

**Leadership Team Report**  
Presbytery of Cayuga-Syracuse Stated Meeting  
February 9, 2019

Since papers distributed for the November 3, 2018 Stated Meeting of the Presbytery, the Leadership Team held meetings on November 29, 2018 and January 24, 2019.

The Leadership Team met on November 29, 2018 at Robinson Elmwood United Church.

Present: Bob Davenport (call in), Linda Even, Lynn Jacques, Mark Kasdorf (call in), Tom Oak, Howard Rose, Linda Russell, Linda Van Buskirk, Nancy Wind

Excused: Karen Green, Gordie Howard (ex officio), Beth DuBois, Banu Moore, Diane Monger

Not present: Rita Hooper (ex officio), Shawn Reyburn (ex officio)

The Leadership Team met on January 24, 2019 at Robinson Elmwood United Church.

Present: Howard Rose, Linda Russell, Nancy Wind, Beth DuBois (call in 6:25pm), Lynn Jacques, Diane Monger, Bob Davenport, Tom Oak, Linda Van Buskirk, Rita Hooper (ex officio)

Excused: Gordie Howard (ex officio), Karen Green, Mark Kasdorf, Banu Moore, Linda Even

Not present: Shawn Reyburn (ex officio)

Actions taken on behalf of the Presbytery on November 3, 2018:

- A-1 Current financial reports as presented by Bob Davenport, Finance & Property Work Group chair, were **received and filed for audit**. [See attached.]
- A-2 Discussed parameters that should be considered in seeking a treasurer to succeed Gordie Howard.
- A-3 **Endorsed** the F&P Work Group suggestion that churches be contacted to gather stories on how they have made use of the Great Commission dollars (\$8,974.00) sent to each church in December 2015.
- A-4 **Approved** the following Benevolent Care grants: Amboy Belle Isle: \$400; Health Tapestry: \$1500; Interfaith Works: \$2000; Presbyterian Manor (Skaneateles): \$2000; Weedsport PC: \$100; Westminster Manor (Auburn): \$2000; Korean Church: no award. Total \$8000.
- A-5 **Approved** a position description for a full-time **“Resource Presbyter”** to serve as a colleague in ministry, facilitate community building, and support the ongoing initiatives of the Presbytery as we continue working with our sister presbyteries in Central New York to discern new possibilities for our missional structure(s). The Team set aside December 6 through December 20, 2018 as an “open comment” period for members of Cayuga-Syracuse before officially posting the position on other sites. [See attached.]
- A-6 **Accepted** an invitation to host to host Jimmie Hawkins, Director of the Office of Public Witness (PCUSA) in early June in conjunction with his visit to Union Presbyterian Church in Endicott (Susquehanna-Valley) for their Bicentennial Celebration on June 9. LT requested the date of Monday, June 10, for proposed events in the afternoon in the Syracuse area and in the evening, with dinner, in Cayuga area. The planning team will consist of Linda Van Buskirk, convener, plus Nancy Wind and Diane Monger.

- A-7 Heard from the Records and Overtures Work Group that they will form a task group to prepare recommendations on the amendments coming from the 223<sup>rd</sup> General Assembly which they will present to presbytery for vote at the February 9, 2019 presbytery meeting. Task group members to include Jill Fandrich, convener, Sandy Sanderson, Diane Monger, Becky Wind, and Shavonn Lynch.
- A-8 Heard from the Ministry Work Group that they are currently working with ten churches in transition.
- A-9 Learned that two pastors from Cayuga-Syracuse attended the Ray Jones pastors retreat on “Missional Discipleship” and that three elders attended the Saturday morning program. Ray Jones is Acting Director: Theology, Formation and Evangelism in the office of Theology and Worship, Presbyterian Mission Agency (PMA).
- A-10 Received news that funding requests from the Korean Church and Morrisville Community Church for use of PMA restricted funds were denied by PMA due to insufficient money in the applicable GA funds.

Actions taken on behalf of the Presbytery on January 24, 2019:

- A-11 Received the report of the Finance and Property Work Group. 91% of 2018 per capita has been received; a new computer was purchased for the bookkeeper’s office and the cost is being split with Susquehanna Valley; and our current treasurer will continue his service through the audit review of the 2018 financials. Financial reports on per capita, the budget through 12-31-18, and a statement of financial position by fund were distributed for review. Reports will be **filed for audit**. [See attachments.]
- A-12 A letter from F&P chair, Bob Davenport, proposing new terms for the outstanding balance (\$16,740.79) of Auburn-First’s loan from presbytery was reviewed and **approved**.
- A-13 Tom Oak gave a report on the CNY Missional Structures Working Group. The four CNY Presbyteries (Northern New York, Utica, Cayuga-Syracuse and Susquehanna Valley) are working together to envision and “think outside the box” regarding new forms and structures of the presbyteries moving forward. Moderator Reyburn is contacting persons to identify 2-3 who will represent our presbytery and serve in this new CNY working group. Teaching elder Jenna Heery (at-large) has agreed to serve and Tom Oak will participate as a resource person for this working group.
- A-14 **Approved** the Ministry Work Group (MWG) recommendation that the “Negotiating a Dissolution Agreement” portion of Section 2-D, Appendix A (pages 59-60) of the COM/MWG Manual be amended as presented in the attachment to the docket mailing. [See attachment.]
- A-15 **Approved the** MWG recommendation that Teaching Elders Lorrie Cooney and Lorrie Day Anson be appointed as Co-chairs of the MWG for 2019.
- A-16 **Approved** the MWG recommendation that going forward this work group be known as the “COM Work Group” in order to facilitate communications with other councils and entities in the church which routinely continue to use the “COM” language.
- A-17 Received reports from the MWG on actions they took that must be reported to the Leadership Team and to Presbytery. As commissioned at the November 3, 2018 presbytery meeting, the MWG approved the following actions:
  - Terms of Call for Rev. Stephanie Weaver, Robinson Elmwood United, beginning February 1, 2019. [See attached.]

- A temporary supply pastor agreement between Scipioville and Rev. Pam Gnagy for service January 25, 2019 through May 1, 2019. [See attached.]
  - A one-year temporary supply pastor agreement between Chittenango and Pastor Charles Vollmer beginning January 1, 2019. [See attached.]
- A-18 MWG reported plans to remind all churches of their obligation to establish a child/youth protection policy, to provide examples for those who still need to create their policy, and to instruct all churches to send their policy to presbytery c/o [lkruss@aol.com](mailto:lkruss@aol.com) for the presbytery files.
- A-19 MWG reported that at the request of LT chair Linda Russell, they have identified three persons (TE Ginny Smith, TE Lorrie Cooney and RE Charles Albee) to assist in reviewing the COM/MWG paper files in the presbytery's store room at 5811 Heritage Landing Drive, Syracuse, NY.
- A-20 MWG requested docket time at the February 9 presbytery meeting to talk about their church liaison plans.
- A-21 MWG reported plans to remind churches that they are obligated by New York State to establish a sexual harassment policy and to ensure that all church employees receive sexual harassment training by October 2019. This reminder, along with links to documents and resources, will be communicated to churches and pastors via the presbytery newsletters and will also be posted on the presbytery website.
- A-22 MWG is working with the following churches in transition: Baldwinsville, Fulton, Morrisville, Marcellus, Oswego, Scipioville, Skaneateles, and Syracuse-Westminster.
- A-23 MWG reported that MissionInsite (purchased in 2018 for \$1600) is being utilized by 14 churches plus Isaiah's Table. A report by TE Scott Cupp, Presbytery Administrator for MissionInsite, was distributed with the docket mailing. [See attachment.]
- A-24 **Approved** sending presbytery's PJC commissioners to a CNY Permanent Judicial Commissioner training event to be held in conjunction with Susquehanna Valley and Utica presbyteries, at United Presbyterian Church in Cortland on January 31, 2019 which will be led by Flor N. Vélez-Díaz, manager of judicial process in the Office of the General Assembly. Costs of \$20/person plus one-third of hotel and meals for Ms. Velez-Diaz to come from the Leadership Development budget line. PJC members from Cayuga-Syracuse include Roger Dilmore (Auburn-Westminster), Tina Casella (Fulton), Mary Anderson (Weedsport), Craig Williams (Park Central), James Moore (Auburn-First), Lorrie Cooney (Parish-New Hope) and Neil Rotach (King Ferry).
- A-25 **Approved** sending to Presbytery for their vote on February 9, 2019 recommendations from the Records and Overture WG task group (RE Jill Fandrich, Rev. Diane Monger, RE Becky Wind and Shavonn Lynch (TSAD)) on the proposed amendments coming from the 223<sup>rd</sup> General Assembly. Recommendations were "affirmative" for all the amendments except for 18-C for which they recommended voting "negative." [See attached summary document.]
- A-26 Received reports from RE Linda Van Buskirk and Rev. Banu Moore on their recent experiences as **Exam Readers for ordination exams**. Both expressed the opinion that candidates were generally not well prepared for the exams, and not well prepared for beginning ministry.
- A-27 LT Chair Linda Russell expressed concerns about the search for a regular Stated Clerk for Cayuga-Syracuse, citing the need to reexamine expectations of a 10-hour position and/or the need to be willing to finance a more robust position. In

the meantime, the LT Chair is still receiving assistance from the Stated Clerks of Synod and our sister presbyteries.

- A-28 LT Chair expressed concerns about identifying presbytery leadership going forward. It was noted that there is currently an imbalance in LT membership and a need to identify more pastors to serve on the LT. A robust discussion followed on the value of staggered terms for presbytery officers to ensure some continuity of presbytery experience, the value of having LT officers having some LT experience before assuming the office, the composition of the Leadership Team, term limits for LT members, how and when to elect LT officers, and a variety of steps forward which would require changes to the by-laws and/or standing rules. Following discussion, it was moved, seconded and **voted approved** to bring the **recommendations R-1 and R-2** to the February 9 presbytery meeting:
- A-29 Heard from Nominating Committee Chair, Donna Hunt, that the committee needs assistance and current Leadership Team members were strongly encouraged to help identify nominees for election to the LT classes of 2021 and 2022.

### **Recommendations to Presbytery from the Leadership Team:**

- R-1 That Standing Rule 2.03 remain as written:  
“The Moderator of Presbytery shall be elected for a two (2) year term, without renewal, and shall have authority and responsibilities according to G-3.0104; shall be a member of the Leadership Team without Vote; and shall have responsibility to speak on behalf of the Presbytery.”

And that Standing Rule 2.04 be amended to read as follows:

“The Vice Moderator of Presbytery shall be elected for a two (2) year term, without renewal, ~~concurrent with the Moderator of Presbytery~~ **and which shall not run concurrent with the Moderator.** In the absence or at the request of the Moderator of Presbytery, the Vice Moderator may discharge any or all of the functions of the Moderator.

#### Rationale:

Staggered terms for presbytery officers will help ensure some continuity of presbytery experience while still embracing new gifts and talents.

- R-2 That Article VI of the Bylaws be amended as follows to allow for members of the Leadership Team to be elected to two successive three-year terms:

The Leadership Team of the Presbytery is what has at various times been described as “The Council, The General Council, The Executive Committee, etc.” The Leadership Team shall consist of 15 individuals, each of whom shall be a member of one of our churches or of the Presbytery, and who shall be elected for a three (3) year term, **and who shall be eligible for reelection to a second three-year term up to six consecutive years of service, after which they shall be ineligible for election to the Leadership Team for a period of one year. In the case of an individual elected to fill out parts of multiple terms, the maximum number of consecutive years of service shall be six years followed by a year of ineligibility.** ~~without possibility for immediate renewal with the~~

~~exception that under extenuating circumstances, should Presbytery deem it necessary or prudent, Presbytery may vote to extend the term of an officer for up to one additional year. In addition,~~ One member, between the ages of 16 and 21 inclusive, shall be elected by the Leadership Team, upon nomination by the appropriate Work Group, to serve for a period of one (1) year. Following the example of the particular churches, the Leadership Team shall serve as “session” and “trustees” of Presbytery. The Leadership Team members are therefore elected to serve with all responsibility as The Trustees of the Presbytery. Only such members who are of the age of majority as defined by the State of New York may vote on corporate matters as a Trustee. In all other business before the Leadership Team, they serve as full members. ***Under extenuating circumstances, should Presbytery deem it necessary or prudent, Presbytery may vote to extend the term of an officer for up to one additional year.***

The Presbytery Moderator, Vice Moderator, Stated Clerk, and Treasurer shall be ex officio members of the Leadership Team, with Voice and without Vote.

Rationale:

The three-year restriction on its members poses a serious obstacle to the smooth functioning of the Leadership Team. Work of the presbytery is not simple. By restricting membership on the Leadership Team to three years, the presbytery is by default condemning itself to relatively inexperienced leaders. The restriction also limits the capacity of truly committed members to serve the presbytery by serving on the Leadership Team. The traditional Presbyterian way of renewable three-year terms followed by one year of ineligibility has proven to be functional for the majority of Presbyterian churches.

Furthermore, the three-year restriction seems to express doubt regarding the honor and probity of Leadership Team members, which is offensive in view of the Theological and Operating Principles enumerated at the beginning of our bylaws, particularly the points listed under item 5 on page 2. Item 5 states: “This new creation **depends on** a) trust among ourselves; b) responsible behavior; c) encouraging fellowship; d) seeking communion; e) choosing to do mission and ministry together as the Church; f) being community; and g) making effective use of the social media revolution.” Restricting the renewal of the three-year term appears to be in direct contradiction of the principles under item 5. Presbytery should not undercut its own “Theological and Operating Principles” by so sharply restricting the ability of committed leaders to serve.

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