer a
disciple-making process that includes Bible study, prayer, Christian community, and
stewardship Offer discipleship opportunities for adults, children, and youth Participate in a
stewardship design emphasizing on time, talent and treasures Evaluate and revise the

community's mission every three years Consist of participants who are actively involved in ministry Consist of participants who develop transformative relationships with Jesus Christ

The NWC Attend Administer Workwith Attend Attend Cultivate Meet

Provide leade(s) with the annual at pastoral excellence least the NWCC "Discerning sacraments will: task ethics one oversight to force training develop in seminar your Missional as authorized as event leadership the at prescribed the Leadership'weekend NWC per Presbytery year by of the by worship, the NWC of Book Cayuga Commission stewardship, of within Order - Syracuse the (PCUSA) discipleship, first year outreach, and mission

Signatures:

NWC Leaders(s) Date

Date

Task Force Chair

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NWC Commission Member

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Each New Worshipping Community is different. The order in which the activities are caried out may vary. These are guidelines rather than a recipe for starting new worshipping communities. This strategy as\$umes that groups will be using the \$tarting New Worshipping Communities resour@ from PCU\$A: htos:/lwww.nresbvtarianmission.oro/wo-contenUploads/startino-new-worshiofino-communitiessdiscernment-booklet.pdf

Who will do it? Potential NWC leader, discernment group, partner congregation, or

NWC Commission Resource: TaskOne, Sk,rtingNewWorshippingCommunities(pp.5-16)

Outcome: "lidentity Statemenf PROCESS: Gather a discernment group that will commit to meeting weekly for

Bible study, prayer, and discernment using Sturting New Wo rsh i ppi ng Co m m u n i t i e s: https://w\$

r::ilx"J:i, n,he proce\$s . Covenant with a NWC coach (coordinated by NWCC) . Explore

the definition of "new worshipping community' (p. 4 of this manual)

Write an "Identity Statement"
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Who will do **it?** Discernment Group with support from NWC Commission

Resource: Task Two, Starting New Worshipping Communities (pp.17-36) **Outcome:** Vision

Statement **Process:** a

Resource:

Outcome:

Process:

Continue to meet weekly for prayer and discernment

Consult with the NWC commission

Explore demographics of target neighborhoods

Conduct site visits

Identify a prospective community and or neighborhood for NWC

Meet with leaders of neighboring churches

Commit to worshipping at least one time in those churches.

Consult with the Presbytery of Cayuga - Syracuse branch ministers to learn about other outreach activities are going on in the community

Write a statement identifying the particular people/community God is calling you to reach

Conduct a site visit with coach

Who will do **it?** Discernment Group with support from NWC Commission

Task Three, Starting New Worshipping Communities (pp. 37-44)

Analysis of experiments you have tried; creation of Task Force

Brainstorm some possibilities for ministry among the people God has given you to reach

Try some new things (link to recipe cards)

Evaluate the activities you have tried

Meet with the NWC Commission

Form a Task Force that includes 2 members of the NWC Commission, and set a monthly meeting schedule

Identify and meet with potential partner congregations

Apply for a Seed Grant, if appropriate

13

Who will do **it?** Task Force with support from NWC Commission

Resource:

Task 4, Starting New Worshipping Communities (pp, 45-58)

Outcome:

Key leader identification **Process:** Consult with the NWC Commission

Define the missionary gifts needed to carry out the mission

Research competencies for successful church planters

Identify pastor or other appropriate spiritual leader to be the point leader of the NWC

Secure other leaders, including staff if appropriate

Enroll prospective leaders in a "Discerning Missional Leadership" assessment_ <http://www.prebymission.org/ministries/1001-2/assessment/>

Who will do it?

Resource:

Outcomes:

Process:

NWC, Leader(s), and NWC Commission

Task 5, Starting New Worshipping Communities (pp. 59-74)

Statement of core values; identification of key behaviors of community; plan for engaging people and

making disciples; strategy for financial sustainability; benchmarks for assessing the ministry

. . . Meet with NWC Commission Develop a strategy for carrying out your vision Develop a budget

and a plan for financial sustainability Decide when/how worship will be introduced or expanded Propose a

strategy for making disciples Make plans to grow in your relationship with your neighbors Decide on a

location and rhythm for community gatherings Review year 1 Benchmarks (see Benchmarks of this

manual) Apply for an Investment Grant if appropriate

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Who will do **it?** Presbytery and new congregation

Resource: p. 15 of this manual

Outcomes: Organized congregation; called and installed pastor (if appropriate);

called and installed elders; incorporation **Process:** Not every NWC will decide to seek organization as a congregation.

This involves a discernment process that includes the new worshipping community, partner

congregation, and presbytery. **1'ffi3 1t 1ft**

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- Carefully examine the guideline on p. 15 of this manual .

Apply for Growth Grant if appropriate

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1. NWC has been worshipping regularly for at least 1 year. 2. The number of people participating in the life of the community is adequate to sustain 75% of the budget. This number has been sustained for a year. 3. Organizing pastor (or other spiritual leader) has been in place for at least 1 year. 4.

Potential elders have been trained in leadership and church governance. 5. Task force meets regularly and, with the pastor, effectively provides spiritual, financial, and strategic leadership for the community.

6. Vision has been effectively communicated to the community. 7. Community membership

qualifications and processes have been developed. 8. Community holds appropriate liability insurance.

9. Financial procedures are in place and operating effectively with appropriate accountability and ownership. (form to be designed) 10. Pastor/leader has received ethical training by the presbytery. Background checks for all leaders have been completed. 11. 10% of community giving is directed to mission. 12. Community is incorporated as a non-profit organization. 13. NWC shows evidence of consistently setting and reaching benchmarks. 14. Bylaws have been approved by the Task Force. 15. PIN number has been obtained from PCUSA. 16. Plan of union (for union congregations) has been approved by governing bodies. 17. Congregation has elected officers. 18. Congregation has obtained EIN# from IRS using form SS-4, Application for Employer Identification Number 19. Pastor has been called by the congregation (if appropriate); call forms are signed; the pastoral call has been approved by presbytery.

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Members of the NWC Commission serving on NWC Task Forces: **1.** Will be the primary representatives of the Presbytery of Cayuga - Syracuse on the Task Force **2.** Will attend Task Force meetings as voting members **3.** Will attend worship services and other programs of the NWC when possible **4.** Will stay up-to-date on NWC strategy through attending training events and reading relevant articles **5.** Will take an active role helping the Task Force develop NWC strategies that reflect current NWC principles **6.** Will pray regularly for the NWC **7.** Will report to the NWC Commission at each commission meeting **B.** Will assure that the NWC provides financial, attendance, and mission reports to the commission at least quarterly **9.** Will annually assure that covenant and revised and benchmarks and that progress are developed, toward adopted, the meeting

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benchmarks is regularly evaluated

Stated Minutes of the Presbytery of Cayuga-Syracuse
 Meeting November 3, 2018 United Church of Fayetteville, New York
 Appendix A- Leadership Team Report Item A-21- Page 1 of 8

**SUMMARY OF CAYUGA-SYRACUSE
 PRESBYTERY FINANCES as of Sept 30, 2018**

Prepared for November 3, 2018 Presbytery Meeting by Gordie Howard (Treasurer)

- 1. OUTSTANDING DEBTS.** The Presbytery has no long term debts.
- 2. ANNUAL OPERATING BUDGET.** The annual operating budget of the Presbytery for 2018 is about \$156,000. That includes about \$47,000 in per capita that must be paid to General Assembly and the Synod. The Presbytery per capita rate for 2018 is 835.22.
- 3. PERMANENTLY RESTRICTED FUNDS,** The Presbytery has \$24,000 (gift from Fay Giddings) that is permanently restricted and must be used to support clergy education.
- 4. OUTSTANDING LOANS.** The Presbytery has loaned \$30,000 to Auburn First Presbyterian Church. The balance is \$16,741.
- 5. NET ASSETS.** Benevolent Care Fund (To Support Elderly) \$194,470 **b. c.** Fay Endowment

Giddings Fund (Clergy (Supports Education) Annual Budget) \$ 46,439 \$553,518 d. Care Fund (Clergy Support)

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The Presbytery also has a MISSION INITIATIVES FUND of about \$407,000 which is permanently under the control of the Presbyterian Foundation that periodically provides income to the Presbytery for mission initiatives. The income from this fund is expected to be about \$16,500 per year.

Most of the ENDOWMENT FUND is invested to generate income to be used to reduce per capita required for the annual budget. In 2018, the Presbytery plans to use about \$29,000 from the Endowment Fund to support the annual budget.

INVESTMENTS. The Presbytery has about \$672,000 invested almost equally between Vanguard index funds and Presbyterian Foundation Permanent Fund (can be used by Presbytery if needed). These funds are a part of, not in addition to, the net assets shown in item 5.

Presbytery of Cayuga-Syracuse Per Capita Report

September 2018
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Minutes of the Presbyery of Cayuga-Syracuse Stated Meeting November 3, 2018 Appendix A - Leadership Team

Report Item R-1 Minimum Pastoral Compensation for Cayuga Syracuse for 2019

Installed **Pastor:** Total Effective Salary \$4e879 (increase of 3.0% (\$f,+SZ1 from 2018)

\$3a,9ts = Cash Salary

\$t4,964 = Manse Fair Rental Value Medical Dues 25.0% of ES Pension and

D&D X2% ol ES

Continuing Education SgoO plus 2 weeks Vacation 4 weeks Mileage IRS reimbursement rate

Pulpit **Supply:** One Service \$130 plus mileage Two Services \$200 plus mileage

Moderator: \$SO plus mileage

Commissioned lay **Pastor**: 75% of Pastor Effective Salary

Certified Christian **Educator**: 85% of Pastor Effective Salary

Recommendations for Pastoral and Administrative Services: mileage at current IRS rate per visit or occasion, plus \$50 per pastoral visit and \$25/hour for administrative task assigned by the Session.

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Minutes of the Presbytery of Cayuga-Syracuse
United Church of Fayetteville, New York
Stated Meeting November 3, 2018
Appendix B, page 1

From:

Report on the 2018 Assembly of the Synod
September 21-22, 2018

ited Meeting November 3, 2018 Rev.

To:

"Do not think that in the king's palace you will escape any more than all the other Jews. For if you keep silence at such a time as this, relief and deliverance will rise for the Jews from another quarter, but you and your father's family will perish. Who knows? Perhaps you have come to royal dignity for just such a time as this."

That of course, is from Esther 4, in which Mordecai sends word to his younger cousin that, as queen, she must intervene with her husband to stop the planned genocide of her people. "For Such a Time as This" was the theme of the Assembly. In her sermon, Rev. Dr. Diane Moffett also included the verses right after, in which Esther asks that the Jews fast and pray for three days. And then, in 5:1, "On the third day Esther put on her royal robes and stood in the inner court of the king's palace, opposite the king's hall." "On the third day," with all of the resurrection themes it carries. On the third day, where are we with the justice and peace we're called to? Where are we with the justice and peace only found in Christ? (Okay, I'm paraphrasing a bit!)

Stated Clerk Nancy Talbot spoke of synod refocusing, stressing on government less and on mission more. She mentioned the recurring question of the usefulness of synods. With the idea of less focus on government, that doesn't mean tossing polity out the window, The point is to still observe the Book of Order, but do it in more creative ways.

A special highlight was the presentation of a document prepared by a group of young ministry leaders entitled, appropriately enough, "A Confession for Such a Time as This." It has quite a strident tone in its examination of matters like racism, xenophobia, corporate capitalism, among other things. Some objected to the tone, but I was reminded of the Barmen Declaration, which has a bit of a strident tone itself. Over and over we hear, "We reject the false doctrine."

We approved the synod budget. I must confess, for me, staring at lengthy budgets is almost an

exercise in futility. (For my wife Banu and for Bernie Epperson, my companion in Albany, it's a different matter!)

Other events included a report from the Puerto Rico Partnership Taskforce, one by the Presbyterian Women Synod of the Northeast, and the commissioning during the closing worship service of Moderator Elect Leslie Latham, and recommissioning of current Leader Harold Delhagen and Stated Clerk Nancy Talbot.

Stated Minutes of the Presbytery of Cayuga-Syracuse

Meeting November 3, 2018 United Church of Fayetteville, New York

Appendix B, page 2

But that closing worship service! As with Bernie, it was the closing worship service, featuring the choir from Valley Stream Presbyterian Church from Long Island. This white guy was once again introduced to the tradition. I was moved by their performance deep well of the African-American spiritual

of Hezekiah Walker's "I Need You to Survive." As I told our congregation when I gave my report (and included in a sermon), it was the third verse that especially struck me:

"I pray for you, you pray for me. / I love you, I need you to survive. / I won't harm you with words from my mouth. / I love you, I need you to survive." As I summed it up in my blog post (on zebraview.net!), we were "assembled to survive."

I won't harm you with words from my mouth. I love you; I need you to survive. For me, that sums up my experience at the 2018 Assembly of the Synod of the Northeast in Albany, New York.

Rev. James Moore Auburn - First

Minutes of the Presbytery of Cayuga-Syracuse
United Church of Fayetteville, New York

Stated Meeting November 3, 2018
Appendix C, paBe 1

Report on the 2018 Assembly of the Synod of the Northeast Sept.
21-22,2018

To: Presbytery of Cayuga-Syracuse, Stated Meeting November 3,2018

From: RE Bernie Epperson (Chittenango)

I was blessed to be chosen to be a delegate from the Presbytery of Cayuga-Syracuse to the 2018 Assembly of the Synod of the Northeast on Sept. 21-22,2018. The assembly was held at the Desmond Hotel and Conference Center in Albany NY.

I attended the New Commissioner Orientation meeting at 11 am on my first day. There I learned

that the Assembly is held every two years, and that other committees, such as Missions and Personal, meet more frequently so that the Assembly isn't encumbered with their business. This meeting also instructed us on the mechanics of the assembly.

After lunch the first day of the assembly began. The assembly is organized as a worship service and the different topics brought under these headings. The title of the Assembly was 'for such a time as this' from the book of Esther, where she is reminded that she had obtained her position 'for such a time as this' in order to rescue her people from extermination. After our welcome, greetings and approval of the agenda we were blessed by a worship service led by the Rev. Diane Givens Moffett. The topic of Rev. Moffett's sermon was Racial Injustice, which was the theme of the Assembly. Rev. Moffett reviewed the great problems that the world faces today and the work that the church is doing to stand against this injustice. She spoke of the march that was done at the national convention and how they collected thousands of dollars to make bail for the poor who couldn't afford it. The Missional Purpose of the Synod reflects the themes presented to us, and I have included a copy of the Missional Purpose in my report.

After the service, Jacinth Hanson was installed as Synod Moderator in a short service, and we shared communion. Then we were presented with a Confession for Such a Time as This by the Young Adult Advisory Delegates (YAADS). This statement mixed confession with a very firm stand on current social justice issues. After the confession was read, we broke up into small groups with our neighbors to discuss it. I enjoyed this very much since I got to meet some very nice people and we had an excellent discussion about the document. The groups were able to share some of their ideas with the entire assembly.

We then received verbal reports from different groups. On Sept. 20 there had been a Crossroads Anti-Racism Training event, and we heard a report from some of the participants. We heard from a Synod Networker and from the Early Ministry Institute (EMI) which supports new pastors. We were introduced to the budget for 2019-20, reports from the Committee on Representation (COR), the Puerto Rico Partnership Task Force, Young Ministry Leaders and

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Mission Coordinators. By then it was past time for dinner and the meeting was adjourned. After dinner there was a fellowship reception which I attended.

The next day we elected our Synod Moderator, Stated Clerk, Treasurer and members of the Presbyterian Justice Committee. There was some concern that there would be a strong minority representation on this committee. The budget was then passed. It was noted that the Synod had decided to keep the per capita rate

at \$4.10 in order to minimize the stress placed on smaller In new churches business and the presbyteries.

YAADS proposed The deficit sending in the the budget Confession will be for made Such up a using Time reserves. as This to the Presbyteries as an accepted statement of the Synod. This prompted much debate as some people believed that the language was too harsh and others thought that it must be sent as written in

order to make a strong statement as to our values. An attempt to send the Confession to committee was defeated. It was finally decided to send the Confession to the Presbyteries as it was for their examination, so you will be receiving a copy of it with the original wording. After this there was some debate on fossil fuels and our need to divest our holding from companies that dealt with them. The financial officers of the Synod assured us this would be completed. Then two workers who were retiring were honored with gifts. The Assembly ended with a wonderful gospel choir who came and led us in worship. This was the Valley Stream Inspirational Community Choir and they were outstanding. For me, this was the highlight of the Assembly, since we held hands and sang to each other, and it was such a blessing to see everyone in one accord; this was a great bonding moment for me. I could see how much we all loved the Lord and rejoiced to serve him; for me, the meeting couldn't have ended better.

In conclusion, this was an excellent experience for me and I was very glad to have attended. It is very encouraging to me to see how hard the Synod is working in the world to show the love of God. We are not hiding from the challenges of the world but are facing them, and these are people who truly love the Lord and want to do all they can for him. Thank you so much for sending me.

Bernie Epperson, Ruling Elder Chittenango