

**Special Meeting of the Presbytery of Cayuga-Syracuse
Pebble Hill Presbyterian Church
September 10, 2013 5:30 p.m.**

This Special Meeting of the Presbytery of Cayuga-Syracuse has been called for the following purposes:

- 1. To receive the report of the Search Committee for a Stated Clerk/Communicator. The presbytery will be asked to receive, elect, and approve the call and employment agreement of the candidate.*
- 2. To approve a recommendation for the minimum terms of call for pastors for 2014.*

No other business can come before this meeting.

The Presbytery gathered in the Sanctuary of the Pebble Hill Presbyterian Church. Presbytery was constituted with prayer and began with worship led by Vice Moderator Lori Day Anson and Mary Anderson.

The Roll was taken. Those in attendance were:

Teaching Elders (TE): Garrett Anderson, Mary Anderson, Lorrie Day Anson, Denis Doerr, Beth DuBois, Linda Even, Bill Grossman, Stuart Hayes, Craig Lindsey, Roger Martin, Tracie Martin, Andrew McTyre, Sarah McTyre, David Nethercott, Shawn Reyburn, Peter Shidemantle, Patricia Simmons, Virginia Smith, Richard Smith, Debra Thomas, Kathleen Waters, Barbara Wright.

Commissioned Ruling Elders (CRE): Gail Banks, Donna Chapman.

Leadership Team Ruling Elders: Sandra Kreplin, Karen McDonough, Jeff Raner, Sharye Skinner, Charlie Smith, Craig Williams.

Ruling Elders (RE): David Graham, Neil Rotach, Pat Milliman, Ann Wiley, Jean Harshaw, Scott Campbell, Beth Krauss, Deb English, Leslie King, Gordon Howard, Joyce Packard, Thelma Polisse, Karen Wolff, Nancy Wind.

Corresponding Members: Robert Armstrong.

Visitors: Alexander Charles, Margaret Charles, Linda Russell, Caroline Sheffield, Deborah Williams.

Those Teaching Elders excused: Harold Abrams, Edde Arvidson, Lawrence Black, Brigid Boyle, Jon Chapman, Karen Dimon, Thomas Drake, Kathleen Griffin, S. James Hughes, Roger Pohl, Jon Regier, Caroline Simmons, Lester Staton, Steve Thomas, Saunda Thomas, Alcides Torres, Allen Wollenberg.

Total members:	45
Visitors:	5
Total	50

TE Roger Martin, the Acting Stated Clerk, attested that a quorum was present.

Welcome and introduction of visitors, first time elders and newly received Teaching Elders, Richard and Virginia Smith.

The Report of the Stated Clerk/Communicator Search Committee:

Review of search process and introduction of candidate

TE Sarah McTyre, chairperson of the search committee, spoke about how we would move through the meeting.

RE Craig Williams went over the process the committee went through to begin their work, creation of the job description, (communication being very important), contacted the national church about salary range, they then went through numerous recruitment strategy, and shared that the cost of dealing with the search and work of the acting Stated Clerk was about \$18,000 through August 2013. Although they were contacted by a number of impressive candidates, two stood out. They were each brought to the presbytery, were able to meet and speak with a range of people throughout the presbytery. A time of discernment was then engaged in by the committee. Result was the decision to bring the Rev. Steven Plank before the Presbytery

TE S. McTyre shared Rev. Plank's background as a Stated Clerk, which is extensive, and then went through what the communicator will do (a person comfortable in using current and new forms of communication, technology, and social media.)

The Committee on Ministry, following its required process to vet candidates for positions within Cayuga-Syracuse presbytery provided the following recommendations:

The Committee on Ministry moved, seconded and unanimously approved a motion to receive the Rev. Steven W. Plank into the Presbytery of Cayuga-Syracuse from the Presbytery of Missouri River Valley and certify him as in good standing as a Teaching Elder, eligible to serve as Stated Clerk, subject to the election of the presbytery.

Rev. Steven W. Plank was then presented to the presbytery

Questions for the candidate

Several questions were asked concerning the different functions he would fulfill for the presbytery?

He was asked what he saw were the differences between an Executive Presbyter and a Stated Clerk?

How he would use time, being a presence in the presbytery, as communicator?

What did he perceive were needs to the changes that Cayuga Syracuse has made in its style of operation? (He spoke of the courage to move in new directions; however he also noted the continuing sharing of the words trust and communication in listening to many in the presbytery he spoke with).

There being no further questions, Rev. Plank and his wife, Caroline Sheffield, left the meeting.

The Committee moved: To elect the Rev. Steven W. Plank as Stated Clerk/Communicator for the Presbytery of Cayuga-Syracuse, to affirm the terms of the call, and to request his transfer from the Presbytery of Missouri River Valley.

RE Charlie Smith, a member of the search committee, went over the Terms of Call. (This Call is for a 5 year term and begins September 30, 2013.)

Cash Salary	\$34,000
Housing Allowance	\$29,000
Annuity	\$ 2,000
Effective Salary	\$65,000

Social Security Supplement	\$ 4,972.50
*Auto Allowance	\$ 2,400
*Continuing Education	\$ 1,200
*Personal Expenses	\$ 2,400

*These professional expenses will be reimbursed through and account Plan and verified by receipt or voucher.

Vacation	4 weeks
Continuing Education	2 weeks
Full Major Medical, Pension, Death and Disability Benefits coverage under the Board of Pensions.	
Annual review of compensation.	
All usual and customary Moving expenses up to \$10,000	

RE Craig Williams went over the Employment Agreement. (Signed Copy of the Agreement can be found in the Files of the presbytery.)

A time of discussion and questions followed:

Concerns over sections of the Employment Agreement involving termination, and additional compensation through (Supply Preaching)

The Acting Stated Clerk was asked to answer two specific questions:

Could the Leadership Team terminate Rev. Plank? Since the presbytery is responsible for the hiring of the Stated Clerk, the Leadership Team could recommend a termination, but that would need to be voted on by the presbytery.

What if a significant portion of the presbytery voted in the negative? Since the Book of Order makes no provisions for that possibility, it is assumed that the same practice of a pastor with a congregation, and the pastor's discretion to move forward, even if a significant negative vote is cast.

Voting was by ballot with a Totals 31 yes votes, 1 no vote, and 3 abstaining.

The candidate returned following the vote to the singing of the Doxology.

The other piece of business for the meeting came from the Committee on Ministry:

The committee moved the approval the Minimum Terms of Call for 2014. TE Bill Grossman, speaking for the committee, explained that, because the Board of Pensions has increased the Medical portion of the Pension by 2%, the committee recommended that all other figures for Minimum Calls remain the same as 2013. Motion was approved.

The meeting was adjourned with song and a closing prayer by the moderator.

Respectfully submitted,

Rev. Dr. Roger J. Martin, Acting Stated Clerk

(Minutes approved by Presbytery as submitted – May 17, 2014)