

Elder Donald Adams, Moderator
Rev. Kate Jones Calone, Stated Clerk

WE GATHER TOGETHER

The Presbytery of Long Island of the Presbyterian Church (USA) held a Stated Meeting at the Westminster United Presbyterian, 109 Udall Rd, West Islip, NY 11795, on Saturday, April 13, 2024, with 84 in attendance, 67 of whom were voting members. A quorum was present. The meeting was called to order with a Prayer and a Call to Worship by Elder Donald Adams, Moderator, at 9:00 AM.

Roll Call - *Separate document*

BEGIN OUR WORK

The meeting started with an Earth Day Acknowledgement and Call to worship led by Elder Cathy Coleman from Northport Presbyterian church, one of the two churches in the Presbytery that is certified PC (USA) Earth Care Congregation.

A Land Acknowledgment was led by our Moderator, Elder Donald Adams
The Presbytery of Long Island acknowledges that the land on which we gather—first known by names such as Paumanake, Sewanhacky, and Wamponomon, and after colonization also called Long Island—is the ancestral territory and unceded homelands of many communities of Indigenous peoples, including the Canarsies, Rockaways, Merricks, Massapeguas, Matinecocks, Nissequogues, Setaukets, Corchaugs, Secatogues, Unkechaugs, Shinnecock, Montaukett, and Manhansets. We honor their stewardship under God of this land for over 11,000 years.

As residents of Long Island, we confess and lament the systematic removal, isolation, and forced assimilation of the original stewards of creation. As members of the Presbyterian Church (U.S.A.), we acknowledge that our denomination has been both the beneficiary of the Doctrine of Discovery and an active participant in the exclusion and erasure of native peoples and in the denial of their sovereignty. As neighbors and siblings in the human family of the Creator, we honor the current and future generations of indigenous nations and communities and commit to learn and grow in solidarity and just relationship.

Moderator Elder Donald Adams led an opening prayer and opening Hymn God, You Spin the Whirling Planets.

Welcoming

Rev. Kerry Riddle gave greetings from the Westminster United Presbyterian Church, and Ruling Elders, Teaching Elders, and Corresponding Members attending a Presbytery meeting for the first time were introduced and welcomed.

Approval of Docket

MSP The Presbytery approved the docket of April 13, 2024.

Pray With Us

The Moderator Team broke the meeting up into small groups for 20 minutes for a time of mutual sharing and prayer with the following directions.

- Have each person briefly share their name, congregation, and one word that describes how you are feeling as you come to today's presbytery meeting
- Have each person share again, answering this question: "Where are you noticing God in your church or community?"
- Have each person briefly share one word that describes how you are feeling after hearing the ways the other

members of your small group are noticing God.

- Pray together and for each other. (You might have one person who volunteers to pray for the group. You might decide to have each person share a brief prayer. You might make time for silent prayer, listening for God to speak. Your prayer together can be whatever you choose as a group!)

Greetings from the Synod of the Northeast - Rev. Dr. SanDawna Gaulman Ashley

Service of Recognition of Retirement for the Rev. James W. Barnum

Words of Recognition were given by Rev. Peter Kelley & Elder John Volpe

Recognition of Service and prayer led by Moderator Elder Donald Adams, with thanks from the Presbytery given by Rev. Kate Jones Calone.

Stated Clerk Report Rev. Kate Jones Calone *(complete report Appendix A – pp 38-39)*

MSP Approved the minutes of the Stated Meeting held on January 30, 2024

MSP Received the Presbytery of Long Island's 2023 Statistical Summary

MSP Change the date for the fall Presbytery Stated Meeting of 2024 from Saturday, September 28, 2024, to Saturday, September 21, 2024, at Shelter Island.

Committee Reports Without Action

Board of Trustees *(Appendix B - p 40)*

Committee on Preparation for Ministry *(Appendix C – p 40)*

Committee on Ministry *(Appendix D - pp 41-43)*

Treasurer Charlaine Apsel *(Appendix E- p 44)*

Budgeting and Finance Committee Rev. Rachel Vione *(complete report Appendix F - p 45)*

MSP Change the vote of the budget to the Fall Stated Presbytery meeting

Executive Presbyter Search Committee Rev. James Rea *(complete report Appendix G - p 46-50)*

Rev. James Rea explained the process the Executive Presbyter Search Committee went through in the past year's search, from training/working with the Rev. Dr. SanDawna Gaulman Ashley, submitting the Ministry Discernment Profile, meeting with candidates, and finally deciding on a candidate.

The Rev. Kate Jones Calone, who has been Acting Presbyter since July 1, 2023, was recommended to the Presbytery for Executive Presbyter of the Presbytery of Long Island, effective April 13, 2024. She was examined by the Presbytery and excused for a ballot vote.

MSP Approved the Call of the Rev. Kate Jones Calone to be Installed as Executive Presbyter of the Presbytery of Long Island, effective April 13, 2024 *(Result of the vote- 65 in favor, 0 opposed, and 1 abstained)*

The Terms of Call were presented to the Presbytery. A question was raised about why we don't give the amount of money that Kate is not using for medical (because she currently has medical with her spouse) included in her cash salary.

It was suggested that that question be sent to the Personnel and Budget & Finance.

MSP Approved the Terms of Call of the Rev. Kate Jones Calone as Executive Presbyter of the Presbytery of Long Island, effective April 13, 2024. *(Result of the vote- 64 in favor, 1 opposed, and 0 abstained)*

MSP Dismissed the Executive Presbyter Search Committee

Personnel Rev. James Rea

A concern was expressed that different people should hold the positions of Executive Presbyter and Stated Clerk due to a conflict of interest that could arise.

Rev. James Rea explained that the Personnel Committee intended to hire a different person for the position of Stated Clerk but decided to wait due to the upcoming Motion to the Presbytery for a Mission Study from the Shepherding Council. After completion of the mission study, the Personnel Committee will re-evaluate the Stated Clerk position.

MSP Elected Rev. Kate Jones Calone as Stated Clerk of the Presbytery of Long Island for a one-year term.

Matthew 25 - "Living into Our Matthew 25 Commitment"

Rev. Steve Adkison shared a report on his experience at the Matthew 25 Summit in January. Elder Karen Murray shared a report on the Southold Presbyterian church stepping stones project as an example of their Matthew 25 commitment.

Shepherding Council Elder Jan Allen Spencer *(Appendix H - pp 51-64)*

MSP Approved the proposed bylaws changes

All members of the Shepherding Council, the Bringing Racial Equity and Diversity (BREAD) Team, and the Foundations & Horizons Task Force were invited forward to support the upcoming motions.

BREAD Team (Bringing Racial Equity & Diversity)

Elder Magalene McClarrin Shared a draft Antiracism Policy for the Presbytery as a first read and invited the Presbytery to an open conversation on Thursday, May 2, at 7:30 PM.

First Reading Antiracism Policy

Foundations and Horizons Task Force

Rev. Matthew Means shared a report on a proposal for a Presbytery Mission visioning process.

MSP Approved the proposed mission study process and to engage with LeaderWise as facilitators.

MSP Approved up to \$20,000 for the mission study process from the Susan Somerville restricted fund *Worship*

WORSHIP

Gathering Words - Elder Donald Adams, Moderator

The Moderator welcomed several guests participating in leading worship: Kate's father, the Rev. Dana C. Jones, Jr., from Pittsburgh Presbytery; Kate's brother, the Rev. Dr. Pete Jones, from Hudson River Presbytery; and the Rev. Dr. SanDawna Gaulman Ashley, our Transitional Leader from the Synod of the Northeast.

Prayer for Illumination - Spirit of the Living God

Scripture - 1 Corinthians 1:18-25 - Elder Maria Studer

Homily - Rev. Dana C. Jones, Jr., Pittsburgh Presbytery

Hymn - Today We All Are Called to be Disciples

Installation service for Rev. Kate Jones Calone as Executive Presbyter - Elder Donald Adams Moderator and Rev. Rachel Vione, Second Vice Moderator

Installation Prayer - Rev. Dr. Pete Jones, Hudson River Presbytery

Charge - Rev. Dr. SanDawna Gaulman Ashley, Transitional Leader, Synod of the Northeast

Offering and Prayer of Dedication - Rev. Rachel Vione, Second Vice Moderator

The offering collected today will support young people from our Presbytery attending the 2025 Presbyterian Youth Triennium.

The Lord's Supper - Rev. Kerry Riddle, Rev. Gustavo Sanchez, and Rev. Sam Shin

Hymn Guide My Feet

Adjournment, Closing Prayer & Benediction at 1:15 PM Moderator Elder Donald Adams

The next Stated Meeting of the Presbytery will be held on Saturday, June 15, 2024, in Oceanside.

X

Rev. Kate Jones Calone
Stated Clerk

Report of the Stated Clerk**Presbytery of Long Island Stated Meeting - April 13, 2024**Appendix A / pp 38-39

The Stated Clerk presents the following motions:**Motion 2** That Presbytery approves the minutes of the Stated Meeting held on January 30, 2024**Motion 3** That the Presbytery receives the Presbytery of Long Island's 2023 Statistical Summary**Motion 4** To change the date for the fall Presbytery Stated Meeting of 2024 from Saturday, September 28, 2024, to Saturday, September 21, 2024 @ Shelter Island.**Reports****Board of Trustees** *attached***Committee on Ministry** *attached***Committee on Preparation on Ministry Report** *attached***Information**

The Moderator Team met on the following dates: 2/6/2024 (Moderator Team Retreat), 2/20/24, 3/6/2024, and 3/27/24. They have focused on working collaboratively as a team, reflecting together on the mission of the Presbytery and engaging in readings about the challenges and opportunities for the Church in this particular time. At its meeting on 3/27/24, the Moderator Team passed the following motion:

MSP to approve the language of the land acknowledgment for the April Presbytery meeting and present it to the next Shepherding Council meeting for proposed use at all meetings of the Presbytery.

Sexual Misconduct Policy

The Sexual Misconduct Response Team has reviewed the Presbytery's Sexual Misconduct Policy. It may recommend some updates at a future time.

Child and Youth Protection Policy

The Shepherding Council has decided to review the Presbytery's Child and Youth Protection Policy after the General Assembly concludes its meeting in July, anticipating that there may be action by the Assembly to add language to the Book of Order that would include vulnerable adults in such policies.

Charles and Rose Rennick Scholarship Committee

The scholarship for 2023 was awarded to Katheryn Leticia from the Malverne/Nueva Vida Church.

THANK YOU to all the Clerks of Session in our congregations who have worked so hard over the past several months to assemble statistical reports and minutes!

Upcoming 2023 Presbytery Dates

Sat., June 15, 2024 - Oceanside

Sat., September 21, 2024 – Shelter Island

Presbytery Day - To be announced

2023 Presbytery Statistical Report

Presbytery Long Island
Address 109 Udall Rd, West Islip, NY 11795
Phone 631-499-7171 **Fax**
Email laurie@presbyteryofli.org
Web Site www.presbyteryofli.com



Membership			
Prior Active Members	6913	Adjusted membership	6906
Gains		Losses	
Certificate	24	Certificate	83
Youth Professions	32	Deaths	113
Professions & Reaffirmations	113	Deleted for any Other Reason	620
Total Gains	169	Total Losses	816
Total Ending Active Members	6259		
Baptisms			
Presented by Others	65	Average Weekly Worship Attendance	1914
At Confirmation	5	Friends of the Congregation	1094
All Other	7	Ruling Elders on Session	341
		Do you have Deacons? Yes / No	37 / 4
Age Distribution of Active Members		People with Disabilities	
17 & Under	218	Hearing impairment	195
18 - 25	486	Sight impairment	71
26 - 40	787	Mobility impairment	191
41 - 55	889	Other impairment	155
56 - 70	1436	Gender Distribution	
Over 70	1463	Women	3400
Total Age Distribution	5279	Men	2073
		Non-Binary	5
Youth in Congregation			
Age 4 and under	128	Middle School (6th – 8th grade)	143
Elementary School (K-5th grade)	252	High School (9th – 12th grade)	205
		Total Youth	728
Racial Ethnic			
Asian/Pacific Islander/South Asian	93	Native American/Alaska Native/Indigenous	22
Black/African American/African	788	White	4000
Middle Eastern/North African	24	Multiracial	126
Hispanic/Latino-a	132		
		Total Racial Ethnic	5185
Budgeted Income	10,269,538		
Budgeted Expense	11,288,636		
Receipts			
Regular Contributions	6,983,870	Bequests	758,555
Capital Building Fund	657,089	Other Income	2,859,151
Investment Income	4,099,328	Subsidy or Aid	42,942
Expenditures			
Local Program	9,321,964	Investment Expenditures	721,778
Local Mission	515,776	Per Capital Apprt	381,662
Capital Expenditures	798,419	Other Mission	228,125

Report of the Board of Trustees
Presbytery of Long Island Stated Meeting – April 13, 2024

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At its meeting on March 5, 2024

MSP to approve engaging Arther Hutton to do an appraisal for the E. Moriches property at the cost of \$3500.

MSP to request that Attorney Jim Reiser include clawback language in the contract for the sale of the E. Moriches property should the purchaser seek to sell the property within a certain period of time, with final approval of the draft language by the Trustees via email.

MSP to authorize the Presbyterian Church of Sweet Hollow to proceed with an inquiry phase, including a conversation with the congregation, to consider sale of a portion of its property to Suffolk County.

MSP to approve use of the Valley Stream Presbyterian Church sanctuary by Church of the Harvest.

MSP to ask the Valley Stream Commission to ensure that all users of the building other than PC(USA) entities have written agreements with the church and certificates of insurance that name the church as additional insured.

Report of the Committee on Preparation for Ministry (CPM)
Presbytery of Long Island Stated Meeting – April 13, 2024

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March 19, 2024 CPM Meeting via Zoom

NO ACTION ITEMS:

Committee Reports for Information to the Presbytery:

1. Consultation held with Elder Keith Davis of First Presbyterian Church of Southampton. Having received the endorsement of the Session and received and reviewed Keith's application, **the committee voted to enroll Keith in the Commissioned Ruling Elder (CRE) program**. The committee will continue to partner with Keith and his Session to oversee, facilitate, and evaluate the training and other preparation requirements toward his certification ready to be commissioned as a CRE within the Presbytery.
2. The committee heard updates from CPM liaisons on the various CRE and Ordination candidates currently under care as well as on several people expressing interest but not yet formally enrolled in the process.
3. Committee discussed and **voted to hold in-person meetings when tasked with reviewing results of required psychological evaluations** for people under care in order to ensure confidentiality.
4. Committee discussed overall review of CRE process and current handbook. Handbooks of several other Presbyteries were distributed for review. Looking to appoint a two-person team to evaluate and suggest changes.
5. Brief discussion regarding a GA Overture from Highland Presbytery to formally review the CPM processes within the denomination including the overall ordination exam process and requirements. The committee is supportive of this effort but has no formal action or recommendations to the presbytery.
6. The **committee is in need of Elder representation and encourages ruling elders** within the presbytery to contact the Nominating Committee or CPM committee chairs for more information about our important work of preparing leaders for ministry.
7. Next CPM meeting is scheduled for Tuesday, May 28 at 9:30am via Zoom.

Report of the Committee on Ministry
Presbytery of Long Island Stated Meeting – April 13, 2024

No Actions**At its meeting on January 9, 2024****Contracts and Terms of Call**

MSP The Committee approved the renewal of the Temporary Supply Pastor contract between the Sessions of the **First Presbyterian Church Oceanside and the First Presbyterian Church Baldwin** and **Rev Russ Roth** for the period January 1, 2024 - through December 30, 2024, at the following terms.

Time	Full-Time 40h – (O 20h / B 20h)	Tax-Deferred Invest. (403 B) <i>paid by Church</i>	\$ 1000 (B 1000 / O 0)
Cash Salary	\$ 66,440.71 (B 59,950/O 6490.71)	Tax-Deferred Invest. (403 B) <i>in place of medical</i>	O \$ 17000
SECA Tax	\$ 9596.21 (B 6842.93/O 2753.29)	Automobile Expense Reimbursement	\$ 0
Pension	\$ 8700 (B 0 / O 8,700)	Pastoral Ministry Expense Reimbursement	\$ 500 (B 400 / O 100)
Death & Disability	\$ 1499.39 (B 0 / O 1499.39)	Continuing Ed Expense Reimbursement	\$ 1,200 (B 500 / O 700)
Medical	\$ NA	Continuing Education days	14 days, including 2 Sundays
Dental	\$ 1752 (B 0 / O 1752)	Vacation days	30 days, including 5 Sundays
Free Use of Manse	\$ 22,800 (B 0 / O 22,800)	Family Leave	NA
Full Utilities	\$ 6,700 (BPC 0 / O 6,700)	Moving Expenses	NA
Manse Allowance	\$ 250 (B 0 / O 250)		
NYS Sexual Harassment Prevention Training required annually		PLI	10/2023
Boundary Training is required every three years.		PLI	10/2023
Child Sexual Abuse Prevention Training required every three years			

MSP Pending her transfer of membership into the PC (USA) and membership of the Presbytery of the Long Island at the stated meeting on January 30, 2024, and the Congregation vote at a Congregational meeting on February 4, 2024, the Committee approved the Terms Call of the Rev. Emily Fowler as the Installed Pastor of First Presbyterian Church of Port Jefferson, effective February 4, 2024: Terms as follow

Time	40 h - Full Time	Tax-Deferred Invest. (403 B) <i>paid by Church</i>	1000
Cash Salary	\$42,575.47	Tax-Deferred Invest. (403 B) <i>withheld by Clergy</i>	NA
Housing Allowance	\$43,453.42	Automobile Expense Reimbursement	1500
SECA Tax	\$ 6,585.34	Pastoral Ministry Expense Reimbursement	500
Pension	\$ 7,961.80	Continuing Ed Expense Reimbursement	1750
Death & Disability	\$ 1,405.02	Continuing Education days	14 days, including 2 Sundays
Medical	\$ 27,164.00	Vacation days	6 weeks, including 5 Sundays
Dental		Family Leave	12 weeks paid
Temp Disability		Moving Expenses	NA
NYS Sexual Harassment Prevention Training required annually		PLI	10/2023
Boundary Training is required every three years.		PLI	10/2023
Child Sexual Abuse Prevention Training required every three years			

MSP The Committee approved the Call of the Rev. Hugh Bradford (Brad) Morgan to be Installed Pastor of the First Presbyterian Church of Babylon, effective March 24, 2024, subject to the Congregational vote on February 4, 2024, and approved the transfer of membership from the Presbytery of the Highlands. Terms are as follows:

Time	Full -Time 40h	Tax-Deferred Invest. (403 B) <i>paid by Church</i>	\$ 1,000
Cash Salary	\$ 55,881.62	Tax-Deferred Invest. (403 B) <i>withheld by Clergy</i>	\$ NA
SECA Tax	\$ 7,564.44	Automobile Expense Reimbursement	IRS Standard Rate
Pension	\$ 8,707.91	Pastoral Ministry Expense Reimbursement	\$ 3,000
Death & Disability	\$ 1,024.46	Continuing Ed Expense Reimbursement	\$ 1,750
Medical	\$ 29,709. <i>Pastor Participation</i>	Continuing Education days	14 days, including 2 Sundays
Dental	\$ 1,117	Vacation days	30 days, including 5 Sundays
Free Use of Manse	\$ 36,000	Family Leave	12 weeks paid
Full Utilities	\$ 7,000	Moving Expenses	Full and reasonable
NYS Sexual Harassment Prevention Training required annually		NA	
Boundary Training is required every three years.		NA	
Child Sexual Abuse Prevention Training required every three years		NA	

Information

MSP Pending attendance of the Moderator Class on January 18, 2024, Rev. Joan Finck/ Merrick, Rev. Emily Fowler/Port Jefferson, and Rev. Sharon Austin-Barrow /Elmont will be able to moderate their sessions.

MSP approves the salary supplement of \$9,840 (\$820 a month) for the year starting February 1, 2024, to January 31, 2025, for the Melville/Sweet Hollow Church.

MSP to transfer Rev. Samuel An from the Presbytery of Long Island to the Eastern Korean Presbytery

At its meeting on February 13, 2024**Contracts and Terms of Call**

MSP The Committee approved the renewal of the Temporary Supply Pastor contract between the Session of the **Community Presbyterian Church of Deer Park and the Rev. Dennis Carter** from March 1, 2024, to February 28, 2025, at the following terms.

Time	Part-time – 30 hours	Tax-Deferred Invest. (403 B) <i>paid by Church</i>	NA
Cash Salary	\$ 55,677	Tax-Deferred Invest. (403 B) <i>in place of medical</i>	NA
Housing Allowance	\$ 25,000	Automobile Expense Reimbursement	standard mileage rate
SECA Tax	\$ 6171	Pastoral Ministry Expense Reimbursement	\$ 375
Pension	\$ 7382	Continuing Ed Expense Reimbursement	\$ 1313
Death & Disability	\$ 868.49	Continuing Education days	14 days, including 2 Sundays
Medical	\$ NA	Vacation days	30 days, including 5 Sundays
Dental	\$ NA	Family Leave	NA
		Moving Expenses	NA

NYS Sexual Harassment Prevention Training required annually

Boundary Training is required every three years.

PLI 10/2023

Child Sexual Abuse Prevention Training required every three years

MSP The Committee approved the renewal of the Temporary Supply Pastor contract between the Session of the **Community Presbyterian Church of Malverne and the Rev. Janice Moore** from February 1, 2024, to January 31, 2025, at the following terms.

Time	Part-time – 20 hours	Tax-Deferred Invest. (403 B) <i>paid by Church</i>	NA
Cash Salary	\$ 500	Tax-Deferred Invest. (403 B) <i>withheld by Clergy</i>	NA
Housing Allowance	\$ 32,760	Automobile Expense Reimbursement	standard mileage rate
SECA Tax	\$ 2,506	Pastoral Ministry Expense Reimbursement	\$ 500
Pension	\$ 3,276	Continuing Ed Expense Reimbursement	\$ 500
Death & Disability	NA	Continuing Education days	14 days, including 2 Sundays
Medical	NA	Vacation days	6 weeks, including 5 Sundays
Dental	NA	Family Leave	NA
Temp Disability	NA	Moving Expenses	NA

NYS Sexual Harassment Prevention Training required annually

PRC 1/23/2024

Boundary Training is required every three years.

Child Sexual Abuse Prevention Training required every three years

MSP The Committee approved the Temporary Supply Pastor contract between the Session of **The Presbyterian Church in Elmont and the Minister Sharon Austin-Barrow** from February 1, 2024, to January 31, 2025, at the following terms.

Time	¼ time – 16 hours	Tax-Deferred Invest. (403 B) <i>paid by Church</i>	NA
Cash Salary	\$ 19,105	Tax-Deferred Invest. (403 B) <i>withheld by Clergy</i>	NA
Free Use of Manse	30,000	Automobile Expense Reimbursement	standard mileage rate
Full Utilities	2500	Pastoral Ministry Expense Reimbursement	NA
SECA Tax	\$ 3833	Continuing Ed Expense Reimbursement	NA
Pension	NA	Continuing Education days	NA
Death & Disability	NA	Vacation days	one week per quarter
Medical & Dental	NA	Family Leave	NA
Temp Disability	NA	Moving Expenses	NA

NYS Sexual Harassment Prevention Training required annually

Boundary Training is required every three years.

PLI 10/2023

Child Sexual Abuse Prevention Training required every three years

Information

MSP authorized Rev. Jeehoon Song to administer this Sacrament of the Lord's Supper in his validated ministry as Pastor at the Open Door Presbyterian Church at 2999 Centreville Rd, Herndon, VA 20171.

MSP To approve the Installation Commission for Rev. Paul Lent at the First Presbyterian Church of Southampton, 2 South Main Street, Southampton, NY 11968, on Sunday, March 3, 2024, at 10:00 AM.

Administration Commission

Teaching Elders: Rev. Kate Jones Calone (Acting General Presbyter/Stated Clerk), Rev. Susan Case Cardone (Retired), Rev. Chuck Cary (Retired), Rev. Mike Smith (Retired)

Ruling Elders: Donald Adams (Moderator, Elder Selden), Carolyn Corwith (Elder Bridgehampton), Midge Fowler (Southampton), Mary Siska (Elder East Hampton)

Also in the service Rev. Dr. Richard Reifsnnyder (Presbytery of Southern New England - Retired) and Rev. Heather Finck (Hudson River Presbytery), Current Associate Pastor Freedom Plains United

MSP To approve Rev. Br. Mark D'Alessio to administer the Sacrament of Communion only with the Bellmore Presbyterian Church while they are looking for a Pastor.

At its meeting on March 12, 2024

Information

MSP The Administrative Commission of the Presbytery of Long Island for the Installation service for the Rev. Jon Rodriguez on May 5, 2024, at 3 PM at the First Presbyterian Church of East Hampton.

Elder Donald Adams, Moderator, Presbyter of Long Island

Rev. William Hoffman, Pastor of Montauk Community Church

Rev. Adrian Pratt, Pastor of The First Presbyterian Church of Bridgehampton

Rev. Paul Lent, Pastor of The First Presbyterian Church of Southampton

Rev. Robert Stuart, Pastor Emeritus of The First Presbyterian Church of Amagansett

Elder Midge Fowler, The First Presbyterian Church of Southampton

Elder Wendy Hall, Springs Community Presbyterian Church

Elder Rebecca Wright, The First Presbyterian Church of Bridgehampton

Elder Susan Raymond, Montauk Community Church

Invited Participants

Rev. Chesna E. Hinkley, Pastoral Resident at Madison Avenue Presbyterian Church

Rev. Dr. Aaron P. Janklow, Senior Pastor of Madison Avenue Presbyterian Church

Rev. Sarah Speed, Associate Pastor at Fifth Avenue Presbyterian Church

MSP To dismiss the Installation Commission for Rev. Paul Lent at the First Presbyterian Church of Southampton, 2 South Main Street, Southampton, NY 11968, on Sunday, March 3, 2024, at 10:00 AM.

Administration Commission

Teaching Elders: Rev. Kate Jones Calone (Acting General Presbyter/Stated Clerk), Rev. Susan Case Cardone (Retired), Rev. Chuck Cary (Retired), Rev. Mike Smith (Retired)

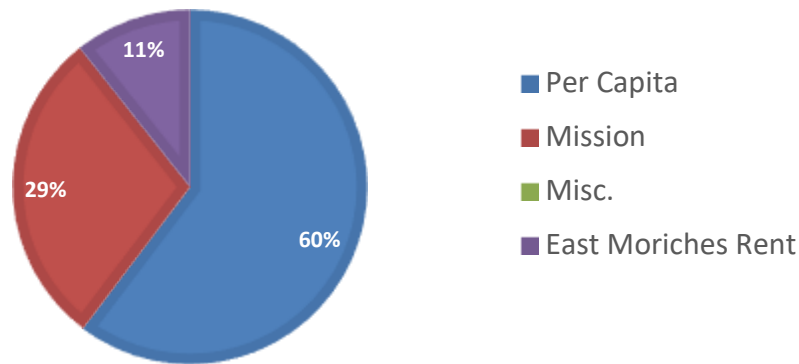
Ruling Elders: Donald Adams (Moderator, Elder Selden), Carolyn Corwith (Elder Bridgehampton), Midge Fowler (Southampton), Mary Siska (Elder East Hampton)

Also in the service Rev. Dr. Richard Reifsnnyder (Presbytery of Southern New England - Retired) and Rev. Heather Finck (Hudson River Presbytery), Current Associate Pastor Freedom Pla

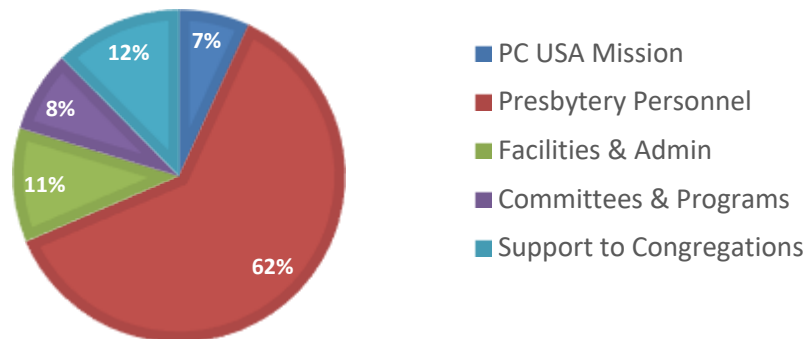
Report of the Treasurer
 Presbytery of Long Island Stated Meeting – April 13, 2024

Income	
Per Capita	59,504.71
Shared Mission Support	28,649.19
Misc.	10.00
East Moriches Rent	10,500.00
	98,663.90
Expense	
Shared Mission Support to the PC(USA)	9,410.42
Presbytery Personnel	84,507.81
Facilities & Admin	15,235.89
Committees & Programs	10,850.00
Support to Congregations	16,996.96
	137,001.08
	(38,337.18)

1ST QUARTER INCOME



1ST QUARTER EXPENSES



Action Items**Motion 5 To change the vote of the Budget to the Fall Stated Presbytery meeting.**

The Budget & Finance Committee met in person on March 13, 2024.

The committee heard a presentation from David Haight from Merrill Lynch and discussed the Presbytery's investment accounts. The committee also generally discussed the finances and accounts of the Presbytery and identified needs for policies and guidelines that will guide our Presbytery's resources. The committee expressed agreement with using the Susan Sommerville Fund for the Presbytery's proposed mission/vision study, should the founding documents not restrict such use. After the meeting, a committee member researched the founding document(s) and found no restrictions on Susan Sommerville Fund.

Finally, given the schedule of the presbytery meetings, the committee recommends changing the presentation of the annual Budget to the fall meeting each year.



Presbytery of Long Island

Search Committee

Rev. James Rea, P.O. Box 56, Huntington Station, 11746

Email pnc.lipres@gmail.com.

EXECUTIVE PRESBYTER SEARCH COMMITTEE REPORT Part 1

January 9, 2024

"Lord, You know everyone's heart. Show us which of these two You have chosen to take over the apostolic ministry..." Acts 1:24 NIV

OUR PROCESS

On February 20, 2023, the seven members, approved by the Shepherding Council and confirmed by the Presbytery on January 28, 2023, during the meeting at Westminster Presbyterian Church, met with the Synod of the Northeast's Transitional Leader, Rev. Dr. SanDawna Gaulman Ashley. Our training took place at the Bethany Presbyterian Church, Huntington Station. Welcomed with grace and surrounded by warm hospitality, we had an all-day session of direction, connection, introspection, reflection, and commitment to the solemn work we were granted to do. We committed to dedicating our work of listening and following God's call as it would be revealed through the voices of our siblings throughout the Presbytery during cluster meetings and listening to each other at our weekly meetings.

After our February training where we received guidelines and templates to help assist us in our journey, we met in March via zoom and met for the next 11 months on Mondays at 7:00 pm. We recognized God's hand on this committee because of the way we were one, yet seven voices and hearts that gelled and melded into a group of believers who respected our differences, celebrated our commonalities, and rejoiced in the Spirit moving among us. We shared devotions and prayer at each meeting, shared laughter at and with each other, mourned losses together, and rejoiced in successes and achievements. We dined once as a committee to finalize the components for the then MIF.

To gain as much information to help us create a job description, write a credible and relevant MIF, we held cluster zoom meetings in English, Korean, and Spanish to solicit views and values of what the members wanted to see in their Presbyter. We reviewed other states' mid-council presbyter job descriptions along with the one for the retired Long Island Presbyter. After hearing from our members, we began the arduous task of writing the MIF. After weeks of discernment and discussion, we finalized our document only to learn the CLC created a new one, MDP. We quickly complied and submitted the new format for uploading on the CLC website.

We concluded our review of submitted PDP's, selected and interviewed candidates, met with two in-person, committed to discernment and prayer, then made our selection, based on God's guidance, on January 8, 2024.

INTERVIEW PROCESS

We interviewed 4 candidates out of 28, 26 from CLC and two self-referrals. The four interviewees were initially on zoom; the first two candidates we interviewed a second time on zoom to get a better understanding of their positions and to get a better sense of who they are. From the second round of those interviews, we selected one for further consideration. From the other set of two candidates, we selected one for further discussion.

The two final candidates present outstanding credentials and character; their experiences, knowledge, skill levels are masterful. We met with both, individually, for dinner in order to get a better feel for them in a more informal setting. We were highly impressed and blown away by both their presence and aura: godly, wise, humble, great sense of humor, sober-minded, experienced but not jaded, hopeful, courageous, dedicated, and committed to God and His kingdom.

STATISTICS

26 PDP's through CLC with 2 self-referrals

INTERVIEWED:

WOMEN

Asian/Pacific Islander/South Asian	
Black/African American/African	
Middle Eastern/North African	
Hispanic/Latino	1
Native American/Alaska Native	
White	1
Multi-racial	

MEN

Asian/Pacific Islander/South Asian	
Black/African American/African	
Middle Eastern/North African	
Hispanic/Latino	
Native American/Alaska Native	
White	2
Multi-racial	

CLC SEARCH

Through CLC and self-referral, we received 28 PDP's; two were self-referrals. We requested interviews with five (5) applicants after reviewing all the PDP's statements, qualifications, and

experiences. One of the candidates withdrew his acceptance for an interview. The remaining four were interviewed via zoom; three had second zoom interviews, and the two finalists were invited to meet the committee for dinner.

SYNOD NE BACKGROUND CHECKS

Background checks were conducted on the two finalists by the Synod's Transitional Leader. The references supplied by the candidates were interviewed by members of the committee. A total of eight (8) references were interviewed for the two candidates.

JOURNEY TO FINAL CANDIDATE SELECTION

"The Lord is my strength and my shield; my heart trusts in Him, and He helps me. My heart leaps for joy, and with my song I praise Him." Psalm 28:7 NIV

Meditating, and praying with supplication, we each committed ourselves to hearing from the Lord and letting the Spirit show us the way. We took time to scrutinize the notes and information gathered from the cluster meetings, from calls we received from members; we revisited the characteristics and qualities for the presbyter we listed in the old CIF and the new MDP. When we gathered on Monday, January 8, we made our selection. It must be said that we deliberated and labored with no small amount of understanding the gravity and weight of our decision. We were faced with two formidable, incredibly gifted and grounded people of God. And yet, our Lord led us to the choice we sincerely believe the Spirit has determined for the Long Island Presbytery.

COMMITTEE COMMENTS

As a committee, we are honored to have been given this momentous and consequential task. We undertook it with a sense of awe and humility, relying on each other and committed to hearing from the Lord each step of the way. With our various temperaments, personalities, abilities, and skills, we were and are out of seven, one, a tribe of one mind and heart committed to God's will and way.

We thank the Shepherding Council and the Presbytery for the privilege to be a part of helping to shape our way forward.

EXECUTIVE PRESBYTER SEARCH COMMITTEE REPORT Part 2**THE REV. KATE JONES CALONE
CANDIDATE FOR EXECUTIVE PRESBYTER**

As a PK (preacher's kid) and daughter of an English teacher, our candidate grew up in a Christian home that speaks to who and what she is today. Trained in the ways of the Lord at an early age, she is a wonderful woman of God, not just because of Mom and Dad but because of her personal walk and commitment to the Lord. God blesses the child who walks her own path with her God.

Our candidate has been a member of the Presbytery of Long Island since her ordination as a Minister of Word and Sacrament in 2012. But before her ordination, she pursued law, working in criminal justice and criminal defense, until the Lord called and she answered, sending her to Setauket Presbyterian Church in different roles, beginning in 2011 as an Assistant Pastor and concluding in 2022 after three years as the Interim Pastor. During that time, Kate helped the congregation launch Open Door Exchange, an outreach ministry which provides Long Island families in need with basic furniture for their homes. This minister of God has preached as pulpit supply and moderated session and congregational meetings for congregations in the presbytery. With a heart for people and a love of doing God's will, Kate has served on several committees for the Presbytery of Long Island, including the Trustees, the Foundations and Horizons Task Force, the BREAD (Bringing Racial Equity and Diversity) team, the Committee on Ministry, and the Nominating Committee. She was the Corresponding Member to the 2022 General Assembly for the Special Committee on Racism, Truth, and Reconciliation of the PC(USA), and currently moderator of the Permanent Judicial Commission of the Synod of the Northeast, co-moderator of the Special Committee on the PC(USA) and Race for the denomination, and a member of the Board of Long Island Jobs with Justice.

Wherever her footprints have landed, she is a respected and admired member of the Church; everyone in local churches, in our presbytery, on the Synod and the General Assembly levels, speak highly of Kate. Praise about her is always ebullient and honest. A quiet, humble, unassuming soul, she leaves a resounding impression on anyone she meets. Her meek tenacity and peaceful platform that advocates for God's inclusive, beloved community is part of who she is as a woman of God.

But made whole in Christ means being more than a preacher's kid or lawyer or Minister of the Word and Sacrament, it also means being a mother and wife with a family that is complete with a dog and guinea pig. Finding her love commitment in law school, Kate and David have three great children: Sarah a first-year student at NYU's Tisch School of the Arts Dramatic Writing program, Peter a baseball, piano playing theater involved high school junior, and Meg who plays on the softball team as well as plays the drums and the bass guitar. David is a former prosecutor and now helps to start and grow local and global companies. A family that prays together, stays together!

A woman of God, anointed and called to His purpose, we are pleased, honored, and plumb, pleasing proud to present our candidate, the Rev. Kate Jones Calone. A leader who in her own words sums up where we can expect her leadership, inspired by God, to lead us:

"...God calls us into relationship as the connectional church and believes that this is a critical moment to be the Church together. (I am) eager to support the congregations in our presbytery as we seek to do the ministry of Christ, discern the Spirit's movement in this time and place, and actively pursue the justice and peace of God in a broken and beautiful world."

Rev. Emmie Arnold
Ruling Elder Steve Bodden
Ruling Elder E. Magalene McClarrin
Rev. James Rea
Rev. Ida Rosario
Ruling Elder John Rose
Ruling Elder Maria Studer

Action items for the Presbytery**Second Reading****Motion:** to approve the proposed bylaws changes (*attached*)

The Shepherding Council met in person on March 11, 2024, at the Presbytery office in West Islip. Its discussion and action included:

- Approved sending the draft antiracism policy from the BREAD team to the Presbytery for a first read at the April 13 meeting and for adoption by the Presbytery at the June meeting.
- Recommend that the Presbytery approve the Mission Study process outlined by the Foundations & Horizons Task Force, including utilizing LeaderWise as facilitators.
- Recommended the Presbytery approve up to \$20,000 for the Mission Study process (including Leaderwise expenses) from the Susan Somerville restricted fund (should the way be clear)
- Consulted with a congregation and accepted their proposed loan repayment plan
- Received a report that the Sexual Misconduct Response Team had reviewed the Presbytery's Sexual Misconduct Policy and may have minor updates to propose at a future date
- Agreed that a review of the Presbytery's Child & Youth Protection Policy should wait until after General Assembly, given that there may be actions at GA suggesting updates to the policy

BREAD Team Report (*attached*)**First reading:** draft antiracism policy**Foundations & Horizons Task Force Report** (*attached*)**Action items for the Presbytery****Motion:** to approve the proposed mission study process and engage LeaderWise as facilitators**Motion:** to approve up to \$20,000 for the mission study process from the Susan Somerville restricted fund

Shepherding Report
Presbytery of Long Island Stated Meeting – April 13, 2024

Proposed Bylaws changes
Second reading

Chapter IV: ORGANIZATION OF THE PRESBYTERY

A. Shepherding Council

...

3. Responsibilities

...

e. Nominate members to the Presbytery Nominating Committee, and strongly urge Clerks and Elders to serve on at least one Presbytery Committee for a period of 1-3 years, not to exceed a total of 6 years. ***The Shepherding Council shall ensure that members of the Nominating Committee represent the rich diversity of the church's membership and will fulfill the functions of the committee on representation articulated in Book of Order G-3.0103.***

Also at:

C. Support and Facilitation Network

The Support and Facilitation Network connects the different aspects of the Presbytery by facilitating the use of its various resources: clergy and lay leadership, staff, fiscal responsibility and stewardship, legal resources, and denominational polity and connect.

The Support and Facilitation Network shall consist of the following entities:

1. Constitutional structures mandated by the Book of Order and prescribed in the Bylaws of the Presbytery of Long Island:

a) Committee on Ministry

b) Committee on Nominations, ***including the functions of the committee on representation (G-3.0103).***

~~e) Committee on Representation~~

~~d) Committee on Preparation for Ministry~~

e **d**) Permanent Judicial Commission

...

1(b). **The Committee on Nominations**

Membership:

The Committee on Nominations shall consist of ~~at least six~~ **five** persons, divided into three equal classes, with terms of office of three years ~~and length of office~~. The membership shall ~~consist of one-third ministers, one-third laywomen, and one-third laymen~~ **be composed of ministers and ruling elders in numbers nearly as equal as possible**, who shall be nominated by the Shepherding Council and elected by the Presbytery. ~~The chairperson and vice-chairperson shall be nominated annually by the Shepherding Council and elected by the Presbytery.~~ The Presbytery representative to the Synod Permanent Committee on Nominations shall be a member ex officio with vote. **The chairperson shall be elected by the members of the Nominating Committee.**

The Shepherding Council shall ensure that members of the Nominating Committee give full expression to the rich diversity of the church's membership and fulfill the functions of the committee on representation articulated in Book of Order G-3.0103.

...

~~1(c). The Committee on Representation~~

~~Membership: The Committee on Representation shall consist of three persons, divided into three classes, and shall be constituted in accordance with the Form of Government.~~

Also at:

D. Presbytery structures as mandated by the Bylaws of the Presbytery of Long Island:

...

~~6. Committee of Counsel~~

~~7. Investigation Committee Pool~~

~~8. Support Pools~~

~~9. Task Force on Records and Review~~

~~10. Task Force on Bylaws, Bills, and Overtures~~

...

2. Advance Planning Team

"Membership: The Advance Planning Team shall consist of ~~six~~ **at least three** persons..."

3. Personnel Committee

"Membership: The Personnel Committee shall consist of ~~five~~ **at least three** persons..."

4. Budget and Finance Committee

"Membership: The Budget and Finance Committee shall consist of ~~six~~ **at least three** persons..."

5. Sexual Misconduct Response Team

The Sexual Misconduct Response Team shall consist of three persons nominated annually by the Committee on Nominations and elected by the Presbytery, without a term limit.

Responsibilities: The Sexual Misconduct Response Team responsibilities will include an annual review of the Presbytery's sexual misconduct policy, establishing a training program for any individuals or bodies acting on behalf of the Presbytery related to an allegation of sexual misconduct, being available for spiritual support requested by either party or their pastors when there is an allegation of sexual misconduct, and encouraging in the Presbytery and its congregations a culture of healthy boundaries free from sexual harassment, misconduct, or abuse.

6. Committee of Counsel Pool (remedial cases D-6.0302)

The pool will consist of six persons (equal numbers of Minister and ruling elders) to serve in cases where the Presbytery is required to appoint a Committee of Counsel.

When the Presbytery receives a remedial complain, the Moderator, the Stated Clerk or Ecclesiastical Officer, the General Presbyter shall appoint two persons from this pool.

7. Investigating Committee Pool

The pool will consist of six persons with knowledge about misconduct issues, including legal expertise and counseling on the ramifications thereof; shall be as equally divided as possible between men and women and shall be composed of at least one minister member of the Presbytery and active members of the churches of the Presbytery. No member of a committee appointed shall concurrently serve on the Committee on Ministry or the Personnel Committee or the Permanent Judicial Commission. Nominations to the Investigating Committee shall be made by the Committee on Nominations of the Presbytery. An Investigating Committee appointed shall elect from its own members a chairperson for a term not exceeding one year.

When the Presbytery receives a disciplinary complaint, the Moderator, the Stated Clerk or Ecclesiastical Officer, the General Presbyter shall appoint an Investigating Committee consisting of three members from this pool.

8. Support Pool

The Support Pool shall consist of six persons. These persons shall be nominated by the Committee on Nominations.

- a. Three persons of this pool shall be persons with knowledge and experience dealing with sexual misconduct issues. In individual cases of sexual misconduct members of this team may be appointed to stand with the victim(s) of misconduct as the judicial process unfolds.
- b. Three persons from this pool will serve as support persons to any party to a disciplinary case (accuser, (In non-misconduct case), accused, witnesses)

9. Task Force on Records and Review

Shall be coordinated by the Stated Clerk.

10. Task Force on Bylaws, Bills, and Overtures

Shall be coordinated by the Stated Clerk.

Presbytery of Long Island

Anti-Racism Policy

There is no longer Jew or Greek; there is no longer slave or free; there is no longer male and female, for all of you are one in Christ Jesus. [Galatians 3:28]

Prologue

From the beginning of our history recorded in Genesis, the church confesses that without distinction, humanity is created in the image of God. The constitution of the PCUSA further states, "God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore no place in the life of the Church for discrimination against any person." [F-1.0403]

Race is a social construct whose purpose (whether intentional or unintentional) instills a hierarchy of peoples based upon physical traits such as skin color. This hierarchy has no scientific basis. It was used during the 18th and 19th centuries as white Europeans expanded (colonized) their dominance through the use of forced slavery.

"Racism is the opposite of what God intends for humanity. It is the rejection of the other, which is entirely contrary to the Word of God incarnate in Jesus Christ. It is a form of idolatry that elevates human-made hierarchies of value over divinely-given free grace. Through colonization and slavery, the United States of America helped to create and embrace a system of valuing and devaluing people based on skin color and ethnic identity.... Racism is a lie about our fellow human beings, for it says that some are less than others. It is also a lie about God, for it falsely claims that God favors parts of creation over the entirety of creation." - from *PCUSA Facing Racism*

The Presbytery of Long Island has adopted this anti-racism policy as part of its administration of mission, as described in G-3.0106 of the *Book of Order*.

G-3.0106 Administration of Mission

*... All councils shall adopt and implement the following policies: a sexual misconduct policy, a harassment policy, a child and youth protection policy, **and an antiracism policy**. Each council's policy shall include requirements for boundary training which includes the topic of sexual misconduct, and child sexual abuse prevention training for its members at least every thirty-six months.*

Prohibiting Racism

The Presbytery of Long Island acknowledges that racism is contrary to the Scriptures and to the Constitution of the Presbyterian Church (U.S.A.).

Biblical and Theological Foundations

According to the Study Guide to *Facing Racism*:

The Bible provides a firm foundation and compelling imperative to engage in antiracist work....woven throughout the biblical witness.

The following biblical references are representative of themes found throughout Scripture (references to the Hebrew Bible are those books traditionally known as the Old Testament):

Creation — Genesis 1:1-31 (see also Psalm 104)

We receive our existence as a gift from God. When humanity elevates one group over another, or falsely declares particular groups less good than others, we usurp God's place as creator of all that is. We deny our interrelation and proclaim our judgment more powerful than God's.

Image of God — Genesis 1:26

While humans have many differences, we are all children of God, made in the image of God, and therefore of equal worth, value, and dignity. It is therefore falsehood and deception to deny the full humanity of any group of people.

God loves diversity — Acts 10:9-23

While focusing on the image of God emphasizes how all human persons are fundamentally the same, the differences between persons are also valuable. And the grace of God does not erase differences, but rather invites unity among them.

God loves justice — Jeremiah 9:23-24

The prophets of the Hebrew Bible continually proclaim God's care for those who are oppressed and God's demand for just action. God delights in justice. Racism, as systemic inequality, is fundamentally unjust and therefore against the will of God.

With this biblical imperative to antiracism work, the Foundations of Presbyterian Polity rightly includes such essential elements as:

F-1.01 GOD'S MISSION

The good news of the Gospel is that the triune God—Father, Son, and Holy Spirit—

creates, redeems, sustains, rules, and transforms all things and all people. ... In Christ, the Church participates in God's mission for the transformation of creation and humanity by proclaiming to all people the good news of God's love, offering to all people the grace of God at font and table, and calling all people to discipleship in Christ.

F-1.0302 The Marks of the Church (c) (see also F-1.0404)

c. The Catholicity [i.e., universality] of the Church

Catholicity is God's gift to the Church in Jesus Christ. In the life, death, and resurrection of Christ, by the power of the Spirit, God overcomes our alienation and repairs our division.

Because in Christ the Church is catholic, it strives everywhere to testify to Christ's embrace of all people of all times, places, races, nations, ages, abilities, genders, conditions, and stations in life. The catholicity of the Church summons the Church to a deeper faith, a larger hope, and a more complete love as it bears witness to God's grace.

F-1.0403 Unity in Diversity

Citing Galatians: 3:27–29

The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore no place in the life of the Church for discrimination against any person.

F-1.0404 Openness

... In Christ, Church members share with all humanity the realities of creatureliness, sinfulness, brokenness, and suffering, as well as the future toward which God is drawing them. The mission of God pertains not only to the Church but also to people everywhere and to all creation.

Particular Definitions¹

- Antiracism is an intentional stance that opposes the sin of racism while affirming the dignity and humanity of those who may hold racist views or benefit from it. It opposes sin not the sinner.
- Race: a socially constructed concept that purports to use characteristics such as skin color, facial features, and body structure as a basis for classifying people for the purpose of installing hierarchies of oppression and benefits. It has no scientific or biological basis. It was introduced during the period of European colonial expansion.

¹ Some definitions adapted from the glossary of the White Privilege Conference.

- Racism – race-based prejudice + institutional power
- Bias – A bias is a tendency, inclination, or prejudice toward or against something or someone. Some biases are positive and helpful—like choosing to only eat foods that are considered healthy or staying away from someone who has knowingly caused harm. But biases are often based on stereotypes, rather than actual knowledge of an individual or circumstance. Whether positive or negative, such cognitive shortcuts can result in prejudgments that lead to rash decisions or discriminatory practices. [*Psychology Today*, <https://www.psychologytoday.com/us/basics/bias>]
- White Supremacy – a system of beliefs and attitudes that subtly or explicitly more highly esteem those racialized as white and continue to grant advantages
- Beloved Community – God’s call to share life in freedom and justice together as a family, referenced as kin-dom of God.

Applicability

This policy applies to all members of the Presbytery, elder commissioners to the Presbytery, staff, and anyone serving on a Presbytery commission or committee.

Preventing Racism

In our life together, our behavior should reflect the theological affirmations and values held as members of the Church of Jesus Christ as prescribed in our constitutional documents. In particular, (F-1.0302, F-1.0403, F-1.0404). As members of The Presbytery of Long Island we acknowledge that we are accountable to one another for our behavior and language.

In section G-3.0103 Participation and Representation, our Form of Government calls for presbyteries to give full expression to the rich diversity of the church’s membership and shall provide for full participation and access to representation in decision-making and employment practices (F-1.0403). In fulfilling this commitment, councils shall give due consideration to both the gifts and requirements for ministry (G-2.0104) and the right of people in congregations and councils to elect their officers (F-3.0106).

Section G-3.0103 further calls for presbyteries to “develop procedures and mechanisms for promoting and reviewing that body’s implementation of the church’s commitment to inclusiveness and representation.” That commitment is addressed in part by the work of the Committee on Representation, but is in no way exclusive to it.

To further its commitment to dismantling racism, the Presbytery of Long Island shall offer prevention measures including, but not limited to:

- Providing antiracism training² facilitated by qualified professionals for staff, committees and commissions, and members of the presbytery as part of the presbytery's regular training and education, but certainly not less than once every thirty-six months. Several providers of such training are found in Appendix 3. Compliance will be reported to the Presbytery following each training provided.
- Facilitating awareness of racism's impact through the land and labor acknowledgment at every stated meeting of the presbytery, and at other presbytery gatherings as appropriate.
- Offering resources on antiracism to congregations and ministries within the bounds of the presbytery.
- Affirming the diversity of applicants and candidates for all staff and ordered ministry positions over which the presbytery has jurisdiction.
- Supporting persons and groups of underrepresented races through intentional representation, caucuses, and programming such as retreats or training.
- Adopting or amending policies, practices, standing rules, and the manual of operations to ensure they afford full and inclusive participation of all voices, and publishing them in the languages spoken by members of this presbytery, as needed or requested.
- Attending to revelations of systemic racism past and present as perpetrated within the bounds of the presbytery, researching their cause, and offering and implementing appropriate solutions, relief, or reparations accorded by the Constitution of the Presbyterian Church (U.S.A.).
- Designating persons to speak on matters of racism as they become known within the Presbytery's bounds, communicating the sentiments of this policy.

Accountability

We hold ourselves accountable for working consistently and purposefully towards racial justice and equity in our synod/presbytery/congregation:

- Taking responsibility as individuals and as communities of faith for engaging with resources and in conversations that help us to learn and grow, creating opportunities

² "Points of Engagement," Presbyterian Church (U.S.A.), Churchwide Antiracism Policy, approved by the 222nd General Assembly, 2016.

to invite people into those conversations, and recognizing that antiracism work is non-optional as Christians.

- Seeking partners and groups within the church and in ecumenical and community spaces who will help to hold us accountable as we engage antiracism resources and work.
- Establishing explicit norms within our synod/presbytery/congregation for accountable spaces that include sensitivity to how people may experience a conversation differently because of their racial identity.
(https://pcusa.org/site_media/media/uploads/oga/markers_of_accountability_in_antiracism_work.pdf)
- Maintaining a commitment to self-reflective truth-telling about our experiences with and/or participation in white supremacy in church and society, including an examination of our presbytery's/congregations' history; to honesty, openness, humility, courage, and grace with one another in our conversations; and to taking responsibility when our words or actions cause harm.
- Listening to voices long silenced within church and community.
- Ensuring intentional follow-through on statements and proposed actions, so that we live fully into our stated convictions and commitments to racial justice.
- Designating a respondent who will speak for the council regarding incidents involving the general public.
- Employing church discipline when appropriate.

Responding Procedure

*“If your sibling sins against you, go and point out the fault when the two of you are alone. If you are listened to, you have regained that one. But if you are not listened to, take one or two others along with you, so that every word may be confirmed by the evidence of two or three witnesses.”
(Matthew 18:15-16)”*

The recommended means of response is to focus on grace rather than judgment, and education more than discipline, in all but the most intentional acts of racism (in which case, the Constitution's *Church Discipline* may be appropriate).

To err on the side of grace is

- not to dismiss or diminish the offense, but to name the sin, gently rather than in anger;

- to recognize that people come into this subject matter from a variety of backgrounds and history;
- to acknowledge that, consequently, the time, length, and intensity of new understanding will vary from person to person.

This requires mutual conversation, and formal or informal courses of study, designed to equip more than reprimand or punish.

Review

This policy should be reviewed annually for relevance and accordance with the Scriptures and the Constitution of the Presbyterian Church (U.S.A.).

Adopted by the Presbytery of the _____

First Reading on (date): _____

Second reading and approval on (date): _____

Appendix Some Providers of Antiracism Training

1. Presbyterian Mission Agency's Office of Gender, Racial and Intercultural Justice [weblink](#)

- Samantha Davis, Associate for Gender, Racial and Intercultural Justice
- Contact training@pcusa.org for more information about workshops, trainings and other educational events.
 - Antiracism Training
 - Facing Racism Policy
 - Cultural Humility
 - Intersectional Justice
 - Unpacking Gender
 - Creating a Welcoming and Affirming Space with Our Family in the LGBTQIA Community
 - Power and Privilege
 - Reproductive Justice
 - Radical Welcome

2. The Center for Jubilee Practice jubileepractice.org

The Center for Jubilee Practice seeks to be a bridge between the exciting movements for justice related to gender, sexuality, race, climate change, immigration policies, economic globalization and cultural homogenization on the one hand, and the traditional congregations that desire to engage those justice movements and exemplify biblical justice values on the other. We seek to:

- Help church judicatories and governing bodies rethink their rules of engagement related to the appropriate sale and disposition of property and other assets in order to create intentional opportunities for reparations, healing and new life.
- Support congregations and judicatories to take direct action to accomplish healing, repair and reparations with Black and Brown communities and in direct relation to harm we have caused to creation.
- Create brave spaces of welcome in which those who have been most impacted by historic patterns of oppression can gather to support and encourage one another.

3. Crossroads crossroadsantiracism.org

Crossroads' mission is to equip institutions with shared language, frameworks, practices and tools that will assist them in:

- Diagnosing how their institutions are structured to uphold white supremacy culture and systemic racism and;
- Deploying strategies aimed at animating antiracist ways of being that result in racially equitable institutional culture and practices.

4. PCUSA's Center for the Repair of Historic Harms

<https://www.presbyterianmission.org/ministries/center-for-repair/>

Director: Rev. Anthony Jermaine Ross-Allam: Jermaine.Ross.Allam@pcusa.org

The purpose of our office is to recognize, acknowledge and repair the harm caused to Indigenous peoples, African Americans and other marginalized groups. We aim to set an example by actively engaging in the work of repair within our denomination while also inspiring others worldwide to join us in this vital pursuit. In collaboration with PC(USA) sister agencies and mid councils, the Presbyterian Mission Agency hopes to initiate this denomination-wide effort to inspire repair and reconciliation both within and beyond the Presbyterian Church (U.S.A.).

WHY AN ANTI-RACISM POLICY?

*"God loved the **people** of this world so much that He gave His only Son so that everyone who has faith in Him will have eternal life and never really die."* Contemporary English Version (CEV)

If we believe Jesus is Lord and that God raised Him from the dead; if we believe that all things are created by, through, and for Him; if we believe He and the Father are One and that He is Creator God who created all things good, then how can we not establish and stand by a policy that unconditionally states all people are to be valued, respected, loved, supported, and validated at all times? To be made in the image of God is to look into the eyes of another and see the divine spark. I should see the Jesus in you as you need to see the Jesus in me.

"The Westminster Confession of Faith", upheld and endorsed by Presbyterians for over 300 years as our "premiere" confession, admonishes us that we are feeble advocates for upholding and recognizing the light of nature and the works of creation and providence that clearly manifest the goodness, wisdom, and power of God and His will for our salvation and so the Scriptures have been handed to us as our guide and mainstay. For the moment, *"Now all we can see of God is like a cloudy picture in a mirror."* 1 Corinthians 13:12 CEV

We are compelled by our faith in the Lord Jesus, the God who was, is and is to come, El Shaddai, the Holy Spirit, who is the author and finisher of our faith, to love all His people as He loves us, to love our neighbors as we love ourselves.

If I love myself, I advocate for myself, look out for my best interests, and seek that which is life-giving for my well-being. I can do no less to and for my siblings near and far for they are made in the same image as I, the image of the Almighty God who kneeled down in the dirt and scooped up a handful of clay, shaping it into His own image, blew His breath into this form in order to breathe life into humankind, not your kind, not my kind nor their kind, but humankind. *“Faith in Christ Jesus is what makes each of you equal to each other, whether you are a Jew or a Greek, a slave or free person, a man or a woman.”* Galatians 3:28 CEV We are all one in Christ Jesus and no part of His body is any less than another part; “you need me and I need you for we are all a part of God’s body. I won’t harm you with words from my mouth, I love you; I need you to survive.”