

PRESBYTERY OF CAYUGA-SYRACUSE
Stated Meeting – November 14, 2023 at 5:30 PM
First United Church of East Syracuse

Requests to be excused and prayer requests should be sent to statedclerk@cayugasyracuse.org by November 13.

Please be sure to take some time to read over supporting documents! We look forward to a productive meeting!

This will be a hybrid meeting both in-person and on Zoom.

A copy of the *Guide for Commissioners* can be found at:

<https://www.dropbox.com/scl/fi/b5q8tov3rybu74xw4pgpk/Guidelines.docx?dl=0&rlkey=s69b5he60jbevswl74fmjlat8>

5:00 PM REGISTRATION, FELLOWSHIP, AND REFRESHMENTS

5:30 PM GATHERING OF THE PEOPLE OF GOD

- Declaration of quorum (*a minimum of five ministers who are members of the Presbytery, and five elders, from five different congregations*)
- Presbytery constituted with prayer
- Welcome by Moderator
- Introduction of first-time ministers and elder commissioners
- Seating of corresponding members:
- Welcome of guests
- Good News and Joys from Congregations and Worshipping Communities
- Voting Procedures

5:45 PM WORSHIP

6:30 PM WORK OF THE PEOPLE OF GOD

- Call for New Business
- Approval of the **DOCKET**
- Approval of the **MINUTES** from the Stated Meeting.

6:40 PM ANTI-RACISM WORKSHOP INFORMATION: Marissa Saunders, Elder, Park Central

6:55 PM Moderator's Report: Rev. Garrett Anderson (*written report in meeting materials*)

7:05 PM Report of the Interim Resource Presbyter: Rev. Kathy Dain

- Presbytery Survey (*included in meeting materials*)
- Church Transformation Grant (*grant information in meeting materials*)
- Request a MOTION to approve the formation of a Church Transformation Commission, appointed by the Moderator, to oversee, manage, and utilize PCUSA, and other, grant funds designated for church transformation and related development activities.

7:15 PM Report of Stated Clerk: Rev. Ben Fitzgerald-Fye

- Report of sexual misconduct
- Formation of Investigating Committee
- Church Statistical Reporting will run from December 1, 2023-February 14, 2024
- Departing remarks

7:25 PM Human Resources: Elder Vic Jenkins

- Introducing the Acting Stated Clerk

7:30 PM PRAYERS OF THE PEOPLE

7:35 PM Treasurer's Report: submitted by Treasurer Elder Ann Wiley

- September 2023 Non-Pass-Thru Budget Performance
- September Per Capita Report
- September 2023 Balance Sheet

7:40 PM Finance and Property Elder Bob Davenport

- Final 2024 Budget for approval (*document in meeting packet*)

7:55 PM Commission on Ministry: (*written report attached*)

- Recognizing service to the presbytery

8:05 PM Committee on Preparation for Ministry: Rev. Beth DuBois

- CPM MOVES presbytery approval for CPM to appoint a replacement Minister of Word and Sacrament proctor for Candidate Dan DeBrucker-Cota's alternative ordination exams in Theology and Biblical Exegesis.
- CPM MOVES the approval of Inquirer Briana Vought, Park Central, as a Candidate for Minister of Word and Sacrament. (*statement and supporting materials included in the packet*)
- Prayer for the Candidate

8:20 PM Nominating: Candidate Shavonn Lynch and Elder Lynn Jacques

- MOVE the following nominations:
 - Rev. Anna Gheen to serve as Commissioner to the Synod of the Northeast Assembly for a 2-year term beginning January 1, 2024.
 - Elder Marissa Saunders to serve as Elder Commissioner to the 226th Presbyterian Church USA General Assembly

8:30 PM Vision and Strategy: (*written report attached*)

8:35 PM Synod Commission Report: Elder Linda Russell

8:40 PM Korea Peace Appeal Update: Elder Linda Russell

8:45 PM New/Other Business

People of God depart

- Closing Prayer
- Adjournment

**MINUTES OF THE PRESBYTERY OF CAYUGA-SYRACUSE
STATED ANNUAL MEETING – September 16, 2023
Weedsport Presbyterian Church, Weedsport, New York**

The Presbytery of Cayuga-Syracuse held a Stated Meeting on Saturday, September 16, 2023, at the First Presbyterian Church of Chittenango, New York.

GATHERING OF THE PEOPLE OF GOD

The meeting was called to order at 9:38 AM by Moderator Rev. Garrett Anderson.

After a brief welcome, including an acknowledgment to honor the Haudenosaunee indigenous peoples who were the original stewards of the land on which this presbytery meeting was held, Moderator Anderson called for recognition of first-time commissioners. There were none identified.

Moderator Anderson also welcomed observers and guests.

Good news from around the presbytery was shared and affirmed.

Moderator Anderson provided some basic meeting instructions to the commissioners, and reminded everyone speaking from the floor to use the microphone and introduce themselves by name, church, and/or position.

WORSHIP OF THE PEOPLE OF GOD

Worship, including communion by intinction, was held, with Rev. Ben Fitzgerald-Fye preaching.

WORK OF THE PEOPLE OF GOD

Moderator Anderson called for new business. Linda Russell asked if there would be a follow-up report on The Presbytery's Support for YAV because it was not on the docket. She also inquired if there would be a report from Vision and Strategy. The answer to both was no.

Rev. Kathy Dain requested a test and conducted a sample survey of PollEverywhere in advance of upcoming Hybrid Meetings.

HR committee asked for addition of approval of Job Description for Stated Clerk.

Moderator called for a motion to approve the docket as amended. Approval as amended was moved and seconded. **VOTED APPROVED.**

MOTION to approve the minutes of the May 06, 2023 Stated Meeting was made, seconded, and **VOTED APPROVED.**

REPORT OF THE MODERATOR

Moderator Anderson presented the letter from the Presbyteries Cayuga-Syracuse, Susquehanna Valley, and Utica. Conversations on how we can function better and work together are still ongoing. Feedback will be requested this fall from leaders of the Presbyteries on how the presbyteries can serve churches better.

The Presbytery's Administrative Action Committee acted on behalf of the Presbytery to give gift cards to Sarah Buckshot's parents, whose house was lost in a fire.

The AAC also voted to give a Fay Giddings grant money of \$425 for clergy assessment for Shaniece Clark, who is a candidate under care of this Presbytery.

REPORT OF THE INTERIM RESOURCE PRESBYTER

Interim Resource Presbyter Rev. Kathy Dain reported that she has visited with 24 of the 35 congregations in the Presbytery. For the majority of those, she can see the strong sense of community and pride in who they are. There are several churches having difficult discussions about racism and how it affects us in sometimes very unintentional ways. The question is how is God calling us to be the church today, and how we should be thinking and working adaptively. Collaboration is the key to moving forward in new ways. She encouraged everyone to record on their smart phone what makes their church special, and how they see God at work in their lives today. Rev. Dain has submitted a grant proposal through the Presbyterian Mission agency for \$50,000 for church transformation.

The new Book of Order is now in effect, including a requirement for churches to have an anti-racism policy. Rev. Dain is working as part of a group with other mid-council leaders to create an anti-racism policy template which will be made available to all congregations to adapt to fit their church.

Flo Diaz from PJC will be having training on the new book *Church Discipline*. Members, of COM, Session members and pastors are encouraged to attend the training on October 17, 2023 in Skaneateles.

Rev. Dain reported that she has sourced two proposals for a Cayuga-Syracuse website overhaul, containing the information that's currently on the website, plus an internal member's only portion of the website where committee members can have access to forms, meeting minutes, and directory.

REPORT OF THE STATED CLERK

Rev. Ben Fitzgerald-Fye, Stated Clerk, reported that he is stepping down as Stated Clerk effective November 30, 2023. He will be reentering the world of Hospice Chaplaincy, as well as continuing at Scipioville.

SC Fitzgerald-Fye also reported on the Request for Vindication. The results of the investigating committee were that the request was unfounded and did not fall under the prevue of a Request for Vindication. It has been dismissed, and the issue is closed.

SC Fitzgerald-Fye next reported on Hybrid Meetings. A lot of parliamentary issues to be considered to make a hybrid meeting a success. There is an intentional drive to answer those questions prior to the November meeting, which will be used as a guinea pig meeting to test the solutions.

SC Fitzgerald-Fye spoke about the replacement bylaws for approval. Thank you to Neil Rotach and Linda VanBuskirk who worked hard on the proposed update. SC Fitzgerald-Fye reminded everyone when considering making a motion for amendment, please make them motions of substance. Grammar is not an amendment. The document will be thoroughly proofread during the editing process.

Moderator Anderson dismissed the Investigation Committee with thanks.

TREASURER'S REPORT

Treasurer Ann Wiley submitted the following financial reports:

- July 2023 Non-Pass-Thru Budget Performance
- July 2023 Per Capita Report
- July 2023 Balance Sheet

The reports were received, and copies are attached to these minutes.

REPORT OF THE BY-LAWS COMMITTEE

The committee **MOVED** the passage of The Presbytery of Cayuga Syracuse Theological Principals of Operation, By-Laws, and Standing Rules..

The committee **MOVED** the following amendments:

- *ARTICLE II-Relationships (line 89) strike "or Federated, or United" and insert "Joint Witness."*
- *ARTICLE II-Relationships (line 109) amend the number of worshipping communities to read, "It is composed of 35 worshipping communities."*
- *ARTICLE IV-Trustees (lines 153-157) strike Stated Clerk and Resource Presbyter from the list of trustees.*
- *Article VII-Standing Committees (lines 188-190) insert "Vision and Strategy Committee (Vision)" after "Administrative Action Commission."*
- *Article VII-Standing Committees (lines 201-202) strike "No member shall serve more than three years without a one-year break. Each committee shall elect a chair from among its members," and insert, "No member shall serve more than 2 consecutive three-year terms without a one-year break."*
- *SR 4-Electronic Meetings (line 306) strike "Meetings of the Action Coordinating Committee."*
- *SR 6.01 (line 341) amend "Coordinating Committee" to "Collaborating Committee."*
- *SR 9.01 (line 383) amend "Committee on Ministry" to "Commission on Ministry."*

The motions were **VOTED APPROVED**.

REPORT OF THE COMMISSION ON MINISTRY *written report attached to minutes*

REPORT OF PROPERTY AND FINANCE

Elder Bob Davenport presented a first read of the proposed 2024 budget. It is a deficit budget. Proposed raising per capita to \$40/member.

REPORT OF NOMINATING COMMITTEE

Elder Lynn Jacques present the following persons for election:

Vice Moderator – Elder Lynn Jacques – East Syracuse

Commission on Ministry

Rev. Shawn Reyburn – Lafayette – TE 1-2024
Rev. Stuart Hayes – Honorably Retired – TE 2-2024
Elder Laura Bailey – Liverpool – RE 2-2024
Elder Nancy Wind – Isaiah's Table – RE 1-2025
Elder Sam Dance – Onondaga Hill RE 1-2025
Rev Kenneth Wonderland – Honorably Retired - TE 1-2025
Rev. Michael Hill – Skaneateles – TE 1-2026

Rev. Brian Copeland – Marcellus/Weedsport - TE 1-2026
Rev. Lorrie Cooney – Honorably Retired – TE 1-2026
Rev. Karen Green – Mexico – TE 1-2026

Committee on Representation

***Pastor Vacancy**

Elder Barbara Adams – Scipioville - RE 1-2026
Elder/Candidate Shavonn Lynch – Westminster – 1-2024
Elder Pearl Fischer – Isaiah's Table – 2nd term

Social Justice Committee

Rev. Monica Styron – Honorably Retired – 2nd term.
Shavonn Lynch – Westminster -2nd term
Elder Kimberly Patch – Westminster – RE 1-2026
Elder Rita Hooper – Fulton – RE 1-2026
Nancy Wind – Isaiah's Table – RE 1-2026
Marissa Saunders – Park Central – RE 1-2026

Finance and Property

*Elder Robert Davenport (chair) – Westminster Auburn – 3rd term
Elder Victor Jenkins – Baldwinsville – 2nd term
(Treasurer) Elder Ann Wiley – Westminster Auburn – RE 1-2026

Committee on Preparation for Ministry

Rev. Kirsty Dickson-Maret – Baldwinsville – TE 1-2026
*Rev. Beth DuBois -University Methodist – 3rd term
*Rev. Linda Even – Fayetteville United – 3rd term
*Elder Lynn Jacques – East Syracuse – 3rd term

Human Resources

Elder Victor Jenkins – Baldwinsville – 2nd term
Rev. Garrett Anderson – Liverpool – TE 1 – 2026
Rev. Lorrie Cooney – TE 1-2026
Elder Mark Kasdorf – Chittenango – 2nd term
Elder Elizabeth DaBoll – Isaiah's Table – RE 1- 2026

Vision and Strategy

Rev Karen Dimon (Northminster) – TE 1-2024 *Completing Rev. Scott Cupp first term

Synod

Vacancy – Minister Commissioner
Vacancy – Alternate Minister Commissioner
Elder Linda Russell – Westminster – Elder Commissioner
Elder Neil Rotach – King Ferry - Alternate Elder Commissioner
Vacancy - YAAD

226th General Assembly (GA226) Commissioners

Rev. Ben Fitzgerald-Fye (Scipioville) – Minister Commissioner
Vacancy – Alternate Minister Commissioner
Vacancy - Elder Commissioner
Vacancy - Alternate Elder Commissioner

Vacancy -YAAD

The Moderator called for nominations from the floor. Frank McDowell was nominated for Property and Finance.

There being no further names offered, **a motion to close nominations was made, seconded and voted approved. MOTION** to approve the above slate with the names of those for whom term limits need waived removed, was **VOTED APPROVED.**

MOTION to set aside standing rule on term limits for the 3 proposed members of CPM was made, seconded, and **VOTED APPROVED.**

MOTION to approve the members of CPM, was **VOTED APPROVED**

Rev. Garrett Anderson thanks Rev. Willaim Newell for serving as Vice Moderator.

Elder Lynn Jacques was installed as Vice Moderator.

Moderator Anderson turned the meeting over to Vice Moderator Lynn Jacques.

SYNOD COMMISSION REPORT

Linda Russell encourages the Moderator to check the Synod Meeting schedule to make sure the Presbytery is not scheduling the meetings for the same day. The Synod Commission meeting is currently underway.

Linda will create a report after the Synod commission wraps up and will submit that to the Presbytery Matters newsletter.

Synod Come to the Table Event is scheduled for October 20-22nd at the Silver Bay YMCA event center.

KOREAN PEACE APPEAL

Elder Linda Russell offered her Report on the Korea Peace Appeal. Thanks to those who participated in the Signature Campaign for a Peace Agreement to replace the Armistice Agreement in Korea. Signatures can be submitted online until September 20th.

The House of Representatives has Bill HR1369 Peace on the Korean Peninsula Act. Contact your representatives to offer your support.

Linda talked about the PCUSA Peace and Global Witness offering, collected on World Communion Sunday. Unlike most areas, our Presbytery has churches keep the portion that would normally go to the Presbytery. So 37.5% stays with your local church.

ADMINISTRATIVE COMMISSION FOR HANNIBAL

Victor Jenkins reported on the Administrative Commission. The committee **MOVED** *that the Presbytery of Cayuga-Syracuse assume original jurisdiction over the Hannibal Church and that the existing Administrative Commission be appointed session for the purpose of formally dissolving the Hannibal Congregation, overseeing the transfer of any restricted funds intended for Presbyterian use, transferring property, and providing guidance and care for existing Presbyterian Members..* Vice-Moderator Jacques called for a vote and the **motion was VOTED APPROVED.**

NEW/OTHER BUSINESS

1. Job Description for Stated Clerk was presented, with time given to review the document. There was brief discussion. HR Committee **MOVED** to approve the Job Description. Motion was **VOTED APPROVED.**
2. Two Website development proposals were presented by Rev. Kathy Dain. Vice moderator Jacques called for a motion. **MOTION** was made from the floor to allocate \$7000 to redesign the website, with the selection of the vendor by Vision and Strategy Committee. There was a brief discussion. Motion was seconded and **VOTED APPROVED.**

With no further business before the presbytery, a **MOTION** to adjourn was made and approved by acclamation.

The Presbytery was adjourned with prayer.

The final, permanent minutes of this Assembly will also include the reports and handouts distributed for this meeting.

Minutes submitted and attested by:

Moderator's Report to Presbytery
November 14, 2023

The Administrative Action Commission met on October 5 and made the following actions on behalf of presbytery:

1. Discuss best practices for virtual offices with deployed staff and volunteers.
 - Rev. Kathy Dain will hire a service to shred those files sorted for shredding by Rev. Karen Chamis and currently housed at the Synod office.
 - Reaffirmed that we will continue to use the P.O. Box 438 as the official mailing address. Our contract bookkeeper Kristin Schierer will be asked if she could drop off all other mail to the Synod office on Heritage Landing where Kathy will forward it to the appropriate person.
2. Reviewed the newly mandated policies from General Assembly for all councils and assigned the following committees assigned to work on these policies
 1. Sexual Misconduct Policy: the Stated Clerk and Resource Presbyter will work on this
 2. Harassment Policy (this can include other forms of harassment besides sexual harassment): Social Justice Committee
 3. Child & Youth Protection Policy (2017, lacks social media): Moderator will form task force
 4. Anti-Racism Policy: Social Justice Committee
 5. Family Leave Policy: Human Resources

Presbytery Survey

In an effort to enhance communication and provide resources to aid congregations, please take a moment to complete this survey.

What resources would be most helpful for your congregation? [Check all that apply]

- ☐ Stewardship Tools
- ☐ Tools for Small Congregations
- ☐ Administration and Record Keeping (Creating a Virtual Office)
- ☐ Multi-generational Bible Studies
- ☐ Shared Local Mission Opportunities
- ☐ Matthew 25 Opportunities
- ☐ Leadership Development
- ☐ Elder and Deacon Training
- ☐ Using Church Leadership Connection
- ☐ Other _____

Would you be interested in attending a presbytery sponsored retreat?

- ☐ Yes
- ☐ No
- ☐ Would depend on the topic

Cayuga Syracuse is currently in conversation with the presbyteries of Susquehanna and Utica to discuss possible collaboration or merger. What benefits do you hope these conversations might yield? _____

What reservations might you have? _____

If you could name one goal for the presbytery to achieve in the next three years, what would it be? _____

Optional

I am a: ☐ Ruling Elder ☐ Deacon ☐ Minister ☐ Member of _____

I am interested in serving on a committee of presbytery: ☐ Yes ☐ No ☐ Currently Serving

Name: _____ Email: _____

Please return completed surveys to the resource presbyter at: kdain@cayugasyracuse.org

PRESBYTERY GRANT FOR CONGREGATIONAL TRANSFORMATION

Date Prepared 9/1/2023

Synod Northeast

Phone 315-446-5990

Contact Person SanDawna Ashley E-mail Address SanDawna.Ashley@synodne.org

Presbytery Cayuga Syracuse

Phone 315-632-5698

Contact Person Rev. Kathleen Dain E-mail Address kdain@cayugasyracuse.org

Project Name Stronger Together

Web Site Address www.cayugasyracuse.org

INTRODUCTION: This grant is intended to provide funding to presbyteries in support of their efforts to develop a process for helping churches to begin and continue a transformational way of life. Transformation is the process of intentionally moving into a new reality and way of being that helps churches envision what God is calling them to be for their community and for the Kingdom of God. All churches are in some state of being transformed and presbyteries must have resources available to assist them.

The readiness assessment gives the presbytery an opportunity for self-examination as it begins the challenging task of leading transformational change. Such self-assessment is critical as the presbytery develops its process for encouraging and supporting congregational transformation.

GRANT FUNDING AMOUNTS: Presbyteries may request a one-time grant of ordinarily up to \$50,000. The first-year lump sum payment will be for up to \$30,000 and assuming satisfactory progress has been made toward meeting stated goals, a second-year lump sum payment of up to \$20,000 is possible. A dollar-for-dollar match provided through presbytery and/or synod is required but waivers will be considered on a case-by-case basis, upon request. This grant is not intended to provide funding for congregational-level transformation efforts.

INSTRUCTIONS: This application is available from the [Mission Program Grants Office website](#). E-mail as an attachment the completed proposal (Parts 1 and 2) to Mary.Oxford@pcusa.org at the Mission Program Grants office. Proposals will be reviewed according to the cut-off and review dates schedule also found on the website.

PART 1: ASSESSMENT OF PRESBYTERY READINESS TO LEAD CONGREGATIONAL TRANSFORMATION

The format of this document allows the writer to add typing space as needed to fully respond to each question.

1. Has your presbytery clearly articulated its vision for congregational transformation?

☐ Yes (Please attach a copy.)

☐ No

☒ In the process of clarifying that vision

Comments regarding your process (Required):

2. What tools have been most helpful to you (or do you expect to use) in shaping your vision for transforming the churches within your presbytery? (Rank in numerical order of importance, with 1 as most important and 7 as least.)

☐ 1 Prayer

☐ 7 Bible study

☐ 2 Study of demographic and congregational trends

- ☐ 3 Purposeful conversations with churches and pastors
- ☐ 4 Purposeful conversations with Presbytery groups
- ☐ 5 Guidance from a consultant
- ☐ 6 Other (Please describe): Intercultural and conflict mediation training.

- 2 Transformation is a process rather than a product, a journey rather than a destination. How will you communicate that understanding of transformation to presbytery leadership and churches? *(Required)*:

In May of 2023, the presbytery of Cayuga Syracuse adopted a new structure to aid in its efforts to serve as a Matthew 25 presbytery. In June, the presbytery hired an interim resource presbyter to build upon these efforts through endeavors that promote cooperation and community engagement. As part of this effort, the presbyter has been engaged in 'listening sessions' with the congregations that comprise Cayuga-Syracuse as well as greater discussions with surrounding presbyteries and the Synod.

The presbytery has been challenged by questions of identity. Many in leadership are tired and feel burned out by past attempts for transformation. Many congregations have not recovered from the pandemic, with 30% of the presbytery's congregations currently in some manner of transition.

At the same time, our communities are experiencing an increase in racial tensions within both urban and rural settings. There have been incidents of white supremacist demonstrations and anti-semitic literature freely distributed in many of the presbytery's rural and suburban communities. This has led the presbytery to engage in a time of reflection and action to better equip our congregations through:

1. Recognizing that our internal structural systems must adapt to address the needs of our communities.
2. Provide educational opportunities to better educate congregations on the root causes of structural racism including completing the Intercultural Development Inventory online assessment and participating in DEIB and Trauma Informed Care trainings that include unconscious biases and bystander behaviors and their impact on the congregations and communities served.
3. Begin pastoral cohorts to deepen relationships; create safe spaces for pastoral discernment and build areas of mutual collaboration.
4. Provide shared mission opportunities for community collaboration.
5. Engage in multi-presbytery conversations to better equip our congregations and leadership with practical training and resources to equip new leaders and encourage the faithful.

- 3 Has your presbytery identified and recruited a representative team to lead your transformation effort?

- ☐ Yes (Please attach a copy.)
- ☐ No
- ☒ X In process

Comments regarding your process (Required):

The presbytery is in the very early stages of recruitment. Invitations have been communicated to current committee chairs as well as teaching and ruling elders, who have expressed interest and a willingness to engage in this endeavor. Many of these members are already actively involved within their congregations in the Matthew 25 initiative. One ruling elder in particular is a Diversity, Equity, Inclusion & Belonging (DEIB) professional leading workshops within her congregation. It is our hope that we will be able to widen the net to others through group discussions at our upcoming presbytery meetings (September 16 and November 15, 2023). Because our new presbytery structure is still in its infancy, we believe that this is the time to shape that structure to the ministry we are being called to do.

- 4 To what extent has your presbytery established congregational transformation as a priority? (Check all that apply.)

- ☐ The Presbytery Council has agreed.
- ☒ X Committee on Ministry has indicated an understanding of the need.
- ☐ Presbytery has agreed to make transformation a priority and confirmed a leadership team.
- ☒ X The presbytery budget includes significant support for transformation.

Comments (Required):

The presbytery has had many starts and stops over the last ten years in developing a bottom up strategy for equipping its membership structure. The goal of these strategies has been to regain the momentum and energy that made Cayuga Syracuse a transformative leader within the denomination for many years.

Our area is steeped in history, from member churches participation in the abolition movement of the 1800's to the first woman, the Rev. Dr. Margaret Towner's ordination in 1956. Today, under its new structure, the presbytery members have been given more autonomy in the decision-making process. Under this structure, and in cooperation with the resource presbyter, the presbytery is seeking ways to 'thread the needle' between the initiatives of member congregations so as to build a stronger mission presence within our communities.

Funding continues to be a challenge for the presbytery, but resources have been budgeted to begin this good work.

- 5 Has your presbytery considered how it will deal with the inevitable conflict that accompanies significant change?

☐ Yes, and we have a plan in place.
☒ Yes, and we are developing a plan.
☐ Not yet, but we are aware of the possibility of conflict.
☐ No, we are not anticipating a major conflict.

Comments (Required):

As disheartening as conflict can be, leaders can use these moments as transformative opportunities. Presbytery leaders have drafted a covenant of gathering on how we will engage and resolve conflicts with one another in meetings. We understand that our structure must be attentive and responsive to the needs being expressed within our community. The resource presbyter is recommending a series of books on leading through change that can be tied to small group discussions to better equip our councils with the inevitable challenges of change.

- 6 Which of the following do you consider most critical for congregational transformation? (Rank in numerical order of importance, with 1 as most important and 9 as least.)

☐ 6 Evangelism
☐ 1 Leadership development for transformation
☐ Mission
☐ 2 Pastoral commitment
☐ 3 Congregational commitment
☐ 4 Strong faith component
☐ 5 Familiarity with the theory of transformation
☐ 7 Outside consultant
☐ Other (Please describe):

- 7 Does your plan include an outside consultant? If so, identify them and the qualifications that prompted you to choose them. If your plan includes a consultant but you have not yet chosen one, what qualifications are you seeking and how do you propose to find the consultant? Comment on your presbytery's follow-up plan for continuing the transformation process after the end of the consultant's contract.

Note: While your presbytery may have the expertise to develop and implement the transformation process, you may also wish to explore the Presbyterian Mission Agency sponsored Vital Congregations Initiative. Contact The Rev. Veronica Cannon by e-mailing veronica.cannon@pcusa.org.

Opinion is currently mixed on whether or not to include an outside consultant. Some of our members feel that there is capacity within our presbytery to lead through this process while others acknowledge the benefits of an outsider's wisdom and expertise in this regard. Discussion is on-going.

- 8 Has your presbytery considered how it will evaluate and assess its progress toward congregational transformation?

☐ Yes, and we have a plan.
☐ Yes, and we are developing a plan.
☒ Not yet, but we understand the need.
☐ No, our priority is to get transformation happening; we will worry about evaluation later.

Comments on your plan or understanding of the need (Required):

The 35 congregations of the presbytery of Cayuga Syracuse encompass Cayuga, Onondaga, Madison, and Oswego counties of Central New York. Presently, 30% of our member congregations are in transition. Many of the congregations are in small rural areas or communities that have faced economic decline. Despite the challenges of declining resources, many of these congregations are actively pursuing ministries that promote the Matthew 25 initiative. These include:

- Congregational workshops to better understand the systemic nature of structural racism.
- Establishment of 'safe spaces' for LGBTQIA+ teens.
- Creating partnerships with community organizations for vocational training.
- Supplying supplemental food resources in both urban and rural food deserts.
- Discerning ways to support recently released incarcerated persons through employment and affordable housing.

The common thread within all these congregational ministries is to bear witness to the hope we hold in Jesus Christ. The presbytery wishes to affirm and support these and other initiatives as well as build capacity through collaborative efforts.

Please indicate below the names, roles and signatures of those who participated in responding to this readiness assessment. If additional lines are needed, please attach a separate sheet.

Name	Role	Signature
Shavonn Lynch	Ruling Elder - Candidate for Ministry	
Marissa Saunders	Ruling Elder - DEIB professional trainer	
Lynn Jacques	Ruling Elder - Presbytery Vice Moderator	
Garrett Anderson	Teaching Elder - Presbytery Moderator	
Deb Thomas	Teaching Elder - Chair, Vision & Strategy Committee	
Ben Fitzgerald Fye	Teaching Elder -Stated Clerk	
Kathleen Dain	Teaching Elder - Interim Resource Presbyter	

PRESBYTERY GRANT FOR CONGREGATIONAL TRANSFORMATION

PART 2: APPLICATION FOR MISSION PROGRAM GRANT FUNDING

The following vision of the church in future may prove helpful in determining the areas around which a transformation process might develop. It is with this future in mind that the Mission Development Resources Committee will evaluate your proposal.

Churches in the future, as a result of your work with them, will:

- Have strong, competent, and spiritually mature leaders whose roles are prayer and discernment for the churches and who will lead their faith communities into deeper spiritual practices.
- Be worshiping churches that reflect the cultures and ethnicities of their neighborhoods.
- Engage in building relationships and share their faith with others.
- Embrace their God-given missional opportunities with passion and equip people to meet those challenges in adaptive and innovative ways.
- Be places where welcoming strangers and showing hospitality is the norm;
- Accomplish great things by connecting and collaborating with partner communities.

The format of this document allows the writer to add typing space as needed to fully respond to each question.

Please answer the following questions.

1. What is your presbytery's vision for successful congregational transformation? What is the history and results of the transformation work in your presbytery?

"I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, ³⁶I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me." [Matthew 25:35-36]

Outside the doors of the United Church of Aurora, the sign reads:

Love Your Neighbor Who Doesn't

Look like you,
Think like you
Love like you
Speak like you
Pray like you
Vote like you

No Exceptions

This is one of many small communities within the boundaries of Cayuga Syracuse where church and community are on a first name basis. It is not uncommon to hear different voices from the pulpit - voices that speak into the issues affecting this small town and beyond.

On a recent visit with the pastor, the resource presbyter heard about the need for resources to help recently released incarcerated persons especially as it related to housing and employment. The desire to initiate this type of ministry was strong, but the capacity to carry forward this ministry within this small town appeared insurmountable.

There are a dozen presbyterian congregations within a 20 mile radius of Auburn Correctional Facility, one of the largest prisons in the state. As of August 2023, the prison housed 969 inmates, 80% of whom are people of color, a third of which are non-violent offenders. The pastor has worked with some of these released inmates, helping to find work, and seeking short-term shelter. She has been frustrated by the lack of opportunities for these men to find housing and employment. "How can you keep people from returning to jail without providing some type of support?

A few miles away, in Auburn, NY, Westminster Presbyterian Church has a history of supporting social justice causes. One recent endeavor at Westminster was the support of Pride House - a safe space for LGBTQIA+ teens. As one teen commented recently, "Before Pride House, there was nowhere I could go where I felt welcome."

The resource presbyter is now initiating conversations between these two congregations to see if there is an opportunity for collaboration to support opportunities for recently released prisoners and their families.

There are a number of congregations like Westminster and Aurora within the presbytery that have a history of transformative work.

Noting an aging population and the need for support for both the aged and their care giver, Pebble Hill Presbyterian began a ministry entitled 'Memory Café'.

Park Central, an urban church in Syracuse, realized that in order for true transformation to begin the congregation needed to begin the process of dismantling structural racism first in their own hearts and second within their congregation. This process has led the members to grow individually and as a group through the uncomfortable and often painful learning that those sessions initiated.

These and others are the ministries the presbytery hopes 'to thread' into cooperative partnerships through education, leadership development, workshops, and financial support that equips new ministries to begin on a solid footing.

2. Describe the strategies you will use to develop a process for promoting continual transformation. Your response should consider, but is not limited to, the following questions:
 - a) What are the needs, strengths and weaknesses of the churches and their contexts for ministry and mission?
 - b) How will you assess the effectiveness of your pastors and sessions?
 - c) What is the vision of the presbytery for your pastors, sessions and churches?
 - d) How will you prepare and support your pastors, sessions and churches as they transform?
 - e) What training opportunities are needed and available?
 - f) Will you network or link churches for mutual support during transformation?
 - g) How will you determine if your efforts are effective? How will you adapt if they are not?

As mentioned earlier, the groundwork for this initiative begins with prayer -- intentional prayer by the entirety of the presbytery. Cayuga Syracuse is reimagining its identity within the cultural context of rural and urban communities. As this work begins, communication and transparency are essential. Many within our church communities have no understanding or positive impression of what presbytery does. The presbytery's work is challenged by:

- 1) The number of congregations currently in transition.
- 2) An aging demographic within many congregations that is inwardly focused and anxious about their financial future.
- 3) A history of poor communication between presbytery and member congregations.

To combat these and other issues. The resource presbyter has recommended the following initiatives and timeline.

- 1) Create small group breakout sessions in-person and on zoom to discuss the transformation initiative using the PCUSA Bible Study, "Follow Me"
- 2) Begin monthly opportunities for pastoral cohorts to deepen relationships; create safe spaces for pastoral discernment and build areas of mutual collaboration including an annual presbytery retreat for actively serving pastors.
- 3) Engage in leadership training for session elders using the DEIB assessment and trauma informed training.
- 4) Provide roundtable discussions at presbytery meetings to determine presbytery's priorities for transformation.
- 5) Elect a special council that is charged with setting guidelines and has oversight of connecting emerging mission initiatives.
- 6) Equip new leadership through mentorship programs and training workshops.

3. How will this transformative work be continued beyond the life of the grant?

Cayuga Syracuse continues to be engaged in active conversations with neighboring presbyteries to discern opportunities for collaboration. From threading the needle between congregations in Cayuga Syracuse to collaborative partnerships with other CNY presbyteries, we believe the opportunity exists to create a rich fabric of intentional transformative ministries that can be self-sustaining.

4. What is your plan for the education of the Committee on Ministry and the presbytery-at-large?
As mentioned above, one of the first steps in the transformation process will be for leadership training using the DEIB assessment and trauma informed training. An initial target of beginning this training has been tentatively set for early 2024. Additionally, plans for pastor cohorts and presbytery wide studies using the "Follow Me" curriculum are already underway.
5. Include a balanced income and expense budget that describes how the grant will be used and how you will financially support the effort beyond the life of the grant.

INCOME	AMOUNT	TOTAL
C-S Presbytery	\$ 10,000	
PMA Grant	50,000	
Synod of Northeast	30,000	
Other	5,000	
		\$ 95,000
EXPENSES		
Curriculum	\$ 30,000	
Leadership	30,000	
Development		
Consultant	20,000	
Pastoral	15,000	
Development		
		\$ 95,000
Net		\$ 0

SCHEDULE OF PROPOSED INCOME FOR PRESBYTERY TRANSFORMATION GRANT FUNDING

<u>Presbytery</u>	<u>Synod</u>	<u>PMA</u>	<u>Other</u>	<u>TOTAL</u>
<u>\$10,000</u>	<u>\$30,000*</u>	<u>\$50,000</u>	<u>\$5000</u>	<u>\$95,000</u>

The responses to the assessment and application were reviewed and approved by the appropriate mission strategy body of this presbytery and/or synod as fulfilling the policies governing Mission Program Grants. Presbyteries and synods participating as funding partners and giving oversight and assistance, date and sign below. Synod review and approval of this proposal is not required by the Mission Development Resources Committee if the synod is not providing funding.

NOTE: If any signing below is a current member of the Presbyterian Mission Agency Board, please inform the Office of Mission Program Grants Staff.

September 7, 2023


Kathleen A. Dain

Date

9/7/2023

Date

Presbytery Executive or Designee



Synod Executive or Designee

*Because the deadline has already passed to apply for Synod funds, the Presbytery anticipates they will receive a grant in 2024.

PRESBYTERY OF CAYUGA-SYRACUSE
Non-Pass-Through Budget Performance
September 2023

	Sep 23	Jan - Sep 23	Annual Budget
Ordinary Income/Expense			
Income			
400100 · PER CAPITA			
GA PER CAPITA	796.71	20,702.72	28,073.00
PRESBYTERY PER CAPITA	2,619.19	54,503.77	72,818.00
SYNOD PER CAPITA	331.58	8,647.26	11,685.00
UNPAID PER CAPITA	0.00	0.00	-11,258.00
Total 400100 · PER CAPITA	3,747.48	83,853.75	101,318.00
400950 · MISCELLANEOUS REVENUE			
400900 · OTHER INCOME	0.00	5,557.74	
401250 · SPECIAL EVENTS/PROGRAMS INCOME			
RENT SUBSIDY FUND	0.00	887.00	
Total 401250 · SPECIAL EVENTS/PROGRAMS INCOME	0.00	887.00	
401400 · DIVIDENDS INCOME			
PRES. FOUND.-BLACK MEMORIAL	0.00	138.81	
PRES. FOUNDATION- BEN. CARE	0.00	1,666.50	3,510.00
PRES. FOUNDATION- ENDOW			
100- OPERATING	0.00	3,889.51	7,740.00
Total PRES. FOUNDATION- ENDOW	0.00	3,889.51	7,740.00
PRES. FOUNDATION- FAY GIDDINGS	0.00	506.98	1,009.00
PRES. FOUNDATION- MISSION INIT.	0.00	7,758.34	15,440.00
VANGUARD			
100 OPERATING	0.00	2,329.84	
450 BENEVOLENT CARE	0.00	1,014.27	
550 FAY GIDDINGS	0.00	167.74	
Total VANGUARD	0.00	3,511.85	
401700 · PRES. FOUND- WEIL MEM.- MISSION	0.00	791.63	1,575.00
Total 401400 · DIVIDENDS INCOME	0.00	18,263.62	29,274.00
402100 · INTEREST INCOME			
PILP	0.00	158.07	
Total 402100 · INTEREST INCOME	0.00	158.07	
Total 400950 · MISCELLANEOUS REVENUE	0.00	24,866.43	29,274.00
Total Income	3,747.48	108,720.18	130,592.00
Gross Profit	3,747.48	108,720.18	130,592.00
Expense			
500100 · PER CAPITA EXPENSE			
DISCOUNT FOR PREPAYMENT	0.00	-292.13	-292.00
GA PER CAPITA	0.00	21,054.37	28,073.00
SYNOD PER CAPITA EXPENSE	0.00	11,685.00	11,685.00
Total 500100 · PER CAPITA EXPENSE	0.00	32,447.24	39,466.00
500800 · SPECIAL GRANTS EXPENSE			
BENEVOLENT CARE GRANT FUND	0.00	11,125.00	11,125.00
CARE FUND GRANT	0.00	1,972.00	
FAY GIDDING SCHOLARSHIP GRANTS	0.00	2,707.50	4,400.00

PRESBYTERY OF CAYUGA-SYRACUSE
Non-Pass-Through Budget Performance
September 2023

	Sep 23	Jan - Sep 23	Annual Budget
Total 500800 · SPECIAL GRANTS EXPENSE	0.00	15,804.50	15,525.00
501000 · MISSIONS OF THE PRESBYTERY			
501350 · PRESBYTERIAN YOUTH CONNECTION	0.00	250.00	
Total 501000 · MISSIONS OF THE PRESBYTERY	0.00	250.00	
502000 · COMMITTEES OF PRESBYTERY			
503200 · SPECIAL EVENTS/PROGRAMS/COMMIT			
RENT SUBSIDY FUND	0.00	887.00	
Total 503200 · SPECIAL EVENTS/PROGRAMS/COMMIT	0.00	887.00	
503250 · MILEAGE REIMBURSEMENT	0.00	0.00	100.00
504100 · COMMITTEE ON MINISTRY	0.00	2,287.33	6,000.00
504400 · PREPARATION FOR MINISTRY	-425.00	425.00	400.00
504450 · EARLY MINISTRIES INSTITUTE	0.00	0.00	450.00
504600 · LEADERSHIP TEAM EXPENSES	0.00	3,822.46	7,000.00
504625 · LEADERSHIP DEVELOPMENT	0.00	0.00	1,000.00
504650 · PRESBYTERY MEETINGS	0.00	0.00	200.00
504700 · MISSION INITIATIVES FUND EXPENS	0.00	16,403.80	14,878.00
504800 · NEW WORSHIPPING COMM. WORK GROU	0.00	0.00	2,000.00
Total 502000 · COMMITTEES OF PRESBYTERY	-425.00	23,825.59	32,028.00
600000 · WAGES & BENEFITS			
600100 · SALARY			
RESOURCE PRESBYTER	4,457.84	29,693.94	
STATED CLERK	1,224.00	11,016.00	14,688.00
Total 600100 · SALARY	5,681.84	40,709.94	14,688.00
600150 · FICA EXPENSE			
RESOURCE PRESBYTER	335.32	1,388.10	
STATED CLERK	93.62	795.89	1,124.00
Total 600150 · FICA EXPENSE	428.94	2,183.99	1,124.00
600300 · HOUSING ALLOWANCE			
RESOURCE PRESBYTER	2,700.00	11,660.21	
Total 600300 · HOUSING ALLOWANCE	2,700.00	11,660.21	
600350 · ANNUITY			
RESOURCE PRESBYTER	0.00	400.00	
Total 600350 · ANNUITY	0.00	400.00	
600400 · CON'T. EDUCATION			
STATED CLERK/ASSOC. SC	0.00	0.00	255.00
Total 600400 · CON'T. EDUCATION	0.00	0.00	255.00
600500 · TRAVEL MILEAGE REIMBURSEMENT			
RESOURCE PRESBYTER	1,041.89	2,555.84	
STATED CLERK/ASSOC. SC	0.00	200.33	1,836.00
Total 600500 · TRAVEL MILEAGE REIMBURSEMENT	1,041.89	2,756.17	1,836.00
600550 · PROFESSIONAL EXPENSES			
RESOURCE PRESBYTER	262.27	1,955.44	
Total 600550 · PROFESSIONAL EXPENSES	262.27	1,955.44	
600600 · WORKER'S COMPENSATION INSURANCE			

PRESBYTERY OF CAYUGA-SYRACUSE
Non-Pass-Through Budget Performance
September 2023

	Sep 23	Jan - Sep 23	Annual Budget
STATED CLERK/ASSOC. SC	0.00	711.00	
Total 600600 · WORKER'S COMPENSATION INSURANCE	0.00	711.00	
600800 · MEDICAL COVERAGE EXPENSE			
RESOURCE PRESBYTER	0.00	0.00	
Total 600800 · MEDICAL COVERAGE EXPENSE	0.00	0.00	
600850 · PENSION BENEFITS EXPENSE			
RESOURCE PRESBYTER	850.00	3,088.33	
Total 600850 · PENSION BENEFITS EXPENSE	850.00	3,088.33	
600875 · DEATH/DBL BENEFITS EXPENSE			
RESOURCE PRESBYTER	0.00	0.00	
Total 600875 · DEATH/DBL BENEFITS EXPENSE	0.00	0.00	
Total 600000 · WAGES & BENEFITS	10,964.94	63,465.08	17,903.00
602000 · OFFICE EXPENSES			
602200 · OFFICE SUPPLIES	0.00	897.43	800.00
602300 · RENT	100.00	900.00	1,200.00
602400 · TELEPHONE	31.95	402.20	500.00
602450 · WEBSITE/TECHNOLOGY/INTERNET	1,918.31	3,083.01	3,500.00
602700 · POSTAGE	0.00	229.68	100.00
602800 · RESOURCES	102.77	102.77	300.00
602900 · EQUIPMENT REPAIRS & MAINT	0.00	0.00	250.00
603200 · PAYROLL SERVICE	138.60	1,325.05	1,000.00
603600 · INSURANCE-LIABILITY	-21.00	2,017.00	2,535.00
603700 · BANK CHARGES	18.00	18.00	
603701 · VANCO FEE	0.00	1.58	
603800 · AUDIT	0.00	0.00	3,500.00
604600 · MISCELLANEOUS EXPENSE	853.13	1,997.13	500.00
605200 · BOOKKEEPER EXPENSE	829.80	5,766.47	8,400.00
605300 · COMMUNICATIONS COORDINATOR	1,075.00	9,775.00	14,800.00
605350 · COMMUNICATIONS COOR. MILEAGE	0.00	45.85	200.00
602000 · OFFICE EXPENSES - Other	0.00	18.63	
Total 602000 · OFFICE EXPENSES	5,046.56	26,579.80	37,585.00
605800 · TRANSFER TO OTHER FUNDS	0.00	0.00	
Total Expense	15,586.50	162,372.21	142,507.00
Net Ordinary Income	-11,839.02	-53,652.03	-11,915.00
Net Income	-11,839.02	-53,652.03	-11,915.00

PRESBYTERY OF CAYUGA-SYRACUSE
Balance Sheet Prev Year Comparison
As of September 30, 2023

	Sep 30, 23	Sep 30, 22
ASSETS		
Current Assets		
Checking/Savings		
100400 · M & T BANK CHECKING		
100 OPERATING	36,421.27	314,361.72
450 BENEVOLENT CARE GRANT FUND	5,397.08	5,824.31
550 FAY GIDDINGS	-84.05	4,808.60
750 PRES. YOUTH CONNECTION	2,983.62	7,571.12
850 CARE FUND	0.00	1,972.00
950 MISSION INITIATIVES	7,773.03	7,440.00
951 NORMAN C WEIL	793.11	759.16
952 BLACK MEMORIAL	406.34	0.00
Total 100400 · M & T BANK CHECKING	53,690.40	342,736.91
100420 · M & T Bank CD 18 month	125,000.00	0.00
100430 · M & T Bank CD 12 month	100,000.00	0.00
100700 · PRESBYTERIAN FOUNDATION	205,346.38	188,317.14
100701 · PRES. FOUNDATION- BEN. CARE	82,826.87	85,389.91
100702 · PRES. FOUNDATION- FAY GIDDINGS	25,627.45	24,545.76
101200 · INVESTMENT IN NEW COVENANT	306,642.65	273,962.56
101300 · INVESTMENT-PILP	10,000.00	10,000.00
101700 · INVESTMENT IN VANGUARD	295,527.97	255,637.21
101701 · INVEST. IN VANGUARD- BEN. CARE	129,329.03	111,868.64
101702 · INVEST. IN VANGUARD- FAY GIDDIN	22,011.18	18,504.85
101900 · PRES. FOUNDATION-N.WEIL FUND	40,018.99	38,329.82
101901 · PRES. FOUND.-MISSION INIT. FUND	392,200.80	375,646.40
101902 · PRES.FOUND.-BLACK MEMORIAL FUND	6,991.00	6,829.08
Total Checking/Savings	1,795,212.72	1,731,768.28
Accounts Receivable		
103000 · ACCOUNTS RECEIVABLE		
100 OPERATING	0.00	2,448.68
450 BENEVOLENT CARE	0.00	1,095.27
550 FAY GIDDINGS	0.00	285.39
950 MISSION INITIATIVES	0.00	3,726.59
951 NORMAN C WEIL	0.00	380.25
Total 103000 · ACCOUNTS RECEIVABLE	0.00	7,936.18
Total Accounts Receivable	0.00	7,936.18
Total Current Assets	1,795,212.72	1,739,704.46
TOTAL ASSETS	1,795,212.72	1,739,704.46
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
200200 · Accounts Payable		
100 OPERATING	4,906.27	4,558.67

PRESBYTERY OF CAYUGA-SYRACUSE
Balance Sheet Prev Year Comparison
As of September 30, 2023

	Sep 30, 23	Sep 30, 22
550 FAY GIDDINGS	0.00	3,484.00
750 PRES. YOUTH CONNECTION	0.00	4,337.50
Total 200200 · Accounts Payable	4,906.27	12,380.17
Total Accounts Payable	4,906.27	12,380.17
Other Current Liabilities		
200800 · LIFE INS PAYABLE		
100 OPERATING	10.40	0.00
Total 200800 · LIFE INS PAYABLE	10.40	0.00
Total Other Current Liabilities	10.40	0.00
Total Current Liabilities	4,916.67	12,380.17
Total Liabilities	4,916.67	12,380.17
Equity		
300100 · FUND BALANCE - UNRESTRICTED		
100 OPERATING	788,925.35	657,339.94
115 TAUNTON	0.00	126,778.40
120 SYR WESTMINSTER	0.00	65,337.81
130 SOUTH VALLEY	0.00	-1,000.00
450 BENEVOLENT CARE	214,134.63	271,842.38
550 FAY GIDDINGS	24,702.27	36,215.19
750 PRES. YOUTH CONNECTION	310,837.46	347,588.61
850 CARE FUND	0.00	1,972.00
Total 300100 · FUND BALANCE - UNRESTRICTED	1,338,599.71	1,506,074.33
300200 · FUND BALANCE- TEMP RESTRICTED		
950 MISSION INITIATIVES	-43,966.35	15,968.39
951 NORMAN C WEIL	-2,265.65	-1,537.43
952 BLACK MEMORIAL	138.81	0.00
300200 · FUND BALANCE- TEMP RESTRICTED - Other	-1,518.85	0.00
Total 300200 · FUND BALANCE- TEMP RESTRICTED	-47,612.04	14,430.96
300300 · FUND BALANCE PERM RESTRICTED		
550 FAY GIDDINGS	24,210.66	24,210.66
951 NORMAN C WEIL	43,077.68	52,355.72
952 BLACK MEMORIAL	7,258.53	0.00
950 · MISSION INITITIVES	425,177.12	516,105.34
Total 300300 · FUND BALANCE PERM RESTRICTED	499,723.99	592,671.72
3900 · CHANGE IN FUND BALANCE	-8,343.62	0.00
Net Income	7,928.01	-385,852.72
Total Equity	1,790,296.05	1,727,324.29
TOTAL LIABILITIES & EQUITY	1,795,212.72	1,739,704.46

Presbytery of Cayuga-Syracuse Per Capita Report
September 2023

PIN #	Church	2021 Mem.	Per Capita Apport.	Per Capita Pd to Date	% Paid Per Capita			
5924	Amboy Belle	21	\$829.50	\$624.00	75%			
5400	Auburn First	84	\$3,318.00	\$0.00	0%			
9454	Auburn Westminster	167	\$6,596.50	\$5,936.85	90%			
5404	Aurora	23	\$908.50	\$908.50	100%			
5923	Baldwinsville	160	\$6,320.00	\$4,740.03	75%			
5927	Cazenovia	219	\$8,650.50	\$6,487.86	75%			
5928	Chittenango	92	\$3,634.00	\$3,306.00	91%			
10355	Collamer	35	\$1,382.50	\$0.00	0%			
5929	Dewitt Pebble Hill	178	\$7,031.00	\$2,343.68	33%			
10070	East Syracuse	58	\$2,291.00	\$1,637.27	71%			
5932	Fayetteville	76	\$3,002.00	\$1,311.00	44%			
5933	Fulton	32	\$1,264.00	\$964.00	76%			
5934	Hannibal- God's Vision	2	\$79.00	\$79.00	100%			
5936	Jamesville	73	\$2,883.50	\$2,162.61	75%			
5412	King Ferry	25	\$987.50	\$757.00	77%			
5937	LaFayette	71	\$2,804.50	\$750.50	27%			
5938	Liverpool	102	\$4,029.00	\$4,029.00	100%			
5939	Marcellus	109	\$4,305.50	\$4,305.50	100%			
5940	Mexico	40	\$1,580.00	\$0.00	0%			
9633	Morrisville	67	\$2,646.50	\$1,173.50	44%			
5957	Northminster	126	\$4,977.00	\$4,977.00	100%			
11123	Oswego- Faith United	38	\$1,501.00	\$1,501.00	100%			
5955	Otisco	31	\$1,224.50	\$1,224.50	100%			
11724	Parish/Hastings	15	\$592.50	\$592.50	100%			
5415	Port Byron	10	\$395.00	\$395.00	100%			
5416	Scipioville	71	\$2,804.50	\$2,804.50	100%			
5417	Sennett	17	\$671.50	\$671.50	100%			
5944	Skaneateles	390	\$15,405.00	\$11,570.75	75%			
11006	Syr- Korean	71	\$2,804.50	\$0.00	0%			
5954	Syr- Onon. Hill	128	\$5,056.00	\$3,791.97	75%			
5951	Syr- Park	102	\$4,029.00	\$0.00	0%			
15117	Robinson-Elmwood	115	\$4,542.50	\$3,184.50	70%			
5419	Weedsport	68	\$2,686.00	\$2,686.00	100%			
5926	Whitelaw	34	\$1,343.00	\$1,343.00	100%			
	Totals	2850	\$112,575.00	\$75,958.52	67%			
Extra	Isaiah's Table			\$553.00				

Presbytery of Cayuga-Syracuse Projected Operating Fund Balance							
Assumptions:							
-Membership decline of 7% annually							
-Per capita increase of 0.50/year							
-5% annual increase in total budget							
-Use of only unrestricted presbytery funds							
-Full time presbytery leader on staff (this could change if a shared leadership model is adopted with other presbyteries in the future)							
		2024	2025	2026	2027	2028	2029
Projected membership		2,633	2,449	2,277	2,118	1,970	1,832
Per capita contribution		\$105,320	\$99,172	\$93,369	\$87,892	\$82,724	\$77,849
Budget		\$244,000	\$256,200	\$269,010	\$282,461	\$296,584	\$311,413
Funds needed from invenstments		\$138,680	\$157,028	\$175,641	\$194,569	\$213,859	\$233,563
Current/projected Operating Fund Balance	\$788,000	\$649,320	\$492,292	\$316,650	\$122,082	-\$91,778	-\$325,341
Conclusion:							
-We can operate presbytery activity fully for the next 4 budget years							

2024 CAYUGA SYRACUSE PRESBYTERY PROPOSED BUDGET							
First read, September 2023 Presbytery Meeting							
MEMBERS		3047 for 2022	2850 for 2023	2633 for 2024			
		2022 Per Capita	2023 Per Capita	2024 Per Capita	2022	2023	2024 budget proposed
INCOME							
Per Capita		\$39.50	\$39.50	\$ 40.00	\$ 120,357	\$ 112,575	\$ 105,320
Presbytery		\$26.42	\$25.55	\$26.10	\$ 80,502	\$ 72,818	\$ 68,721
Synod		\$4.10	4.10	\$ 4.10	\$ 12,493	\$ 11,685	\$ 10,795
General Assembly		\$8.98	9.85	\$ 9.80	\$ 27,362	\$ 28,073	\$ 25,803
LESS: Reserve for unpaid Per Capita (Assumes 10% not paid)					\$ (12,036)	\$ (11,258)	\$ (10,532)
TOTAL INCOME					\$ 108,321	\$ 101,318	\$ 94,788
Operating funds withdrawn from investments					\$ 113,084	\$ 111,778	\$ 149,263
TOTAL INCOME AND WITHDRAWALS FROM INVESTMENTS					\$ 221,405	\$ 213,096	\$ 244,051
EXPENSES							
Total Per Capita expense (Synod and GA portion)					\$ 39,855	\$ 39,758	\$ 36,599
Program							
	New Worshipping Communities Committee				\$ 4,000	\$ 2,000	\$ 1,500
	Commission on Ministry (COM)				\$ 5,895	\$ 6,000	\$ 6,000
	Committee on Preparation for Ministry				\$ 400	\$ 400	\$ 1,000
	Social Justice Committee				\$ -	\$ 500	\$ 500
	Antiracism Task Force						\$ 2,000
	Worship and Events Committee				\$ -	\$ 1,500	\$ 1,500
	Early Ministries Institute -Synod				\$ 450	\$ 450	\$ 450
	Administrative Action Commission				\$ 2,000	\$ 7,000	\$ 1,000
	Mileage Non-staff				\$ 100	\$ 100	\$ 100
	Special events				\$ 5,000	\$ -	\$ 5,000
	Presbytery Meetings				\$ 200	\$ 200	\$ 500
	Total program expenses				\$ 18,045	\$ 18,150	\$ 19,550
Administrative							
	Rent (Storage at Synod Office)				\$ 1,200	\$ 1,200	\$ 1,200
	Liability insurance				\$ 2,528	\$ 2,535	\$ 2,600

	Telephone			\$ 500	\$ 500	\$ 500
	Website/Internet access			\$ 3,500	\$ 3,500	\$ 3,500
	Benevolences			\$ -	\$ -	\$ 2,000
	Equipment maintenance and repairs			\$ 250	\$ 250	\$ 250
	Supplies			\$ 800	\$ 800	\$ 800
	Postage			\$ 100	\$ 100	\$ 100
	Audit-external			\$ 3,500	\$ 3,500	\$ 3,500
	Payroll service			\$ 1,000	\$ 1,000	\$ 1,500
	Legal expense and fees			\$ 500	\$ 500	\$ 7,000
	Total administrative expenses			\$ 13,878	\$ 13,885	\$ 22,950
Human Resources						
	Contract services Bookkeeper			\$ 8,400	\$ 8,400	\$ 10,000
	Contract services Communication Coordinator			\$ 15,000	\$ 15,000	\$ 15,000
	Stated Clerk			\$ 17,903	\$ 17,903	\$ 32,228
	Resource Presbyter			\$ 108,324	\$ 100,000	\$ 107,724
	Total human resources expenses			\$ 149,627	\$ 141,303	\$ 164,952
	TOTAL EXPENSES			\$ 221,405	\$ 213,096	\$ 244,051

Based on \$40.00 per member, 2633 members
Calculated at \$26.10 based on 2633 members
Nancy Wind requested reduction
Requested increase from committee
Formerly Leadership Team
Covers special events, for example, speaker fees
Covers supplies, for example, name tags, food costs
Estimate

Estimate
Benevolences for members within the Presbytery, dscretionary fund for use by the Presbyter and Adminisative Action Commission
Increased to cover legal fees
Increased to cover additional time
Fees for service and expenses
Calculated at 18 hours per week, to cover an average of 15-18 hours per week
Based on terms of call

Commission on Ministry Report To Presbytery – November 14th, 2023

The following recent actions have been taken by COM :

- ❖ Approved Collamer/East Syracuse United Methodist contract.
- ❖ Approved Auburn Westminster MDP for entry on the CLC.
- ❖ Approve Park Central temporary contract.
- ❖ Approved switch from the current background check system, “Protect My Ministry” to “Praesidium” for incoming clergy because its enhanced searches will provide better protection concerning liability issues.
- ❖ Approved the institution of mandatory boundary training every two years using Safe Gatherings. Documentation is provided to presbytery so that a record is on file.
- ❖ Approved Brian Copeland’s installation at Weedsport.

Church Transitions:

Please keep the following congregations in your prayers as they continue to navigate the stages of transition.

- Auburn First
- Auburn Westminster
- Chittenango
- Collamer/E. Syracuse
- Jamesville
- Fayetteville
- Fulton
- Morrisville
- New Hope
- Otisco
- Park Central
- Pebble Hill
- Sennet

Outcome of inquiry 6: He or she should be able to express their understanding of the tasks ministers of the Word and Sacrament perform, including expression both of his or her specific gifts for this particular ministry and of areas in which further growth is needed.

If I have learned one thing from working in a church, it is that the tasks of a Minister of the Word and Sacrament are many and varied. Truly, all staff at a church wear a variety of hats, and none of us can really predict what each new day will bring. But particularly for ministers, the job can be different each and every day. With that in mind, I will not try to enumerate every task I foresee undertaking in my future ministry. Instead, I will focus on my personal strengths and areas of growth.

The ministerial task I feel best suits my own personal gifts is proclaiming the Word. I have always loved both writing and public speaking, and I have a passion for sharing Christ's good news with those who need it. Though I have not taken a preaching course yet, my other coursework is nurturing this ability and preparing me for this task. Particularly in exegesis and theology, I am putting together the pieces that will be my preaching ministry. I cannot wait for this part of my practice.

Another area of great strength for me is education. My bachelor's degree is in education, and I have always had a knack for knowing where people are confused and what additional information might help them reach a better understanding. I am blessed to have been able to practice this gift some in my current setting. I have led my church's Sunday Bible study several times since I began seminary, and each time we have had a rich and fruitful discussion. Though my background is in high school education, I was readily able to tailor my methods to an adult audience. I look forward to continuing this life-giving aspect of ministry.

An area where I believe I have grown tremendously is pastoral care. Though I have not taken this on personally at Park Central, my close relationship with my mentor, Sarah McTyre, has helped me to do some of the interior work necessary for this aspect of ministry. I have grown in self-discipline, becoming less reactive when I hear something that strikes me the wrong way initially. I have also developed deeper and more compassionate listening skills. Perhaps most importantly, I have begun conceptualizing my boundaries, making plans to prevent myself from overstepping or burning out. I heard this idea best expressed by a guest speaker in my Polity class, who said, "It is important to know both where you are called and where you are *not* called."

The area where I am still growing is, honestly, chairing or moderating meetings. I am currently the chair of Park Central's Mission, Membership, and Outreach Committee, and I believe I conduct myself well in this role. I cite this as an area of growth simply because it is not something I am passionate about. I see the wisdom of Presbyterian polity, and I am so proud of the good work of each of our boards and committees. However, I often find long meetings

difficult and frustrating. I am sure I am not the only person who has ever felt this way! My time as chair of a committee has increased my patience, and I hope to continue to strengthen all the inner reserves needed for this part of my future work.

I believe that my adaptability and good common sense will serve me well in the unexpected and often truly random situations that come up in ministry. Though I know it is a challenging field, I still feel called into this work and into this life.

Vision & Strategy Report
Nov. 14, 2023

At the September presbytery meeting, a motion was passed “To allocate \$7000.00 for the purpose of redesigning the Presbytery website with selection of vendor by the Vision and Strategy Committee.” The committee considered the following 3 proposals.

1. A new design by Pacesetter Media. Cost: \$6720.
2. A new design by Julie Raffety. Cost: \$6050.
3. A reactivation and update of previous website by Jess Haswell. Cost: \$600.

Note: This website was deactivated in 2022 in favor of creating an in-house website design using Squarespace. This was begun by former Resource Presbyterian Karen Chamis.

After listening to the concerns of presbytery members and leaders, and in talking with the presbytery’s Communications Director, the committee decided to put the proposals for a professionally designed website on hold, for now, in order to allow the Communications Director time to work with the current website, repair the broken links and update it according to the needs of the presbytery as the new vision emerges. The proposals may be revisited at a later date.

We are in process of forming a communications workgroup (subcommittee) in support of our presbytery’s Communications Director. The Vision & Strategy committee would appreciate volunteers and/or suggestions of people to ask to be on this workgroup.

One of the responsibilities given to the Vision & Strategy committee is: “Leads implementation of new organization structure, documents process, and *communicates progress* with the Presbytery.” To that end, we communicate the following progress. Committee chairs, staff, and leadership were asked to give feedback concerning the first 6 months of living into the new structure. Responses were largely positive or neutral, with a few areas of improvement noted, and the patient recognition that we are still in a period of transition and discernment.

Although it was noted that communication seems to be improving in general, the lack of a comprehensive directory remains a large concern for many of our active presbytery members. It was also noted that a few areas of ministry and mission are missing from the new structure, including missing a focus on Commissioned Ruling Elders (Lay Pastors) and a lack of our historic emphasis on Christian Education, including in support for those working in churches and educators within the presbytery, in offering educational resources for adults, youth and children, and the general need for Leadership Development to empower elders within the presbytery. Other items of note are the need for a manual of operations, the need for committee goal setting, better organization of the Nominating Committee (inc. terms of service), too many (and too varied) responsibilities on the Vision & Strategy committee’s job description, an interest in the work of the Social Justice Committee and more info desired on what it means to be a Matthew 25 presbytery.

The committee continues to work on discerning a vision for the future of the presbytery so that we may strategize effective ways to achieve that emerging vision. We welcome the presbytery’s ideas, suggestions, thoughts and prayers.

Respectfully submitted,
Rev. Debra L. Thomas
Vision & Strategy Chair

Worship Workgroup 10/11/23

Attendance in person: Garrett Anderson, Mary-Heather Harrington, Lynn Jacques, Deb Thomas, Karen Wolff

By phone: Neil Rotach

Agenda Items, Discussion, & Decisions

1. Plan for Worship at 11/14 Presbytery Meeting

- Continue theme of resilience
- Lynn J. preaching
- Singing communion liturgy
- Choir anthem
 - Mary-Heather H. to contact Westminster Auburn for rehearsal space (central location)

2. General Discussion

- Vision for Presbytery Worship Service (dedicated time)
 - Consistency with flexibility
 - Recommend theme of resilience for the year
 - Be Creative
 - Model different ways of worship, liturgies, ideas to inspire others to use in their own congregations
 - Music
 - Recommend that we get music license to legally copy songs and hymns
 - Joyful
 - Build Sense of Community
 - Take communion together
 - Bring elements back to seats & hold
 - Includes those on zoom
 - Passing of the peace at end (also transitions back to meeting)
 - Nametags at registration table
 - Presbytery meeting as a worshipful act of service to the glory of God
 - Live out this idea in the meeting, *but do it well*
 - Keep a dedicated time for worship
 - Add worshipful moments throughout the meeting
 - Pray as appropriate (open/close mtg.) *and* when needed to pause and refocus, before or after decision making etc.
 - Joys, Concerns, and Prayers of People* (within meeting)
 - Song of thanksgiving when appropriate after decisions made
 - Transitions
 - Music interlude between meeting and worship time
 - Passing the Peace transition from worship time back to meeting
 - Moment of silent reflection when appropriate
 - Hybrid and Zoom Meetings

- Bulletins done early and sent out with mailing for all to follow along and participate as much as possible
 - Be intentional to use responsive liturgies
 - Reminder to do communion prep at home
- *Prayers of the people
 - Move from worship service into the business meeting (Garrett/Lynn)
 - Encourage participation: i.e. use of prayer cards, post-it prayers on board, bidding prayers
 - Cards/post-it notes at registration table

3. Expectations & Responsibilities for This Group (work in progress)

- Meet within 2 weeks after a presbytery meeting to plan early for the next worship (in person if possible)
- Plan worship (working with Vice Moderator, as designated duty by Moderator)
 - Provide bulletin (to be sent by stated clerk with presbytery meeting mailing)
 - Write liturgies according to theme
 - Choose hymns (taking suggestions by guest preacher into account)
 - Choir organizer/director to choose anthem
- Recruit and communicate with worship participants, give clear and thorough instructions
- Prepare communion at the meeting
- Communicate with each other via email in between meetings
- Communicate worship plans with V & S committee
- Communicate (Vice Moderator) with those involved in overall presbytery planning
- Communicate with host church regarding communion set up, and any other worship related set up needed
- Bring Basket/Box of items to Presbytery Meetings
 - Nametags, Prayer Cards at registration table
 - Communion items

4. Expectations & Responsibilities for Worship Participants inc. with Workgroup Contact

Person (work in progress)

A. PREACHER is expected to:

- Preach using the theme given
- Observe time limit of 20 minutes (15 minutes suggested)
- Send Hymn Suggestions to the contact person within 3 weeks* after being recruited
 - If not received, the workgroup will choose.
- Send Scripture and Sermon Title to the contact person 3 weeks* before presbytery meeting
 - If not received in time, these will be left blank in the bulletin.
- Suggestion for preacher to wear stole (other clergy attire if desired)
- Contact person will communicate within one week after our workgroup meeting.
- Contact person will reach out to preacher if hymn suggestions, Scripture and sermon title are not received 3 weeks before the presbytery meeting.

*3 weeks allows time to prepare bulletin and send to the stated clerk for mailing

B. LITURGISTS are expected to:

- Use liturgy given
- Invite people to respond as appropriate
- Sit near front (or in chancel area depending on logistics)

C. COMMUNION OFFICIANTS are expected to:

- Give clear instructions before beginning the liturgy
 - Aisles to use forward and back
 - Instruct to receive elements and take back to seat and hold
- Use the liturgy given (unless other arrangements are made in planning)
- Direct the congregation when to partake of communion together

D. ALL PARTICIPANTS are expected to:

- Seek the Vice Moderator before the meeting starts for final instructions or changes.
- Gather together with V. M. for prayer, if the way be clear.

5. Communion Logistics Discussion

- With the Moderator's suggestions and concerns raised, we decided the following:
 - Always come forward to receive elements (time and ease of prep)
 - No communion by intinction (Covid safety)
 - No serving in the pews (time factor)
 - Ask officiant to give clear instructions for movement
 - Ask officiant to give clear instructions to take the communion elements back to pews/seats and wait for direction to partake together (sense of community)
 - Use Matzo crackers (easy gluten free for all)
 - Use individual cups of juice
 - Ask host church to provide
- Communion Ware Discussion—Initial thoughts for future discussion
 - Future *possibility* to commission Becky Wind to make a presbytery chalice and plate to travel to meetings (pottery w/vine & branches or a new design TBD).
 - If we choose to have a presbytery owned chalice & paten, will continue to use the host church communion sets for serving.
 - Question: Where are the presbytery-owned chalices, plates and communion sets?
 - These used to be displayed in old offices on Genesee St. (old boy scout building on First Pres. United's complex.)
 - There were 30 chalices at one point and some full sets following GA in Syracuse.
 - Neil rescued a cracked chalice bound for the trash when offices were moved to James St.
 - If found, there may be ways to use them other than during presbytery worship. (Committee will discuss at another meeting.)

- Related Question: Where are the many gifts given to the presbytery by the Korean Partnership over their years of visits?

Post Meeting Follow-Up

For future discussion of possible purchase of presbytery owned communion chalice & paten, suggestion received to ask for donations towards cost—encourages community building and ownership, reminder of “who we are” and unity at each gathering.

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Please note—the comments here are in response to a request for feedback for an initial check-in for our committee use in doing our evaluation task of the new structure. It also includes questions, thoughts and suggestions from various people around the presbytery who either reached out or responded to some of the articles in Presbytery Matters asking for general thoughts and ideas for our work of visioning. I think there's a lot of useful info here to use as we discern and evaluate progress, as well as in creating vision for the future of the presbytery. --Deb

Responses/Suggestions

General Comments (Positive notes)

- "Our committee is not affected too much by the new structure. It's business as usual."
- "From what I see progress is good."
- "Communication seems to be better than before."
- "I appreciate that the new structure is building on all the good work that the Leadership Team has done in recent years to make our presbytery function better. It's working well so far."
- "We are all trying to implement the new structure and work more efficiently and effectively."
- "Until a full year's cycle goes by, we won't see all of the challenges."
- "It's good to have a committee's support in planning worship for presbytery meetings."
- "The new structure has brought back some old structures to do our work as a presbytery, but hopefully with new and better ways of doing them. Time will tell."

What's Missing

1. "Christian Education is missing from the new structure. I miss the committee that used to lead presbytery-wide training workshops. It was very useful and practical. It also helped us get to know one another."

Other comments about what a Christian Ed committee could do (some of which were done in the past, but have been missing in recent years.)

- Leadership development, adult retreats and guest speaker events.
- Support and resource children & youth leaders in churches (inc. Sunday School and youth groups).
- Support and resource those who teach adult Bible studies (inc. PW women's studies).
- Work with Presbyterian Youth Connection and Youth Triennium.
- Encouragement for Sunday School and youth leaders working in churches to seek C.E. certification.

2. "What happened to the "school" for Commissioned Ruling Elders/Pastors?"

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3. "We have a Social Justice Committee now but there has been little to no information shared with the presbytery yet about their work or who is on the committee to contact for information." This comment included suggestions for regular communications in the e-news about what it means to be a Matthew 25 presbytery, share what churches are doing in their own social justice ministries, and give events and opportunities for the presbytery to join together in social justice work.

4. "Where does the Korean partnership fit in the new structure?"

5. "The new structure doesn't have a group dedicated to fellowship or caring ministries. Consider forming a separate committee to do "deacon-like" tasks with a focus on intentional caring and compassionate ministries to our members, pastors and elders alike, both active and retired. Spouses of pastors who have died used to be listed in the directory so we could remember them. Someone needs to actively reach out to check-in with people, be intentional to develop relationships with new folks, increase fellowship opportunities, etc. Be proactive in being aware of needs and concerns, then offer support in tangible ways. For ex. a simple "thinking of you" card, note, email or text from 'the presbytery' would go a long way to address the perception that the 'presbytery doesn't care' about its individual members or churches. A general note asking for prayers in the e-news is not enough. Sometimes we are informed too late, if at all, to do anything to help."

Committee and Committee Work-specific Comments

1. Benevolent Care Funds

--Needs clarity for process.

--Suggestion for approval to be made by a group of *"2 or 3 people who have direct connection to the churches"* with distribution by Finance and Property.

2. "It's challenging to figure out who does what and when.... (it would be helpful to have) "...structured documentation of what has been done in the past." Suggestion that past processes and actions (who and what) be kept and that they be easily accessible for continuity and communication in internal committee work and between committees.

3. "The treasurer needs to know what everyone is working on, to help anticipate any support you might need. Knowing your process helps the treasurer and the bookkeeper to intersect with you at the time best for you."

4. "I think it would be beneficial for our committees to consider how we communicate with one another. In other words, keep each other abreast of what is happening within our structure in between presbytery meetings."

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5. "Do our committees have regular meeting days/times? Should this be on our presby calendar (public or members only)?"

6. "What resources would be beneficial to aid the work of the committee?"

7. ". . . it would be helpful if each committee offered a proposal of 3-5 realistic and tangible goals they would like their committee to achieve in the next three years. I think this would be helpful not just as a presbytery, but also as a presbytery in continued conversation with other presbyteries on potentially merging."

8. "Nominating Committee needs to be better organized. We need consistent and coordinated starting and ending dates for terms of services for all committee members and officers." (That is, all terms should start and end at the same time of year for everyone. Nominations that take place at times other than a yearly report of nominations for election should be the exception, not the rule.)

9. "I think it is good to have a return to setting terms and term limits for committees. But we are missing the flexibility that came with the Leadership Team having the discretion to form and disband committees and workgroups as needed. Who has this ability under the new structure?"

10. "Who is responsible in the new structure for encouraging participation from pastors and elders who have disengaged from the presbytery? Is anyone assessing whether Zoom encourages or discourages involvement? Are we making it too easy for people to watch by Zoom, and be passively involved instead of being engaged?"

11. "I miss fellowship opportunities over a meal at presbytery meetings. Is the new structure going to address this?"

12. Consider ways to use technology in a better way that does not put a burden on staff or officers at presbytery meetings. Paying for a "tech team" may be needed.

12. Vision & Strategy is designed as an umbrella committee for what could be several committees and workgroups. It "has too many responsibilities to be effective." Suggestion to divide into 2 committees: Vision & Communications and Mission & Strategic Operations with subcommittees under each.

Other comments

- "Does it matter if our structure is working or not *now* if it's only going to change again when our presbytery merges with others?"
- "Since the new structure was put into place, I question some of the priorities that we are focusing on."

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- "A usable directory would have been nice to have before the new structure. It was hard enough to know before who is doing what. It's even harder now."
- Other comments regarding what is needed in a directory:
 - List of Churches with pastors, admin. ass'ts, clerks of sessions
 - List of Committees, their meeting dates, terms of members and a committee description
 - List of all the "workers in the field" alphabetical
 - List of Active & Retired Ministers
 - List of pastor widows/widowers/survivors
 - List of Commissioned Ruling Elders & those who have completed training and are eligible to be commissioned to a church
 - List of Christian Educators—both certified and elders employed in C.E. work in churches. Non-elders who are employed in C.E. should be noted also.
 - List of Inquirers & Candidates (who, where attending seminary so we can keep connected and send encouragement.)
 - List of past moderators—they might have useful institutional memory
 - Presbyterian Women
 - Synod and GA contact info (must discern which contacts are most important and relevant)
 - YADS
 - BOP contact info
 - GA reps
 - Where to find resources

Copy of E-mail seeking feedback (sent 10/5, w/follow up reminder 10/16)

To: Garrett Anderson, Sarah Buckshot, Brian Copeland, Kathleen Dain, Bob Davenport, Mike DePew, Beth Dubois, Ben Fitzgerald-Fye, Lynn Jacques, Victor Jenkins, Shavonn Lynch, Bill Newell, Shawn Reyburn, Neil Rotach, Ann Wiley

At the November presbytery meeting, we will have had the new structure in place for 6 months. As Vision & Strategy chair, I'd like to give a report as to how it's going according to our charge:

"Leads implementation of new organization structure, documents process, and *communicates progress* with the Presbytery."

We are also given the responsibility:

"Partners with Presbytery committees, commissions, staff, and congregations to help in the formation, implementation, and *evaluation* of strategic goals."

INITIAL FEEDBACK

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Please spend a few minutes at your next committee meeting to talk about what is going well with the new structure and what may need improvement. If you have strategic goals to make known that would be great as well. Or simply send me an email with your impressions, observations and suggestions for V & S to review. Your role and voice as the chairperson of your committee, a staff member, officers or "workers in the field" is important.

Your feedback will help the V & S committee know what recommendations to make in order for the presbytery to address any issues or make changes if needed for how best to continue to implement the intention of the new structure.

If you could do this in the next 2 weeks or so (by Oct. 27) we'd greatly appreciate it. Thanks.

INITIAL FEEDBACK