



Our Vision:  
As members of the body of Christ,  
Hudson River Presbytery is called to  
Live resurrection with passion and partnership  
In a changing world.

**The Presbytery of Hudson River  
April 27, 2024  
10:00AM –2:30 PM  
Calvary Presbyterian Church**

**9:00 MEETING CHECK-IN OPENS**

**10:00 CALL TO GATHER THE PRESBYTERS FOR GOD'S BUSINESS** Moderator Tom Albert

**DECLARATION OF A QUORUM  
LAND ACKNOWLEDGEMENT**

**VOTING THE DOCKET** (including the *Consent Agenda*. If any presbyter wants to remove an item from the consent agenda for discussion and action s/he need only request that it be removed.)

**THE INTRODUCTION OF NEW ELDER COMMISSIONERS**

**THE INTRODUCTION OF NEW MINISTERS OF WORD AND SACRAMENT**

**THE SEATING OF CORRESPONDING MEMBERS**

**THE MINUTES** *Appointment of readers of this meeting's minutes*

**WELCOME FROM THE HOST CHURCH**

**10:15 WORSHIP** is led by Rev Melanie Gambino and includes the commissioning of those representing HRP at the 226th General Assembly. The offering goes to PresbyBuild and can be given by clicking <https://bit.ly/2XqOliM>

**11:15 CYCLICAL AND NEW WORSHIPPING INITIATIVES** Daniel So and Debbie Bronkema

**11:30 UPDATE FROM THE FOUNDATION** Rose Niles

**11:45 COMMUNITY CONVERSATIONS (in breakout rooms)**

- Accompanying Through Chaos: Asylum Seekers in the Hudson Valley Robin Larkins
- Exploring New Worshipping Initiatives Daniel So and Debbie Bronkema
- Ways to Get Involved with the Interfaith Prison Partnership Jen Mancuso
- PresbyBuild in Newburgh-What We've Done and How You Can Help Peter Surgenor
- Questions for the Foundation Rose Niles

**12:45 LUNCH**

(Lunch is offered for \$15 per person. It can be purchased online when you do your registration or in-person via cash. If you plan on purchasing lunch, please make sure to select 'yes' when you register.)

**1:30 GENERAL PRESBYTER'S REPORT** Deb Milcarek

**1:40 STATED CLERK'S REPORT** Susan De George

**1:45 FAITH AND ORDER COMMITTEE**

Jeff Geary

- On Becoming Free from Plastic Pollution (from Palisades)
- Overture Calling for Action so that Children May Live Free from Gun Violence (from Dobbs Ferry)

**2:00 COMMITTEE ON MINISTRY**

Jonathan Hoeldtke and Martin McGeachy

- Introduction of New Ministers
- Administrative Leave Policy
- Boundary Training
- Pleasantville Manse motion
- Retirement of Jeff Farley
- Creation of a Commissioned Ruling Elder Committee

**2:30 NEW BUSINESS**

(100 copies of any new business must be in the hands of the Stated Clerk by 10:00 AM)

**2:30 ATTENDANCE AND ADJOURNMENT**

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The next meeting of Hudson River Presbytery will be on Tuesday September 24<sup>th</sup> at the Holmes Camp and Retreat Center, Holmes, NY.

Those unable to attend a meeting shall submit their requests to be excused to Emily at [emily@hudrivpres.org](mailto:emily@hudrivpres.org).

PRESBYTERY OF HUDSON RIVER  
Presbytery Meeting  
February 20, 2024

The Presbytery of Hudson River met in stated meeting on Tuesday, February 20, 2024 via Zoom. It was convened at 10:00 am.

Note: "MSA" = moved, seconded, approved.

"MA" = moved, approved, motions coming from committees, needing no second.

MWS = Minister of Word and Sacrament

RE = Ruling Elder; CRE = Commissioned Ruling Elder

PHR website: [www.hudrivpres.org](http://www.hudrivpres.org).

Call to Gather the Presbyters for God's Business

Moderator Tom Albert

Moderator Tom Albert opened the meeting with prayer.

Declaration of a Quorum

Moderator Tom Albert

Moderator Tom Albert declared a quorum was present.

Tom made a land acknowledgement (Lenape People) and thanked the presbyters for attending and voting.

Voting the Docket

**MSA** the Docket (Attachment I) and Consent Agenda (Attachment II).

Introduction of New Ruling Elder Commissioners

The Moderator welcomed Ruling Elders who were attending as first-time Commissioners.

Introduction of New Ministers of Word and Sacrament

There were no new ministers introduced at this meeting.

Seating of Corresponding Members

Lancelot Waldron, PNYC, was seated as a corresponding member for this meeting.

Minute Readers

MWS John Schneider and RE Patricia Allen (Larchmont Avenue) are the minutes readers for this meeting.

Sixty Second Announcements

Presbyters were given the opportunity to make 60 second announcements to all assembled.

Worship

Worship, including the 2023 Necrology and installation of Moderator Tom Albert and Moderator-elect Lindley DeGarmo, was led by the Reverend Dorinda Violante. The order of worship: call to worship, hymn, prayer of confession, scripture, sermon, prayers of people, necrology, offertory, installation, hymn, and benediction. The offering, in the amount of \$ \_\_\_\_, will benefit

Hudson River Presbytery's Clergy Assistance program.  
2023 Necrology attached (Attachment III)

Moderator Tom Albert was unable to continue moderating the meeting due to wifi issues; Moderator-elect Lindley DeGarmo assumed the chair.

### General Presbyter's Report

Deborah (Deb) Milcarek

Deb invited presbyters to offer thanks to outgoing Moderator Dorinda Violante via Menti. She called attention to Dr. David Hooker's upcoming workshops on 4/21 and 4/22/24. She talked about the Council retreat in January and highlighted that 2024 will be a year of implementation of a lot of programs we've been preparing: PSSP, New Worshipping Initiatives, Coaching; CRE program & other resources for REs. None of these new programs would be possible without the legacies of congregations that have ended their ministries.

### Assessments & Coaching

Susan DeGeorge & Chip Low

Susan gave a presentation on what we've learned from the 49 HRP congregations that have completed Holy Cow assessments. Aggregating the data has allowed us to identify patterns and needs. Highlights include:

- We hope churches will redo assessment every 3 years; this is how long it takes to make cultural change; re-assessment would provide longitudinal data to congregation and presbytery.
- The bulk of our congregations are either in the transformation or recovery/reinvention quadrants.
- We are not monolithic in theological perspective but have very progressive and very conservative congregations.
- 40% of our congregations are Clergy-focused, which means that 3 or more drivers of satisfaction are connected with a pastor. When things go well, the pastor gets the credit; when they don't the pastor gets the blame. These are very difficult congregations for pastors to serve; it is also a difficult dynamic for sessions – the congregation gets their identity from the pastor.
- Hospitality – most important of all the indicators – can grow 1%/year; yet 70% of HRP congregations have hospitality scores that suggest their membership will drop by 1% annually.
- We will be focusing on this issue of hospitality as this year unfolds.

Chip provided a presentation on Coaching opportunities in HRP. Highlights included:

Assumptions of coaching:

Clients are: creative, resourceful, whole

Coaching is not problem-solving; coach the person, not the issue

Team Coaching – goal is to align around a single topic, not to have a bunch of individuals taking away their own insights.

ICF definition of Team Coaching: Partnering in a co-creative and reflective process with a team and its dynamics and relationships in a way that inspires them to maximize their abilities and potential in order to reach their common purpose and shared goals.

HRP Coaching opportunities include – Individual; Individual & Team coaching for the CAT; Grants Coaching; PSSP coaching.

### Nominating Committee

Constance (Connie) Knapp

The slate for Committee on Ministry was presented. Nominations from the floor were sought by Moderator-elect.

Deborah Northern – filling a COM term

Martin McGeachy – nomination from the floor: Laurie McNeill to fill another empty slot.

**MA** slate as presented with nomination from the floor.

The slate for Grants committee was presented. Nominations from the floor were sought by Moderator-elect.

Luanne Panarotti – grant committee; no nominations from the floor

**MA** slate as presented.

The slate for the Holmes Camp Board was presented. Nominations from the floor were sought by Moderator-elect.

Bill Weisenbach (1<sup>st</sup> term) and Linda Burpee (2<sup>nd</sup> term); no nominations from the floor

**MA** slate as presented.

Resignations announced: Tami Seidel and Laurie Ferguson, Committee on Ministry and Jeniffer Rodriguez, Grants Committee; thank you for your service.

### New Worshipping Initiatives

Debbie Bronkema

How can we reach out to the 44% of population not connected to a faith community?

HRP currently has 3 new worshipping communities starting and 3 discerning. We are forming a team to lay the foundation for what HRP's role will be with these initiatives; the team will also review grants.

Contact me if you have any questions or ideas. [debbiebronkema@hudrivpres.org](mailto:debbiebronkema@hudrivpres.org)

### Stated Clerk's Report (Attachment IV and V)

Susan De George

ATTACHMENTS: IV regular report and V annual report

**MSA** The minutes of the November 14, 2023 stated meeting of the Presbytery were read by MWS Jean-Paul Marshall and RE Karen Martin (New Hempstead). They recommend approval. **MSA** Approve the Annual Stated Clerk's Report recommendation around balancing presbytery attendance of Ministers of Word and Sacrament and Ruling Elders.

Report highlights include:

All congregations filed their statistical reports this year.

### Pastor Salary Support Program

Casey Carbone

Casey made a presentation about changes to the Pastor Salary Support Program; details can be found on HRP website; Programs tab; PSSP.

Council (Attachment VI report and VII resolution and VIII Anti-Harassment policy)

Dorinda Violante

Dorinda offered thanks to Yzette Swavy-Lipton for her leadership last year.

The Council met on retreat at Holmes in January, and at their regular meeting last week. Highlights of reports:

- Renewed 10-year lease with Scarborough Presbyterian Church for the Presbytery office; some renovations will be taking place to accommodate current staffing needs
- Met with Edgar Hayes /COR and raised questions for COR to consider regarding training for all clergy; will meet with them again in coming months.

**MA** Yzette Swavy-Lipton to be on Nominating Committee and Heather Benedict as 2024 chairperson. Nominations from the floor: none

Congers Administrative Commission property sale – Jeff Geary, chairperson of the Congers Administrative Commission

**MA** Approve sale of the building to the Mt. Zion Sanctuary Assembly of God for \$515,000. Resolution to accompany sale attached.

Wappingers Falls Administrative Commission property sale – Gary Murphy, chairperson of the Wappingers Falls Administrative Commission

**MA** the sale of the Wappingers Falls church property (2568 South Ave) to Revolving Door for \$700,000 and the sale of the multifamily plots (2574 and 2578 South Ave) to Krislen Management for \$700,000, each sale being contingent on the other also happening.

2024 Presbytery Budget – Keith Brokaw presenting

The budget is already approved and so does not need a vote.

The budget will be posted on the HRP website; under “meeting materials” as an addendum.

### New Business

There was no new business at the meeting.

### Attendance Proclamation

Teaching Elders and CREs:	60
Ruling Elder Commissioners	34
Other Voters:	15
Visitors:	6
<hr/> Total:	115

**MSA** to adjourn.

With no further business before the body, the meeting was adjourned at 12:43 pm with prayer by Moderator-elect Lindley DeGarmo.

The next stated meeting will convene on April 27, 2024 tentatively at Calvary Presbyterian Church in Newburgh, with registration starting at 9:00 am.

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MWS Susan De George  
Stated Clerk

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CRE Margery Rossi  
Journal Clerk

April 27, 2024  
Stated Clerk Report

FOR ACTION

C- The minutes of the February 20, 2024 stated meeting of the Presbytery were read by MWS John Schneider and RE Patricia Allen (Larchmont Avenue). They recommend approval.

Collaborative review of session records were conducted with the following recommendations:

**Approved Without Exception**

Brewster  
Dobbs Ferry  
Haverstraw  
Jeffersonville  
Katonah  
Lagrangeville  
Larchmont  
Liberty  
Livingston Manor  
Marlboro  
Milton  
Monroe  
Mount Kisco  
New City (Germonds)  
New City (New Hempstead)  
New Rochelle  
Newburgh (Union)  
Ossining  
Palisades  
Pearl River  
Pelham  
Port Jervis  
Roscoe  
Thompson Ridge  
White Plains  
Yonkers (South)  
Yorktown

**Approved With Exception**

Amenia (Smithfield)  
Beacon  
Bedford  
Bethlehem  
Carmel  
Chester



Cold Spring  
Cornwall  
Florida  
Goshen  
Hamptonburgh  
Highland  
Irvington  
KPCOW  
Lake Huntington  
Mahopac  
Middletown (United)  
Middletown (Scotchtown) through 2021  
Montgomery  
Monticello  
Mount Vernon  
New Hampton  
Newburgh (Calvary)  
Otisville  
Patterson  
Peekskill  
Pine Plains  
Pleasantville  
Pleasant Valley  
Rye  
Salt Point  
Scarborough  
Scarsdale  
South Salem  
Staatsburg  
Washingtonville

**Minutes Not Approved**

Those noted \*\* have not had their records reviewed for four years or more.

Ancramdale\*\*

Bethel

Eastchester\*\*

Hillburn

Hortonville

Yonkers Good Shepherd

Wassaic

FOR INFORMATION

- All the congregations in the presbytery filled statistical reports for 2023.

- The Presbytery totals at the end of 2023 reflect membership gains of 319 and membership losses of 717, bringing the total active membership to 8839. Congregational membership size ranged from 6 to 1000. Attendance ranged from 4 to 215. 1/3 of our congregations (24 of 72) were in transition at the end of 2023. The full summary is found under Stated Clerk Report, part 2.
- The 2024 **Clerk of Session Day workshop** that each congregation's Clerk of Session (or, if your Clerk is unavailable, an elected clerk *pro tem*) must attend will be **next Saturday May 4<sup>th</sup> from 10:30 to 12** at Central Presbyterian Church in Haverstraw. We will be focusing on changes to the Book of Order and new policies that all congregations are required to have. Minute books will be stamped on that day. There will also be an **additional afternoon training for new clerks of session** (and any other clerks who would like to attend from 1 to 2:30) The day begins at 10 am with worship. **Register now.**

Susan G. De George  
Stated Clerk

## 2023 Presbytery Statistical Report

<b>Presbytery</b>	<b>Hudson River</b>		
<b>Address</b>	655 Scarborough Rd, Scarborough, NY 10510-2021		
<b>Phone</b>	914-941-2100	<b>Fax</b>	914-941-2263
<b>Email</b>	<a href="mailto:info@hudrivpres.org">info@hudrivpres.org</a>		
<b>Web Site</b>	<a href="http://www.hudrivpres.org">www.hudrivpres.org</a>		




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### Membership

Prior Active Members	<b>9185</b>	Adjusted membership	<b>9237</b>
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#### Gains

Certificate	<b>88</b>
Youth Professions	<b>60</b>
Professions & Reaffirmations	<b>171</b>

<b>Total Gains</b>	<b>319</b>
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<b>Total Ending Active Members</b>	<b>8839</b>
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#### Losses

Certificate	<b>66</b>
Deaths	<b>112</b>
Deleted for any Other Reason	<b>539</b>

<b>Total Losses</b>	<b>717</b>
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### Baptisms

Presented by Others	<b>113</b>
At Confirmation	<b>6</b>
All Other	<b>12</b>

Average Weekly Worship Attendance	<b>3660</b>
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Friends of the Congregation	<b>1544</b>
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Ruling Elders on Session	<b>518</b>
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Do you have Deacons? Yes / No	<b>46 / 19</b>
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### Age Distribution of Active Members

17 & Under	<b>445</b>
18 - 25	<b>540</b>
26 - 40	<b>992</b>
41 - 55	<b>1229</b>
56 - 70	<b>1699</b>
Over 70	<b>1763</b>

<b>Total Age Distribution</b>	<b>6668</b>
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### People with Disabilities

Hearing impairment	<b>293</b>
Sight impairment	<b>206</b>
Mobility impairment	<b>309</b>
Other impairment	<b>342</b>

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### Gender Distribution

Women	<b>4716</b>
Men	<b>3018</b>
Non-Binary	<b>41</b>

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### Youth in Congregation

Age 4 and under	<b>344</b>
Elementary School (K-5th grade)	<b>648</b>

Middle School (6th – 8th grade)	<b>343</b>
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High School (9th – 12th grade)	<b>422</b>
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<b>Total Youth</b>	<b>1757</b>
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### Racial Ethnic

Asian/Pacific Islander/South Asian	<b>526</b>
Black/African American/African	<b>403</b>
Middle Eastern/North African	<b>31</b>
Hispanic/Latino-a	<b>248</b>

Native American/Alaska Native/Indigenous	<b>34</b>
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White	<b>6473</b>
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Multiracial	<b>133</b>
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<b>Total Racial Ethnic</b>	<b>7848</b>
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<b>Budgeted Income</b>	<b>16,068,858</b>
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<b>Budgeted Expense</b>	<b>17,473,464</b>
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### Receipts

Regular Contributions	<b>11,041,294</b>
Capital Building Fund	<b>1,389,232</b>
Investment Income	<b>1,701,804</b>

Bequests	<b>805,089</b>
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Other Income	<b>4,073,234</b>
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Subsidy or Aid	<b>435,974</b>
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### Expenditures

Local Program	<b>14,034,925</b>
Local Mission	<b>797,248</b>
Capital Expenditures	<b>3,012,906</b>

Investment Expenditures	<b>536,154</b>
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Per Capital Apprt	<b>369,624</b>
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Other Mission	<b>501,418</b>
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## 2023 Presbytery Statistical Report

**Faith and Order Committee  
of the Hudson River Presbytery**

The Faith and Order Committee commends two overtures to the Hudson River Presbytery for consideration by the 226th General Assembly meeting this summer.

From the Session of South Church, Dobbs Ferry, comes “An Overture Calling for Action so that Children May Live Free from Gun Violence.” The overture encourages congregations to take some form of practical, largely non-legislative, action to reduce gun violence in the lives of children. Faith and Order found the intent and content of the overture consistent with current PC(USA) social witness policy and with past actions of the Hudson River Presbytery. Our committee recommends it to the presbytery for approval.

From the Session of Palisades Presbyterian Church comes an overture “On Becoming Free from Plastic Pollution.” The overture encourages education and practices for moving from a disposable to a reusable culture. Faith and Order found the intent and content of the overture consistent with current PC(USA) social witness policy and with past actions of the Hudson River Presbytery (especially programs offered by HRP Green and our own policy against plastics). Our committee recommends it to the presbytery for approval.

Respectfully submitted.

Rev. Jeffrey A. Geary

**An Overture Calling for Action so that Children May Live Free from Gun Violence**

**The Presbytery of \_\_\_\_\_ overtures the 226<sup>th</sup> General Assembly to:**

**A. Call upon every congregation in the PC(U.S.A.) to take some specific action of love and responsibility for children as part of the movement to prevent gun violence.**

**Action Suggestions and Options for Congregations:**

**1. Actively support and pray for** the emotional, spiritual and mental health needs of children as they grow up in an era of school lockdowns, active shooter drills and near-daily news of gun violence.

**2. Promote Secure Gun Storage** - Churches of the PC(U.S.A.) can share information about the **Be SMART for Kids** campaign, which provides strategies and resources to protect children from unintentional firearm injury and death. Congregations are gifted at sharing safety information in their communities, which can include life-saving information on the importance of secure gun storage in every home where there is a gun. Congregations can offer free or low cost gun locks to church members, neighbors and others, and encourage schools to send secure gun storage information home in backpacks for parents.

**3. Encourage Parents and Caregivers to Take Gun Safety Action** - Embolden parents and caretakers to always ask if there is a gun in a home and how it is stored before sending children to play in other homes. Churches can provide parents and caretakers with guidance on how to talk to children and adolescents about what to do if they discover unsecured guns and what to do if they know of a gun that has been brought to school, church or another gathering.

**4. End Gun Marketing to Children** - Congregations can monitor and advocate with their retail stores to stop the “normalization” of firearms that happens in the mind of a child when guns are advertised to appeal directly to children and displayed in stores where children may see them. This includes the need for retailers to refrain from including toy guns in Easter baskets, Christmas displays and other ways that train children to acclimate to the presence of guns, such as the promotion of the youth-sized JR-15.

**5. Promote Gun Security Technology** - Learn about and advocate for wide-spread use of existing technology that allows a gun to be fired only by the owner, preventing unintentional shootings, deterring gun theft and preventing youth and child suicide. Promote the use of biometric locks for secure gun storage, limiting access to the gun owner.

**6. Act for Change** - Demonstrate to children that adults will act to protect them from gun violence: Participate in efforts such as Be SMART for Kids, Guns to Gardens, Violence Interruption Programs; support youth-led gun violence prevention organizations, and gun violence survivors and their families; engage in advocacy with elected officials for gun-sense regulation such as comprehensive background checks, a ban on the future sale of semiautomatic assault weapons and raising the age for gun purchases to 21 or older. Where appropriate, involve children, teens and youth in these efforts.

**7. Vote** - As citizens, parents and grandparents, prayerfully prioritize the lives of America’s children in determining how to cast our individual votes in local, state and national elections.

**B. Additionally, the 226th General Assembly calls upon the PC(USA) Office of Public Witness and the Presbyterian Decade to End Gun Violence to include secure gun storage and the other safety measures listed here in their ongoing gun violence prevention actions, advocacy and resources.**

**RATIONALE**

**Hearing Christ’s Call**

In Luke 18, we see Jesus on the final journey to Jerusalem. Many adults had been besieging Jesus with questions and challenges. Suddenly Jesus is interrupted by parents who are bringing their children, the “little ones” who in first-century Herodian Palestine were overlooked and expendable. The caregivers seek a blessing, a promise of a safe place to belong, to grow free of harm. The disciples who have been following Jesus dismiss these vulnerable ones. Jesus is indignant, but replies with great kindness, “Let them come to me. They know what my Kin-dom looks like.”

As disciples of Christ, we have the same call: to bless all God’s children with a place to belong, to grow, to become strong and filled with wisdom and the grace of God (Luke 2: 40). Continuously since the 1968 General Assembly, the Presbyterian family has called upon our officials to save lives through a reasonable regulation of firearms to keep them away from those who may be a danger to themselves or others. The PCUSA has never called for the restriction of guns typically used in hunting or shooting sports. To these prior actions we add steps that local churches can take to protect children in particular.

### **Acknowledging Present Reality**

We cannot ignore or dismiss the present reality in the USA: more children are being traumatized, wounded, and killed by guns than by any other danger. According to the U.S. Centers for Disease Control and Prevention, since 2020 firearms have been the number one cause of death among children and teens in the United States, surpassing even car accidents.<sup>1</sup> From 2017 to 2021, child and teen gun fatalities increased by 40% to 4,739, the largest annual number ever recorded.<sup>2</sup> In addition to those who die, thousands more young people survive shootings each year with injuries that reverberate for months and years, and with ripple effects on parents, siblings and communities.

A recent Harvard study<sup>3</sup> shows that firearm deaths and injuries among youth exert a massive physical toll and mental health burden on survivors and their families. Financial costs are also high, with survivor health spending increasing by \$35,000 in the year following injury. Gun violence inflicts an enormous burden on children and on society, with a disproportionate danger for children of color.<sup>4</sup> When compared to communicable and infectious diseases, gun violence often poses a larger burden on society in terms of potential years of life lost, as well as the long term impact of trauma on individuals, families and communities. These costs are immeasurable and reverberate through generations.

### **Causes and Solutions**

**1. Unsecured Firearms:** The easy access to guns exacerbates the rise in child victims, including gun sales that may not include background checks. There is also an access crisis at the point of gun storage. In America, 4.6 million children live in homes with guns that are both loaded and unlocked, and this number is growing.<sup>5</sup> Secure gun storage saves lives. **Solutions that congregations can participate in:**  
**A. The Be SMART for Kids Campaign** has been promoted nationwide and utilized by major hospitals, healthcare systems, the American Academy of Pediatrics, law enforcement agencies and schools. Community partners include national organizations like Injury Free Coalition for Kids, Safe Kids Worldwide, National PTA, as well as numerous other state and local partners. Learn more at <https://besmartforkids.org>

SMART is an acronym that stands for:

**S:** Secure all guns in your home and vehicles.

**M:** Model responsible behavior around guns.

**A:** Ask about the presence of unsecured guns in other homes.

**R:** Recognize the role of guns in suicide.

**T:** Tell your peers to be SMART.

Find Cont. Causes, Solutions, Sources [HERE](#).

### **The Local Church: Putting Love into Action**

Babies born the year of the watershed Columbine massacre are now 25 years old. No American youth today knows a world without the threat of sudden deadly gun violence. Yet, we affirm that "Children are a heritage from the Lord" (Psalm 127:3) and that our responsibility as a community of Christian adults is to put our love into action to save the lives of children and youth. With suicide representing 4 out of 10 child and youth gun deaths, we have a God-given calling to give America's children reasons to live and to thrive, as well as to reduce the access to guns for those who would harm themselves or others.

The local church can be one of God's great vehicles for healing our nation from gun violence. As one pastor put it a few weeks after a mass shooting at their local grocery store: "Don't underestimate our role as conveners in the community. Our places and spaces as people of faith are game-changers. People are looking to transform all of this trauma....We are made for such a time as this."<sup>12</sup>

For the local church, preventing gun violence is about the sanctity of life. **We know what to do:**

- Have courageous conversations in our churches and communities about the causes of gun violence;
- Support gun sense legislation and vote as if the children's lives depended on it;
- Securely store our firearms and encourage others to do so, using the BeSMART for Kids Campaign;
- Support the Guns to Gardens movement to reduce the number of unwanted guns, preventing them from being resold, stolen or used in a suicide or other shooting;<sup>13</sup>
- Hold the gun industry accountable for its impact on children and youth;
- Love our children and youth away from fear and into a sense of abundant life and reasons to live.

**Let's do it. Amen**



## [OVT-xxx] On Becoming Free from Plastic Pollution

*The Presbytery of \_\_\_\_\_ overtures the 226th General Assembly (2024) of the Presbyterian Church (U.S.A.) to commit ourselves as a church, a people of faith and a social organization embodying Christian values, to:*

1. Encourage all our settings to commit to changing from a disposable culture to a reusable, sustainable one.
2. Encourage education within our congregations and in our communities to advocate for alternatives to single use plastics, whether through mitigation efforts and campaigns or by supporting local and state bans on single use plastics, and
3. Encourage all settings of the Church to determine the best pathway forward for strategies and actions to mitigate plastic pollution, using as examples the following resources:
  - a. The Story of Plastics, (95-minute documentary)<sup>i</sup>
  - b. Sierra Club Solutions to Plastic Pandemic<sup>ii</sup>
  - c. Ten Towns –Ten actions Toolkit of New Hampshire<sup>iii</sup>
  - d. National Environmental Education Foundation (NEEF): Join the Fight for Reducing Plastic Pollution<sup>iv</sup>
  - e. Break Free Plastics: resources, articles, list of the worst corporate polluters and suggestions for actions<sup>v</sup>
  - f. The National Audubon Society’s eight ways to reduce<sup>vi</sup>
  - g. The Five Actions Congregations Can Take from the United Church of Christ<sup>vii</sup>
  - h. Presbyterians for Earthcare webinar and resources on becoming free from plastics<sup>viii</sup>
4. Reduce the use of single-use plastics and packaging.
5. Commend all settings of the church to join in possible opportunities for participation in addressing plastic pollution including to:
  - a. Encourage all settings of the Church to commit to change from the throwaway and disposable culture and consumptive practices to reusable and compostable products.<sup>ix</sup>
  - b. Encourage replacement of single use plastics such as cutlery, plates, cups, straws, lids, and bottles with bioplastics, reusable, truly recyclable (like aluminum or paper) or compostable substitutes.
  - c. Preach on ecological sustainability principles articulated by Sallie McFague on responsible use of ecological resources<sup>x</sup> and the sustainable goal of mitigating single-use plastics.
  - d. Educate on the importance of mitigation of single-use plastics and plastic straws as well as plastic bottles at our churches, their events, and gatherings.
  - e. Educate on the toxicity of plastic pollutions and microplastics to the health of our environment, to our own health, and the health of non-human life.
  - f. Educate on policies and practices of local recycling and composting services and advocating for better practices.
  - g. Organize low or zero waste events in collaboration with local organizations and infrastructures.

- h. Support businesses that use sustainable practices such as reusable containers and reusable bags.
  - i. Participate in public cleanup of God’s creation, including all bodies of water, parks, and beaches.<sup>xi</sup>
  - j. Install fountains for water bottles in church campuses, wherever possible.
  - k. Actively support and lobby for local, state, national, and international legislation and policies that align with the intention of this resolution including bans of or fees on single use plastics.
  - l. Encourage the Mission Responsibility Through Investment Committee of the PC(USA) to engage with companies and corporations to reduce their use of plastics, particularly eliminating single-use plastics wherever possible.
6. Acknowledge that accommodations in expectations need to be made for certain impacted groups such as those who are disabled or unhoused.
  7. Speak truth to power against plastic “de-creation” (an academic and theological term that may refer to desacralizing, destroying, or undoing that which is whole or has been whole in nature, the Earth, plants, animals, forests, and pollution, even when it is inconvenient or difficult).
  8. Encourage people in all settings to speak truth to the public square against plastic pollution of our planet.

## Rationale

The 222nd General Assembly (2016) approved overwhelmingly (429-120) that “caring for God’s creation” should be part of our constitution and it was approved through concurrence of 150 of our Presbyteries<sup>xii</sup>. Our Book of Order now states “God sends the Church to share in the stewardship of creation, preserving the goodness and glory of the earth God has made”<sup>xiii</sup> and includes “caring for God’s Creation” in the commitment to participate in Christ’s mission found in *G-1.0304 The Ministry of Members*. In keeping with these actions, all Presbyterians should seek to personally reduce the use of plastics, especially single-use plastics, in their homes, churches, workplaces, communities, states and nation.

In 2023, our sisters and brothers in Christ within the United Church of Christ (UCC) General Synod passed this overture as “Free from Plastic Pollution: A Resolution of Witness”.<sup>xiv</sup> We have chosen to overture the 226th General Assembly (2024) of the Presbyterian Church (U.S.A.) using language only minimally edited from that passed by the UCC General Synod. The calls to action in the Recommendation above are the calls to action they passed. The following was their Rationale:

*WHEREAS the scriptures (Genesis 1:1-2:6, Psalm 24:1, Isaiah 24:3-6, Jeremiah 4:23-26) hold us responsible for the way we co-live and use God’s creation, the Earth, and*

*WHEREAS plastics resist degrading for hundreds of years, and they break down into microplastic beads; and animals, birds, fish, and humans consume microplastics<sup>xv</sup> to the detriment of their health, and*

*WHEREAS United Church of Christ General Synods have passed environmental resolutions The Earth is the Lord’s<sup>xvi</sup> (2017), The Use of Plastic Foam<sup>xvii</sup> (2019), and The Rights of Nature<sup>xviii</sup> (2021), and*

*WHEREAS plastic pollution is an environmental justice concern of the UCC,<sup>xix</sup> and*

*WHEREAS plastic pollution disproportionately impacts vulnerable communities, including low-income people and people of color, and must be addressed from production to waste,<sup>xx</sup> and*

*WHEREAS plastics are made from harmful petrochemicals that impact the health and well-being of biological life and planetary ecosystems, and the production of toxic petrochemicals disproportionately harms those living in close proximity,<sup>xxi</sup> and*

*WHEREAS the United Nations has called upon global faith communities to work against plastic pollution,<sup>xxii</sup> and*

*WHEREAS current attempts, locally, nationally, and internationally to manage plastic pollution are woefully inadequate, and*

*WHEREAS local cleanups of plastic litter have limited impact and recycling is not effective for most plastic items.<sup>xxiii</sup>*

The PC(USA) General Assembly has affirmed that creation care is a fundamental part of who we are as Presbyterians. The biblical mandate for the overture On Amending G-1.0304, “The Ministry of Members,” by Adding “Caring for God’s Creation<sup>xxiv</sup> by Dr. William P. Brown, William Marcellus McPheeters Professor of Old Testament at Columbia Theological Seminary,<sup>xxv</sup> applies to our need to become free from plastic pollution as well:

*The fundamental biblical mandate for creation care comes from Genesis 2:15, where God places Adam in the garden to “till it and keep it” (NRSV). A better translation from the Hebrew is “to serve it and to preserve it.” In Genesis 1:26–28, God blesses humankind with dominion over the earth. This acknowledgement that humanity is the most powerful species on earth does not, however, give license to dominate and exploit the planet. Indeed, the following verses affirm the right of animals to share in the bounty of the earth’s produce (Gen 1:29–30). Human “dominion” as intended in Genesis is best practiced in care for creation, in stewardship, which according to Genesis Noah fulfills best by implementing God’s first endangered species act. Moreover, the great creation psalm of the Psalter views humanity as one species among many animal species, all meant to flourish together (Psalm 104:14–23). The psalmist exclaims, “O Lord, how manifold are your works! In wisdom you have made them all; the earth is full of your creatures” (v. 24).*

*Scripture affirms that God created the world in wisdom and out of love, and it is also out of love for the world that God gave Christ to redeem it (John 3:16). In Christ “all things hold together” (Colossians 1:17), and “every creature under heaven” is to receive God’s good news (v. 23). According to Revelation, God’s work in the world is “make all things new” (21:5), to bring about a new creation that does not destroy the old but transforms it, renews it. If the church is the sign of the new creation, then the church must lead the way in caring for creation.*

Since the UCC General Synod passed their Resolution of Witness, further evidence of the danger of plastics to God’s Creation and to human health have been realized. Consumer Reports tested popular fast foods and supermarket staples for bisphenols and phthalates, which can be harmful to your health. They found phthalates in almost every food they tested, often at high levels. Science has revealed that water from disposable water bottles contains found about 240,000 particles in the average liter of bottled water, most of which were “nanoplastics” — particles measuring less than one micrometer (less than one-seventieth the width of a human hair).<sup>xxvi, xxvii</sup> These plastics in our bodies may be having serious impacts on our health.<sup>xxviii</sup> Inhaled microplastics in our bodies have been correlated with lung inflammation, shortness of breath and a higher risk of lung cancer. Plastics often found in disposable containers, automobile parts and even face masks used to prevent the spread of coronavirus — damage the mitochondria inside cells, which also causes lung inflammation. These impacts disproportionately fall on vulnerable and disadvantaged communities. Mary Johnson, a principal research scientist at the Harvard T.H. Chan School of Public Health said, “Vulnerable populations are at even greater risk of the negative health impacts from the production, use and degradation of plastics”.<sup>xxix</sup>

Approximately 99 percent of plastic comes from chemicals sourced from fossil fuels, and throughout their lifecycle, plastic production generates approximately 3.4 percent of global greenhouse gas emissions.<sup>xxx</sup> The massive increase in plastic production and the intensive expansion of plastic product has been referred to as “Plan B for the fossil fuel industry”.<sup>xxxi</sup> These industries are pushing to expand the

use of these plastics, especially in developing economies, as a way to increase demand for fracked gas.<sup>xxxii</sup> This contributes heavily to climate change. Leaked methane, the largest component of fracked gas, has 28 times as much impact on warming the climate as does carbon dioxide<sup>xxxiii</sup> and is responsible for about 30% of the rise in global temperatures since the Industrial Revolution,<sup>xxxiv</sup> resulting in 2023 being the warmest year on record, by far.<sup>xxxv</sup> And while governments and international bodies are trying to limit plastic production, petrochemical industries are trying to weaken legislation and international treaties.<sup>xxxvi</sup>

Currently, about 430 million tons of plastic is produced *yearly*. To date, humans have created around 11 billion metric tons of plastic. This amount surpasses the biomass of all animals, both terrestrial and marine. Despite efforts to convince people recycling is effective, only 9% of the plastic ever produced has been recycled, and 19% has been incinerated.<sup>xxxvii</sup> This huge mass of plastics has become one of the largest environmental disasters on our planet, polluting the Earth we are passing on to our children.

God placed Adam in the garden to serve it and to preserve it. It is time for the Presbyterian Church (USA) to preserve creation by becoming free from plastic pollution.

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<sup>i</sup> The Story of Stuff, <https://www.storyofstuff.org/movies/the-story-of-plastic-documentary-film/how-to-watch/>

<sup>ii</sup> Resources on Plastic Pollution Solutions, Sierra Club Maryland Chapter, <https://www.sierraclub.org/maryland/zero-waste/story-of-plastic>

<sup>iii</sup> Ten Towns Toolkit, <https://www.10towns.org/>

<sup>iv</sup> National Environmental Education Foundation, <https://www.neefusa.org/nature/water/join-fight-reduce-plastic-pollution>

<sup>v</sup> #BreakFreeFromPlastic, <https://www.breakfreefromplastic.org/>

<sup>vi</sup> Eight Easy Ways to Reduce Your Plastic Waste, National Audubon Society, 2018, <https://www.audubon.org/news/eight-easy-ways-reduce-your-plastic-waste>

<sup>vii</sup> Free from Plastic Pollution: Five Actions Congregations Can Take, United Church of Christ, 2023 <https://www.ucc.org/free-from-plastic-pollution-five-resolution-resources/>

<sup>viii</sup> Resources for Webinar Free from Plastic Pollution: A United Church of Christ Resolution of Witness, 2023, <https://presbyearthcare.org/free-from-plastic-pollution/>

<sup>ix</sup> The Solving of the Plastics Issue, Yes Magazine, <https://www.yesmagazine.org/issues/solvingplastic>  
Also see eco-friendly alternatives, Eco-Friendly Alternatives for Disposable Plastic Water Bottles | Cedar Springs Blog (cedarspringswater.ca)

<sup>x</sup> McFague, *A New Climate for Theology*

<sup>xi</sup> Greenpeace, <https://www.greenpeace.org/international/campaign/toolkit-plasticfree-future/>

<sup>xii</sup> Minutes of the General Assembly 2016

, Presbyterian Church (USA), <https://www.pcusa.org/resource/minutes-general-assembly-2016/>

<sup>xiii</sup> Book of Order 2023-2025, Presbyterian Church (USA), [https://www.pcusa.org/site\\_media/media/uploads/oga/pdf/boo\\_2023-2023\\_publishedversion\\_cover\\_and\\_boo\\_complete.pdf](https://www.pcusa.org/site_media/media/uploads/oga/pdf/boo_2023-2023_publishedversion_cover_and_boo_complete.pdf), W-5.0305 pp. 133-134

<sup>xiv</sup> Free from Plastic Pollution: Five Actions Congregations Can Take, United Church of Christ, 2023, <https://www.ucc.org/free-from-plastic-pollution-five-resolution-resources/>

<sup>xv</sup> The environmental impacts of plastics and micro-plastics use, waste and pollution: EU and national measures, Study Requested by the PETI Committee, European Parliament, [https://www.europarl.europa.eu/RegData/etudes/STUD/2020/658279/IPOL\\_STU\(2020\)658279\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2020/658279/IPOL_STU(2020)658279_EN.pdf)

<sup>xvi</sup> The Earth is the Lord's – Not Ours to Wreck – Imperatives for a New Moral Era, United Church of Christ, 2017, [https://www.ucc.org/wp-content/uploads/unitedchurchofchrist/pages/9126/attachments/original/1499204117/UCC\\_Synod\\_2017\\_Climate\\_Resolution\\_-\\_FINAL\\_as\\_passed.pdf?1499204117](https://www.ucc.org/wp-content/uploads/unitedchurchofchrist/pages/9126/attachments/original/1499204117/UCC_Synod_2017_Climate_Resolution_-_FINAL_as_passed.pdf?1499204117)

<sup>xvii</sup> Resolution Regarding the Use of Plastic Foam (i.e. Styrofoam®) A Resolution of Witness, United Church of Christ General Synod 32 Minutes, 2019, page 48, <https://new.uccfiles.com/pdf/GS32-Minutes.pdf>

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- <sup>xviii</sup> “Who Will Speak for the Trees?” A Resolution on the Rights of Nature, United Church of Christ, 2021, <https://www.ucc.org/who-will-speak-for-the-trees-a-resolution-on-the-rights-of-nature/>
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- <sup>xxviii</sup> Microplastics Are Everywhere. What Are They Doing to Our Health? Discover Magazine, 2023, <https://www.discovermagazine.com/environment/microplastics-are-everywhere-what-are-they-doing-to-our-health>
- <sup>xxix</sup> Ibid.
- <sup>xxx</sup> Ibid.
- <sup>xxxi</sup> How the fossil fuel industry is pushing plastics on the world, CNBC, 2022, <https://www.cnbc.com/2022/01/29/how-the-fossil-fuel-industry-is-pushing-plastics-on-the-world-.html>
- <sup>xxxii</sup> Ibid.
- <sup>xxxiii</sup> Overview of Greenhouse Gases, US Environmental Protection Agency, <https://www.epa.gov/ghgemissions/overview-greenhouse-gases>
- <sup>xxxiv</sup> Global Methane Tracker 2023, International Energy Agency, <https://www.iea.org/reports/global-methane-tracker-2023>
- <sup>xxxv</sup> 2023 was the world’s warmest year on record, by far, US National Oceanic and Atmospheric Administration, 2024, <https://www.noaa.gov/news/2023-was-worlds-warmest-year-on-record-by-far>
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Presbytery of Hudson River  
April 27, 2024  
Committee on Ministry Report

The Committee on Ministry met on March 5, 2024 and April 2, 2024 approving the following:

1. MSA the following to serve communion – the Communion training was given on December 9, 2023 by Todd Young – Scotchtown Presbyterian:
  - 1) Bill Powers – Goshen Presbyterian Church
  - 2) Jody Kopec – Goshen Presbyterian Church
  - 3) Michael Coyne - Goshen Presbyterian Church
  - 4) George Hankins - Goshen Presbyterian Church
  - 5) John Hourahan - Goshen Presbyterian Church
  - 6) Kristin Kliemann – South Presbyterian Church Greeburgh
  - 7) Linda Jo Platt – South Presbyterian Church Greenburgh
2. MSA Renewal for the following Stated Supply contracts:  
Zachary Pearce – Port Jervis; Jeff Farley – Mt. Hope; Kimmie Boyd – South Presbyterian Church; Jeniffer Rodriquiz – Ossining Presbyterian; Laurie Spencer – Westminster Salt Point; Lynn Boyer – Brewster Presbyterian; Luanne Panarotti – Pleasant Plains
3. Approve the installation AC for Rev Lynn K. Brown for Sunday, February 4<sup>th</sup>, 2023 at 4:00 pm at the First Presbyterian Church, Pleasant Valley N. Members of the Administrative Commission: Moderator Ruling Elder Tom Albert; The Rev. Casey Carbone; Ruling Elder Deborah Milcarek (General Presbyter); The Rev. Dorothy Muller; Ruling Elder Beth Murphy (Pleasant Valley); and The Rev. Luanne Panarotti.
4. MSA terms of call for Called Installed Pastor Peter Bynum – Larchmont Ave. Church; Salary \$103,278; MV \$35,000; Benefits \$49,827; SECA \$10,578; Group Life \$201; Professional expenses \$3,160; Other expenses \$6,562; 2 weeks Study leave; 31 days vacation
5. MSA terms of call for Associate Pastor Anna Grace Claunch – Larchmont Ave. Church; Salary \$51,147; MV \$25,000; Benefits \$29,697; SECA \$5,825; Group Life \$201; Professional expenses \$3,160; Other expenses \$4,925; 31 days vacation; 2 weeks study leave
6. MSA terms of call for Designated Pastor John Schneider – Central PC, Haverstraw; Salary \$30,208; Housing \$42,000; Benefits \$29,488; SECA \$5,784; Group Life \$201; Professional expenses \$3,000; 31 days vacation; 2 weeks study leave
7. MSA terms of call for Called Installed Pastor Laurie McNeill – FPC Highland, FPC Marlboro; Salary \$28,130; Housing \$30,000; Deferred Compensation \$10,600;

Benefits 26,805; SECA \$5,258; Group Life \$201; Professional Expenses \$6,100; 31 days vacation; 2 weeks study leave

8. MSA Rev. Rachel Thompson as Parish Associate for First Presbyterian Church of Philipstown for 2024 pending a background check, boundary training, GP check.
9. MSA terms of call for Called Installed Pastor Abbie Huff – Germonds Presbyterian; Salary \$66,992; MV \$20,098; Benefits \$33,695; SECA \$6,662; Group Life \$201; Professional Expenses \$3,000; Other expenses \$2,000; 31 days vacation; 2 weeks study leave
10. MSA terms of call for Interim Pastor Jeff Geary – Cornwall Presbyterian; Salary \$36,138; Housing \$47,500; Benefits \$34,198; SECA \$6,708; Group Life \$201; Other Allowances \$4,050; Professional Expenses \$4,000; Group Life \$201; 31 days vacation; 2 weeks study leave
11. MSA Shannon White to serve as Interim Pastor – Freedom Plains United PC upon GP background check and transferring from Presbytery of Southern New England to HRP. Salary \$57,120; Housing \$54,880; Benefits \$43,680; SECA \$8,568; Professional Expenses \$3,900; Group Life \$201; 31 days vacation; 2 weeks study leave; transfer Shannon from the Presbytery of Southern New England effective 3/4/24
12. MSA request from Interim Pastor Jeff Geary of Cornwall-on-Hudson that Lynn Costa be given permission to administer the Sacrament of Communion on Sunday, June 3, 2024, while Rev. Geary is away.
13. MSA terms of call for Installed Pastor Dale Southorn – Mt. Kisco Presbyterian Church; Salary \$92,611; MV \$27,783; Benefits \$46,954; SECA \$9,210; Professional Expenses \$3,000; Other vouchered expenses \$4,815; Group Life \$201; 31 days vacation; 2 weeks study leave
14. MSA terms of call for Installed Pastor Matthew Jun – KPCOW – New Rochelle; Salary \$50,987; Housing \$35,000; Benefits \$33,535; SECA \$6,578; Group Life \$201; Professional Expenses \$7,420; 31 days vacation; 2 weeks study leave
15. MSA the HRP Administrative Leave Policy. Ask Joanna to send a copy of the policy to all MWSs and CREs, requiring them to sign off on a statement that says, “I acknowledge that I have been given, have read, and will abide by The Presbytery of Hudson River’s Administrative Leave Policy.”
16. MSA To request the Hudson River Presbytery to vote at its April 27, 2024 meeting to grant the Council of the Presbytery the authority to approve the sale of the manse if the congregation of Pleasantville Presbyterian Church votes to sell the manse at or above the formal appraised value of the manse; subject to both COM and Property Committee previous approval.
17. MSA terms of call for Rev. Dr. John Miller – Rye Presbyterian Church; Salary \$111,750; MV \$45,000; Housing Allowance \$10,000; Benefits \$52,676; SECA \$12,350; Group Life \$201; Professional expenses \$9,472; 31 days vacation; 2 weeks study leave

18. MSA terms of call for Rev. Todd Young – Scotchtown Presbyterian Church; salary \$30,381; MV \$22,800; SECA \$4,430; Group Life \$201; Professional expenses \$1,500; Other expenses \$4,728; 31 days vacation; 2 weeks study leave
19. MSA terms of call for Rev. Sarah Henkel – United Presbyterian Church of Middletown; Salary \$14,334; Housing \$25,000; Benefits \$15,340; SECA \$3,009; Group Life \$201; Professional Expenses \$3,000; Group Life \$201; 31 days vacation; 2 weeks study leave
20. COM approved via email vote on March 13, 2024 to have Lori Knight-Whitehouse and Ray Bagnuolo put on the Pulpit Supply list.
21. MSA that COM provide Convergence Co-Lab Boundary Training (online) for clergy who are due for trainings in 2024 as a pilot program for this year, for those currently serving Pastors, CREs, Retired clergy who may occasionally serve in congregations, Parish Associates. We recommend that the cost for this year be covered by the COM, and that 4 members of the committee (Brown, Nichol, Warren, Young) be readers of the written portion for this year.
22. Rev. David Harkness approved as Moderator for the Session at FPC Mahopac.
23. MSA a 3-month extension of the current part-time Interim Pastor contract of Rev. Brian Merritt and FPC Philipstown, Cold Spring, to conclude on August 15, 2024, as approved by the Session of FPCP on March 10, 2024.
24. Administrative Leave Policy attached
25. Shannon White statement of faith attached
26. CRE Committee description attached



## **Rev. Shannon A White**

### Statement of Faith

I believe that God is bigger than anything the human mind can imagine, and thank goodness for that, because it means we are constantly surprised by LOVE which breaks us open from all of our self-imposed prisons. That said, I believe in God: Creator, Redeemer and Sustainer. God the Creator, works tirelessly to create humankind in all forms and passions, and continues to splash the world with creative works of art in nature. There is no greater Being. God the Redeemer works in and through us. As exemplified in the liberating work of Jesus Christ, we are freed from the sin which entraps us individually and as a society, and which separates us from one another and God. God the Sustainer works in and through us as the deep waters rush through the currents of our lives to heal, prompt, renew and reconcile us at levels of which we are not even aware. The Spirit gives each of us gifts to use for the greater good and for the glory of God.

I believe that human beings are called into life in community. In our tradition, we claim the church to be a body of broken but redeemed human beings charged with doing the work of Christ in the world. Members of the Body of Christ are called to worship, to do justice, love mercy and to walk humbly with our God, as the prophet Micah told us. We are called to represent the welcoming and inclusive presence of Christ in all we do.

Through the sacraments of the Lord's Supper and Baptism, we enact that incredible love, inclusion and welcome. The church's job is also to help its members to understand what their gifts are and to use them both inside and outside the walls. The church is also called to bring light to the world--the light of Christ. That demands that we continually reflect upon the ways we have not been light, the ways we as a body, have been complicit in maintaining the darkness others face: racism, sexism, homophobia, anti-Semitism, Islamophobia, classism, ethnocentrism and other forms of institutionalized fear which relegate God's very own as less than they are. That is distortion. Together we are the full face of God.

While I choose to follow on the path which defines as Christian, I believe in the power of many other journeys and can find great wisdom and truth in other faith traditions. It has been my great honor to walk alongside colleagues of other faiths and to visit other cultures which seek the Divine in all areas of their lives.

POLICY ON THE COMMISSION ON MINISTRY'S AUTHORITY TO  
PLACE A PASTOR ON ADMINISTRATIVE LEAVE  
(draft March 5, 2024)

**Preamble**

As the Book of Order makes clear (G-2.0502), a pastor has membership in their presbytery by action of the presbytery itself, which alone can establish, change, or dissolve pastoral relationships. In the performance of their ministry, a pastor is accountable to their presbytery.

It also relates (G-3.0301c) that a presbytery is responsible for nurturing the covenant community of disciples of Christ. In exercising this responsibility, a presbytery is empowered to ordain, receive, dismiss, install, remove, and discipline its members who are pastors. It also is empowered to promote the peace and harmony of congregations and to enquire into the sources of congregational discord.

Among the presbytery's responsibilities lodged within its Commission on Ministry is that of *facilitating relations between the presbytery and its congregations, ministers of Word and Sacrament, ruling elders commissioned to pastoral service... and settling difficulties on behalf of the presbytery where possible and expedient.* (G-3.0307 alt.) In certain circumstances, when the difficulties that have arisen warrant it – in order to promote the welfare of a congregation, or its pastor, or of both parties – providing a way for a pastor to have, for a time, distance from their congregation and relief from all pastoral leadership responsibilities can create the very opportunity the Commission on Ministry needs to engage effectively in a restorative ministry.

The Book of Order specifically gives presbyteries the authority to place pastors on administrative leave for situations when allegations of sexual abuse have been communicated to their Stated Clerks (D-7.0902). A presbytery's duty to see to the health and welfare of its pastors and congregations (G-3.0303) includes the responsibility to consider establishing policies and procedures to address other difficulties in a manner which is both effective and sensitive to the needs of the parties involved. These difficulties might be about leader burnout, unaddressed conflicts, factions, loss of health, mental health issues, competing visions, differing expectations, anger management challenges, or any number of other things that, although they are entirely unrelated to sexual abuse, can generate significant turmoil and relational difficulties sufficient to warrant Commission on Ministry engagement. Sometimes, as the Commission on Ministry seeks to address such turmoil, it realizes that if the church's pastor could step out of their responsibilities for a time – if the pastor could have a period of administrative leave – it would be immediately helpful. A period of administrative leave can provide a pastor, a session, a congregation and a presbytery time, space and opportunity for listening and learning, prayer and discernment, for planning and practice of new ways of behavior by those involved – presbyteries,

pastors, congregations, ruling elders – so that difficulties can be resolved. This being so, the Presbytery of Hudson River establishes the following Policy on Placing a Pastor on Administrative Leave to make it possible for its Commission on Ministry to use this tool to relieve pastors, when it's warranted and appropriate, for defined periods of time from their responsibilities to and involvement with their congregations. This policy applies to all calls and temporary pastoral positions.

### **Administrative Leave Policy**<sup>1, 2, 3</sup>

#### Commission on Ministry Responsibilities

A decision to relieve a pastor, for a defined period of time, from their pastoral responsibilities and involvements, may be made by the Executive Team,<sup>4</sup> of the presbytery's Commission on Ministry upon the recommendation of its Chair, the General Presbyter, the Stated Clerk or, preferably, all of these persons together. [Note - Administrative Leave in response to accusations of sexual misconduct shall be administered in accordance with the Book of Order and the Presbytery's Sexual Misconduct Policy.]

1. The recommendation must be grounded in a conviction that the welfare of the congregation, the pastor, or both warrants and calls for such a step.
2. There must be compelling evidence of the need for the Commission on Ministry to act in order to prevent or mitigate harm to the pastor, the church, or the presbytery, and to provide time and space for the Commission on Ministry to aid in settling difficulties. The evidence might include expressions of concern by the pastor, by colleagues in ministry, by members of the congregation or community; letters or calls of complaint, with allegations clearly articulated; and direct observation of relational conflict by Commission on Ministry members.
3. Before the Executive Team votes on a recommendation to relieve a pastor from their responsibilities for a time, two Commission on Ministry representatives must have consulted with the pastor and the church's session about the potential use of this tool.
4. A unanimous consensus of at least a quorum of the Executive Team shall be required for the decision, and a report of any such action by the Executive Team shall be made to the entire Commission on Ministry as soon as possible.
5. The Executive Team shall establish the initial period of leave, which may be up to three months in length.
6. Having made a decision to relieve a pastor temporarily of their pastoral responsibilities and congregational involvement, the Executive Team shall appoint a Reconciliation Team, ordinarily members of COM, to work with the church's leadership/session.
7. COM and the Reconciliation Team should be clear about the expectations for the leave as well as any methodology to be employed for assessment, counseling, and discernment purposes (including mental health inventories).

8. The COM will pay for pulpit supply for the initial period of leave. The session should consult with the Reconciliation Team concerning appropriate persons to serve as pulpit supply.
9. Once the appointed Reconciliation Team has been briefed about its responsibilities, the Chair of the Commission on Ministry will communicate with the pastor and the church's session, introduce the appointed Reconciliation Team to the session and pastor, and initiate the administrative leave.
10. The Chair of the COM Congregational Relations Team, in consultation with the Reconciliation Team, will appoint a Moderator for the session for the period of administrative leave.
11. The Chair of the Commission on Ministry shall also appoint a pastor, not associated with the COM or Reconciliation Team, to act as an advocate and companion to the pastor on administrative leave, seeing to their spiritual well-being and facilitating conversation with the Reconciliation Team and/or COM as necessary.
12. As appropriate, the Commission on Ministry will inform the Presbytery of the actions it has taken. The language used will be sensitive to the need for confidentiality, particularly for a personal health crisis, as well as the need for transparency.
13. Medical leave constitutes a special category of Administrative Leave, in that certain illnesses or injuries may require a more extended absence from the church than would be expected in routine absences due to sickness. Examples might include, but not be limited to, serious injuries, operations or surgery, and certain conditions related to mental health. In some of these situations, the pastor may not be able to fulfill their work duties, but it may not be necessary to enforce rules concerning staying out of church facilities or refusing to have contact with church members, especially if there is no indication of malfeasance or ethical violations or serious conflict in the church. In fact, where the mutual support of pastor and congregation expected in the pastoral covenant are concerned, it might even be cruel not to allow any contact at all.

If Administrative Leave is employed for medical reasons, Session and COM should evaluate the special circumstances. Ordinarily, most of the foregoing expectations and responsibilities will apply, including the care required in determining if Administrative Leave is called for, matters related to the length of leave and compensation, and support for both pastor and congregation during the proposed leave. However, the Session and the COM should consider whether some adjustments to expectations regarding interaction between pastor and church are called for. Any variations to the expectations in the policy should be included in the formal agreement.

### **Reconciliation Team Responsibilities**

The Reconciliation Team shall be responsible for:

1. Meeting with the church's session and pastor to discuss the purpose of the leave and provisions for managing it and the congregation's ministry;
2. Establishing terms for the pastor's compensation and behavior during the time the pastor is on leave (ordinarily, during the initial period of a pastor's leave, a congregation will be expected to honor the terms of compensation it has agreed upon for its pastor). Any change to the terms of call, in particular any change in compensation, must be approved by the congregation and pastor.
3. Working with the session to provide preaching, pastoral care and administrative support. The presbytery will pay for pulpit supply during the first three months.
4. Assisting the session in listening and learning, prayer and discernment, for the planning and practice of new ways of behavior by those involved so that difficulties can be resolved.
5. Determining, with the approval of the COM, if extensions to the initial period are warranted. If it believes they are, it will work with the church's leadership to determine the best and most appropriate way to provide for the pastor's compensation. The overall duration of the pastor's leave will depend on the time required for resolution of the difficulties that led to it. The effort will be carried out with all deliberate speed and with awareness of the financial obligations of the congregation and the Presbytery. Any change to the terms of call, in particular any change in compensation, must be approved by the congregation and pastor.

### **Church/Session Responsibilities**

When the Commission on Ministry acts to relieve a pastor of their responsibilities and appoints a group to work with the congregation and its leaders, the members of the session and congregation will be expected to:

1. Continue compensation for the pastor in accordance with the approved Terms of Call through the initial period of administrative leave;
2. Cooperate with the Reconciliation Team to work with the Commission on Ministry and comply with its directives and behavioral expectations;
3. Have no contact with the pastor except as the Commission on Ministry's Reconciliation Team specifically permits.

A session's or congregation's violation of the behavioral expectations established by the Commission on Ministry's Reconciliation Team will be reported to the presbytery's Stated Clerk and the Commission on Ministry, and the violation may be considered grounds for the establishment of an Administrative Commission.

### **Pastor's Responsibilities**

When the Commission on Ministry acts to relieve a pastor of their responsibilities and

appoints a group to work with the congregation and its leaders, the pastor will be expected to:

1. Cooperate with the Reconciliation Team and comply with its directives and behavioral expectations;
2. Remain out of all church facilities and off the church's grounds, except for the manse, if applicable;
3. Refuse to initiate or have contact with any member of the church or its staff, except for a person designated specifically by the Commission on Ministry's Reconciliation Team to deliver mail or messages;
4. Refuse to conduct corporate worship or to engage in any form of pastoral activity (exceptions for extraordinary cases that can be arranged with the Chair of the Commission on Ministry, in consultation with the Reconciliation Team);
5. Not attend or participate in any meetings or activities of the church. A pastor's violation of the behavioral expectations established by the Commission on Ministry's Reconciliation Team will be reported to the presbytery's Stated Clerk, and the violation may be considered grounds for initiation of a formal disciplinary process, in accordance with The Rules of Discipline in the Book of Order.

## **Endnotes**

1. All references to "pastor" in this policy should be understood to include Ministers of Word and Sacrament and Commissioned Ruling Elders.
2. Administrative Leave in response to accusations of sexual misconduct shall be administered in accordance with the Rules of Discipline in the Book of Order and this presbytery's Sexual Misconduct Policy.
3. This policy is not intended as a disciplinary policy and is not a substitute for disciplinary actions as prescribed by the Book of Order or the Manual of the Presbytery of Hudson River.
4. The Commission on Ministry Executive Team is composed of the COM Chair(s), the chairs of the Transitions, and Congregational Relations teams of the Commission, the General Presbyter, and the Stated Clerk.

## **COMMITTEE ON COMMISSIONED RULING ELDERS (CRE)**

(Approved by HRP \_\_\_\_\_date)

**Purpose:** Recognizing that CREs are an important and unique ministry of Hudson River Presbytery, the purpose of the CRE Committee is to sustain CREs through candidate application, educational requirements, commissioning into various ministries and ongoing support.

**Accountability:** The CRE Committee shall be accountable to the Presbytery

**Membership:** The Committee shall be comprised of 4 members: A MWS member from Committee on Preparation for Ministry, a MWS member from the Committee On Ministry, two additional RE members. Staff representative shall have voice but no vote.

### **Responsibilities:**

- Prepare/update a Commissioned Ruling Elder handbook of policies and procedures
- Recruit and support qualified Ruling Elders to enter the CRE program
- Meet no less than quarterly to provide oversight and direction to the CRE program and to facilitate communication with CPM and COM on all matters pertaining to CREs including the transition from “certified ready” status to serving in a commission.
- Provide for MWS mentors to Ruling Elders serving in commissions
- Review CRE commissions and mentorships on an annual basis
- Provide for a Commissioning service at presbytery meeting and/or congregations as appropriate.
- Serve in an advisory capacity to CPM and COM on matters pertaining to CREs in Hudson River Presbytery.

POLICY ON THE COMMISSION ON MINISTRY'S AUTHORITY TO  
PLACE A PASTOR ON ADMINISTRATIVE LEAVE  
(March 5, 2024)

**Preamble**

As the Book of Order makes clear (G-2.0502), a pastor has membership in their presbytery by action of the presbytery itself, which alone can establish, change, or dissolve pastoral relationships. In the performance of their ministry, a pastor is accountable to their presbytery.

It also relates (G-3.0301c) that a presbytery is responsible for nurturing the covenant community of disciples of Christ. In exercising this responsibility, a presbytery is empowered to ordain, receive, dismiss, install, remove, and discipline its members who are pastors. It also is empowered to promote the peace and harmony of congregations and to enquire into the sources of congregational discord.

Among the presbytery's responsibilities lodged within its Commission on Ministry is that of *facilitating relations between the presbytery and its congregations, ministers of Word and Sacrament, ruling elders commissioned to pastoral service... and settling difficulties on behalf of the presbytery where possible and expedient.* (G-3.0307 alt.) In certain circumstances, when the difficulties that have arisen warrant it – in order to promote the welfare of a congregation, or its pastor, or of both parties – providing a way for a pastor to have, for a time, distance from their congregation and relief from all pastoral leadership responsibilities can create the very opportunity the Commission on Ministry needs to engage effectively in a restorative ministry.

The Book of Order specifically gives presbyteries the authority to place pastors on administrative leave for situations when allegations of sexual abuse have been communicated to their Stated Clerks (D-7.0902). A presbytery's duty to see to the health and welfare of its pastors and congregations (G-3.0303) includes the responsibility to consider establishing policies and procedures to address other difficulties in a manner which is both effective and sensitive to the needs of the parties involved. These difficulties might be about leader burnout, unaddressed conflicts, factions, loss of health, mental health issues, competing visions, differing expectations, anger management challenges, or any number of other things that, although they are entirely unrelated to sexual abuse, can generate significant turmoil and relational difficulties sufficient to warrant Commission on Ministry engagement. Sometimes, as the Commission on Ministry seeks to address such turmoil, it realizes that if the church's pastor could step out of their responsibilities for a time – if the pastor could have a period of administrative leave – it would be immediately helpful. A period of administrative leave can provide a pastor, a session, a congregation and a presbytery time, space and opportunity for listening and learning, prayer and discernment, for planning and practice of new ways of behavior by those involved – presbyteries, pastors, congregations, ruling elders – so that difficulties can be resolved. This being so, the Presbytery of Hudson River establishes the following Policy on Placing a Pastor



on Administrative Leave to make it possible for its Commission on Ministry to use this tool to relieve pastors, when it's warranted and appropriate, for defined periods of time from their responsibilities to and involvement with their congregations. This policy applies to all calls and temporary pastoral positions.

### **Administrative Leave Policy<sup>1, 2, 3</sup>**

#### **Commission on Ministry Responsibilities**

A decision to relieve a pastor, for a defined period of time, from their pastoral responsibilities and involvements, may be made by the Executive Team<sup>4</sup> of the presbytery's Commission on Ministry upon the recommendation of its Chair, the General Presbyter, the Stated Clerk or, preferably, all of these persons together. [Note - Administrative Leave in response to accusations of sexual misconduct shall be administered in accordance with the Book of Order and the Presbytery's Sexual Misconduct Policy.]

1. The recommendation must be grounded in a conviction that the welfare of the congregation, the pastor, or both warrants and calls for such a step.
2. There must be compelling evidence of the need for the Commission on Ministry to act in order to prevent or mitigate harm to the pastor, the church, or the presbytery, and to provide time and space for the Commission on Ministry to aid in settling difficulties. The evidence might include expressions of concern by the pastor, by colleagues in ministry, by members of the congregation or community; letters or calls of complaint, with allegations clearly articulated; and direct observation of relational conflict by Commission on Ministry members.
3. Before the Executive Team votes on a recommendation to relieve a pastor from their responsibilities for a time, two Commission on Ministry representatives must have consulted with the pastor and the church's session about the potential use of this tool.
4. A unanimous consensus of at least a quorum of the Executive Team shall be required for the decision, and a report of any such action by the Executive Team shall be made to the entire Commission on Ministry as soon as possible.
5. The Executive Team shall establish the initial period of leave, which may be up to three months in length.
6. Having made a decision to relieve a pastor temporarily of their pastoral responsibilities and congregational involvement, the Executive Team shall appoint a Reconciliation Team, ordinarily members of COM, to work with the church's leadership/session.
7. COM and the Reconciliation Team should be clear about the expectations for the leave as well as any methodology to be employed for assessment, counseling, and discernment purposes (including mental health inventories).
8. The COM will pay for pulpit supply for the initial period of leave. The session should consult with the Reconciliation Team concerning appropriate persons to serve as pulpit supply.
9. Once the appointed Reconciliation Team has been briefed about its responsibilities, the Chair of the Commission on Ministry will communicate with

- the pastor and the church's session, introduce the appointed Reconciliation Team to the session and pastor, and initiate the administrative leave.
10. The Chair of the COM Congregational Relations Team, in consultation with the Reconciliation Team, will appoint a Moderator for the session for the period of administrative leave.
  11. The Chair of the Commission on Ministry shall also appoint a pastor, not associated with the COM or Reconciliation Team, to act as an advocate and companion to the pastor on administrative leave, seeing to their spiritual well-being and facilitating conversation with the Reconciliation Team and/or COM as necessary.
  12. As appropriate, the Commission on Ministry will inform the Presbytery of the actions it has taken. The language used will be sensitive to the need for confidentiality, particularly for a personal health crisis, as well as the need for transparency.
  13. Medical leave constitutes a special category of Administrative Leave, in that certain illnesses or injuries may require a more extended absence from the church than would be expected in routine absences due to sickness. Examples might include, but not be limited to, serious injuries, operations or surgery, and certain conditions related to mental health. In some of these situations, the pastor may not be able to fulfill their work duties, but it may not be necessary to enforce rules concerning staying out of church facilities or refusing to have contact with church members, especially if there is no indication of malfeasance or ethical violations or serious conflict in the church. In fact, where the mutual support of pastor and congregation expected in the pastoral covenant are concerned, it might even be cruel not to allow any contact at all.

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### **Reconciliation Team Responsibilities**

The Reconciliation Team shall be responsible for:

1. Meeting with the church's session and pastor to discuss the purpose of the leave and provisions for managing it and the congregation's ministry;
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upon for its pastor). Any change to the terms of call, in particular any change in compensation, must be approved by the congregation and pastor.

3. Working with the session to provide preaching, pastoral care and administrative support. The presbytery will pay for pulpit supply during the first three months.
4. Assisting the session in listening and learning, prayer and discernment, for the planning and practice of new ways of behavior by those involved so that difficulties can be resolved.
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4. Refuse to conduct corporate worship or to engage in any form of pastoral activity (exceptions for extraordinary cases that can be arranged with the Chair of the Commission on Ministry, in consultation with the Reconciliation Team);
5. Not attend or participate in any meetings or activities of the church. A pastor's violation of the behavioral expectations established by the Commission on Ministry's Reconciliation Team will be reported to the presbytery's Stated Clerk, and the violation may be considered grounds for initiation of a formal disciplinary process, in accordance with The Rules of Discipline in the Book of Order.

## **Endnotes**

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3. This policy is not intended as a disciplinary policy and is not a substitute for disciplinary actions as prescribed by the Book of Order or the Manual of the Presbytery of Hudson River.
4. The Commission on Ministry Executive Team is composed of the COM Chair(s), the chairs of the Transitions, and Congregational Relations teams of the Commission, the General Presbyter, and the Stated Clerk.

### **Communication about Historic Landmark Status**

The Property Committee of Hudson River Presbytery wishes to remind all pastors, elders, and congregations that no church property should be included in any application for federal, state, or local historic district or historic landmark status unless and until the Presbytery (1) has been afforded an opportunity to review the application to assess the implications of such status, and (2) has approved such application by affirmative vote.

While we understand that there are emotional and spiritual benefits to having our properties noted for their historical or architectural significance, official designations of this type often impose additional legal restrictions that can limit the church's ability to make improvements or changes to the property (*e.g.*, the addition of solar panels or energy efficient windows) and/or to transfer ownership of the property in the future.

The Committee urges congregations to use caution when entering into any conversations about these designations and to keep both the Presbytery Stated Clerk and the Property Committee informed throughout the process.

*Approved by HRP Property, 4/2/2024*

**Presbytery of Hudson River**  
**Budget Report**  
 March 2024

	<b>Jan-Mar 2024</b>	<b>Annual Budget</b>
<b>Income</b>		
400101 · Shared Mission Giving	48,805.00	200,000.00
400102 · Prior Year Shared Mission	1,875.00	
400201 · Per Capita	189,672.00	364,185.00
910000 - Per Capita GA	-46,820.80	-90,013.00
910000 - Per Capita Synod	-19,588.29	-37,659.00
400202 · Prior Year Per Capita	2,009.00	
400400 · Distribution fr Invested Funds	40,224.91	549,199.00
Van Winkle CRE Endowmt		10,000.00
400700 · Donations	1,395.48	600.00
230005 · Vital Congregations		55,000.00
<b>Total Income</b>	<b>217,572.30</b>	<b>1,051,312.00</b>
<b>Expense</b>		
<b>Building Partnerships</b>		
511206 · Partnership Match	4,000.00	25,000.00
<b>Total Building Partnerships</b>	<b>4,000.00</b>	<b>25,000.00</b>
<b>Nurturing Stong Leadership</b>		
511201 · Nurturing Leaders	1,677.00	25,000.00
511300 · Moderator-Elect Polity Training		2,000.00
511400 · GA Exp-GP,SC,Commissioners	1,026.20	1,000.00
540200 · Youth Ministries(triennium, etc		1,600.00
540300 · Training/Scholarships		2,000.00
<b>Total Nurturing Strong Leadership</b>	<b>2,703.20</b>	<b>31,600.00</b>
<b>Healthy, Vital Communities of Faith</b>		
580001 · Assessments		25,000.00
580002 · Coaching	1,937.50	101,100.00
580003 · NWI Programs	9,000.00	26,000.00
<b>Total Healthy, Vital, Communities of Faith</b>	<b>10,937.50</b>	<b>152,100.00</b>
<b>Presbytery Operations</b>		
<b>Council</b>		
511202 · Presbytery Leadership Expenses	127.15	3,000.00
511203 · Presbytery Meetings	119.67	2,000.00
530995 - NYSCC		2,000.00
530999 · UN Ministry		1,500.00
540700 · Holmes Support	8,750.01	35,000.00
830000 - Shared Ministry GA (15%)	7,602.07	30,000.00
830000 - Shared Ministry Synod (.5%)	252.40	1,000.00
511205 - Office Renovation	5,495.00	0.00 ***
<b>Operations</b>		
510210 · Rent	6,000.00	24,000.00
510220 · Insurance	2,337.75	9,350.00
510230 · Maintenance		2,400.00

**Presbytery of Hudson River**  
**Budget Report**  
 March 2024

	<b>Jan-Mar 2024</b>	<b>Annual Budget</b>
510240 · Telephone		2,400.00
510250 · Supplies	84.48	1,000.00
510500 · Communications	1,368.00	6,800.00
510261 · Technology	2,628.78	4,500.00
510262 · New Computer(s)	1,147.00	1,000.00
510270 · Postage	155.58	500.00
510280 · PAYCHEX-Payroll Process	905.47	2,600.00
510281 · Temp P/R Expense		500.00
510285 · Banking Fees	36.60	200.00
<b>Committees</b>		
510300 · Property Committee	2,750.00	2,000.00
510400 · Personnel Committee		600.00
510700 · Finance Committee		
510500 - Audit		6,000.00
510900 - Legal Fees	1,336.00	2,000.00
530500 · Committee on Ministry	1,142.80	8,500.00
530800 · Committee on Prep for Ministry	544.00	
530903 · Commissioned Ruling Elders		20,000.00
<b>Total Presbytery Operations</b>	<b>42,782.76</b>	<b>168,850.00</b>
<b>600000 · Compensation Section</b>		
<b>650000 · Professional Reimbursement</b>		
650005 · Stated Clerk	615.51	8,000.00
650008 · Assessment Coordinator	448.57	
650115 · General Presbyter	2,221.02	12,000.00
650011 · New Worshipping Init	85.09	2,500.00
650124 · Congreg. Connections	574.46	3,000.00
<b>Tot Total 650000 · Professional Reimbursement</b>	<b>3,944.65</b>	<b>25,500.00</b>
<b>660000 · Medical/Pension/Life</b>		
660010 · BOP Stated Clerk	10,300.98	
660015 · BOP Genl Presbyter	7,501.83	
660003 · New Worshipping Init		
660017 · Congreg. Connections	8,197.41	
<b>Total 660000 · Medical/Pension/Life</b>	<b>26,000.22</b>	<b>0.00</b>
<b>600000 · Compensation Section - Other</b>	<b>127,204.35</b>	<b>638,262.00</b>
<b>Total 600000 · Compensation Section</b>	<b>157,149.22</b>	<b>663,762.00</b>
<b>Total Expense</b>	<b>217,572.68</b>	<b>1,041,312.00</b>
<b>2024 Budget Surplus/Deficit</b>	<b>-0.38</b>	<b>10,000.00</b>

\*\*\* Project approved by Council June 2023

**Presbytery of Hudson River**  
**2023 Per Capita**  
 March 2024

	Name	Mbrs	Invoice Amount	Paymt Rec'd	Open Balance	Percent Paid
<b>2024 Per Capita - March</b>	Amenia, Smithfield	43	1,707	1,707		100%
	Ancramdale, First	27	1,072	0	1,072	0%
	Beacon, First	102	4,049	4,049		100%
	Bedford	370	14,689	3,672	11,017	25%
	Bethel	6	238	0	238	0%
	Brewster	14	556	556		100%
	Campbell Hall, First	21	834	834		100%
	Carmel, Gilead	118	4,685	1,171	3,513	25%
	Chester, First	38	1,509	0	1,509	0%
	Cold Spring	110	4,367	2,184	2,183	50%
	Congers, First	10	397	397		100%
	Cornwall-on-Hudson	135	5,360	0	5,360	0%
	Dobbs Ferry, South	83	3,295	0	3,295	0%
	Eastchester	27	1,072	0	1,072	0%
	Florida, First	57	2,263	2,263		100%
	Freedom Plains	397	15,761	15,761		100%
	Goshen, First	202	8,019	0	8,019	0%
	Haverstraw, Central	54	2,144	2,144		100%
	Highland, First	62	2,461	2,461		100%
	Hillburn, Brook	16	635	0	635	0%
	Hortonville	12	476	476		100%
	Irvington-On-Hudson	160	6,352	6,352		100%
	Jeffersonville, First	54	2,144	0	2,144	0%
	Katonah, First	264	10,481	10,481		100%
	Lake Huntington	22	873	0	873	0%
	Larchmont	563	22,351	22,351		100%
	Liberty, First	48	1,906	1,906		100%
	Livingston Manor	26	1,032	0	1,032	0%
	Mahopac, First	103	4,089	0	4,089	0%
	Marlboro, First	66	2,620	2,620		100%
	Middletown, Scotchtown	48	1,906	0	1,906	0%
	Middletown, United	40	1,588	0	1,588	0%
	Milton, First	28	1,112	0	1,112	0%
	Monroe, First	130	5,161	0	5,161	0%
	Montgomery, First	125	4,963	0	4,963	0%
	Monticello, First	39	1,548	0	1,548	0%
	Mount Kisco	283	11,235	0	11,235	0%
	Mount Vernon, First	152	6,034	3,017	3,017	50%
	New City, Germonds	225	8,933	2,233	6,699	25%
	New City, New Hempstead	71	2,819	2,819		100%
	New Hampton, First in Denton	92	3,652	3,652		100%
	New Rochelle	48	1,906	1,906		100%



**Presbytery of Hudson River**  
**2023 Per Capita**  
 March 2024

Name	Mbrs	Invoice Amount	Paymt Rec'd	Open Balance	Percent Paid
New Rochelle Korean	307	12,188	12,188		100%
New Windsor,Bethlehem	65	2,581	0	2,581	0%
Newburgh, Calvary	68	2,700	0	2,700	0%
Newburgh, Union	134	5,320	0	5,320	0%
Ossining, First	46	1,826	0	1,826	0%
Otisville, Otisville Mt. Hope	297	11,791	5,791	6,000	49%
Palisades	104	4,129	4,129		100%
Patterson	28	1,112	1,112		100%
Pearl River, Nauraushaun	97	3,851	3,851		100%
Peekskill	92	3,652	1,826	1,826	50%
Pelham, Huguenot	395	15,682	15,682		100%
Pine Plains, First	34	1,350	1,350		100%
Pleasant Plains	63	2,501	2,501		100%
Pleasant Valley, First	124	4,923	1,231	3,692	25%
Pleasantville	230	9,131	9,131		100%
Port Jervis, First	63	2,501	0	2,501	0%
Roscoe	20	794	794		100%
Rye	1,055	41,884	10,432	31,452	25%
Salt Point, Westminster	33	1,310	1,310		100%
Scarborough	130	5,161	0	5,161	0%
Scarsdale, Hitchcock	461	18,302	18,302		100%
South Salem	81	3,216	0	3,216	0%
Thompson Ridge,Hopewell	64	2,541	0	2,541	0%
Wappingers Falls, First	65	2,581	0	2,581	0%
Washingtonville, First	23	913	0	913	0%
Wassaic, South Amenia	38	1,509	0	1,509	0%
White Plains	148	5,876	0	5,876	0%
Yonkers, Good Shepherd	54	2,144	0	2,144	0%
Yonkers, South	44	1,747	1,747		100%
Yorktown Heights, First	331	13,141	3,285	9,856	25%
<b>Total 2024 Per Capita</b>	<b>9,185</b>	<b>364,645</b>	<b>189,672</b>	<b>174,972</b>	<b>52%</b>

Per Capita Rec'd Mar 2023 = 52%

Shared Ministry

As of March 31, 2024

2024

	2021 GIVING	2022 GIVING	2023 GIVING	2024 Pledge	2024 Sh Min Rec'd	Pledge Outstanding	Paid w/o Pledging
AMENIA,SMITHFIELD	2,000	2,000	2,000		500		500
ANCRAMDAL, FIRST	-	-			-	-	
BEACON, FIRST	-	-			-	-	
BEDFORD	11,250	15,000	15,000		3,750		3,750
BETHEL	750	250			-	-	
BREWSTER	200	200	200		200	-	200
CAMPBELL HALL	810	-	575		-	-	
CARMEL, GILEAD	-	-			-	-	
CHESTER, FIRST	-	-			-	-	
COLD SPRING	1,000	-			-	-	
CONGERS, FIRST	500	-			-	-	
CORNWALL-ON-HUDSON	500	500	500		-	-	
CROTON FALLS	-	-			-	-	
DOBBS FERRY, SOUTH	-	-			-	-	
EASTCHESTER	1,500	-			-	-	
FLORIDA, FIRST	221	-	257		257	-	257
FREEDOM PLAINS	1,000	2,000			-	-	
GOSHEN, FIRST	2,000	2,000	2,000		-	-	
HAVERSTRAW, CENTRAL	3,000	2,000	2,000	2,000	-	2,000	-
HIGHLAND, FIRST	600	600	600		-	-	
HILLBURN, BROOK	-	-			-	-	
HORTONVILLE	-	-			-	-	
IRVINGTON	6,000	6,000	3,000	3,000	-	3,000	
JEFFERSONVILLE	1,400	1,000	1,000		1,000		1000
KATONAH, FIRST	16,000	14,000	16,500		4,125		4125
LAKE HUNTINGTON	200	275	200		-	-	
LARCHMONT AVENUE	25,000	25,000	25,000		6,250		6,250
LIBERTY, FIRST	1,000	500	500		500	-	500
LIVINGSTON MANOR	640	505	830		-	-	
MAHOPAC, FIRST	-	1,000			-	-	
MARLBORO, FIRST	250	250	250		250	-	250
MIDDLETOWN, SCOTCHTOWN	-	135			-	-	
MIDDLETWN, UNITED	-	-			-	-	
MILLERTON, FIRST	500	-			-	-	
MILTON, FIRST	-	-			-	-	
MONROE, FIRST	-	-			-	-	
MONTGOMERY, FIRST	7,880	6,590	5,200		579	-	579
MONTICELLO, FIRST	40	20	80		-	-	
MOUNT KISCO	6,000	6,000	3,000		-	-	
MOUNT VERNON	-	-			-	-	
NEW CITY, GERMONDS	8,212	16,609	11,743		1,675	-	1675
NEW CITY, NEW HEMPSTEAD	500	500	1,000		-	-	
NEW HAMPTON, FIRST	-	-			-	-	
NEW ROCHELLE	3,000	3,000	3,000	5,000	5,000	-	
NEW ROCHELLE, KOREAN	7,500	-			-	-	
NEW WINDSOR	-	-			-	-	
NEWBURGH, CALVARY	800	800	1,000		-	-	
NEWBURGH, UNION	1,000	500	200		-	-	
OSSINING, FIRST	2,500	2,500	2,500		-	-	
OTISVILLE	7,400	7,600	7,600	6,000	-	6,000	
PALISADES	4,000	-			-	-	

Presbytery of Hudson River  
Shared Ministry

As of March 31, 2024	2024			2024 Pledge	2024 Sh Min Rec'd	Pledge Outstanding	Paid w/o Pledging
	2021 GIVING	2022 GIVING	2023 GIVING				
PATTERSON	-	-			-	-	
PEARL RIVER,NAURAUSHAUN	5,000	5,000	3,049		-	-	
PEEKSKILL	1,000	1,000	1,000		-	-	
PELHAM, HUGUENOT	-	13,000	12,000		-	-	
PINE PLAINS, FIRST UNITED	1,500	1,300	1,200		-	-	
PLEASANT PLAINS, FIRST	500	500		700	700	-	
PLEASANT VALLEY	8,000	6,000	6,000	6,000	-	6,000	
PLEASANTVILLE	5,000	5,000	5,000		-	-	
PORT CHESTER	5,375	-			-	-	
PORT JERVIS, FIRST	4,000	1,250	3,000		-	-	
ROSCOE	300	300	300		-	-	
RYE	42,000	42,000	42,000	42,000	10,500	31,500	
SALT POINT,WESTMINSTER	500	500			-	-	
SCARBOROUGH	4,000	-			-	-	
SCARSDALE	25,000	25,000	25,350		7,500	-	7500
SOUTH SALEM	-	-			-	-	
THOMPSON RIDGE	500	-			-	-	
WAPPINGERS FALLS	-	-			-	-	
WASHINGTONVILLE	400	400	400		-	-	
WASSAIC,SOUTH	2,000	-			1,750	-	1,750
WHITE PLAINS	-	-			-	-	
YONKERS, GOOD SHEPHERD	-	-			-	-	
YONKERS,BRYN MAWR PARK	-	-			-	-	
YONKERS,SOUTH	600	600	500		400	-	400
YORKTOWN,HEIGHTS	24,000	21,600	22,500		3,870	-	3,870
Prior year pmts							
<b>Total - March 2024</b>	<b>254,828</b>	<b>240,784</b>	<b>228,034</b>	<b>64,700</b>	<b>48,805</b>	<b>48,500</b>	<b>32,605</b>

Mar 2023	113,950	41,857	84,685	10,343
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YTD	2023	2024
# Pledges	12	7
# Non Pledges	29	15