

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

## **WE GATHER TOGETHER**

Prior to the start of the meeting, Rev. Matthew Means gave a presentation on how to use Wordly, a language translation service.

The Presbytery of Long Island of the Presbyterian Church (USA) held a Stated Meeting at the First Presbyterian Church of Oceanside, 12701 Oceanside Rd, Oceanside, NY 11572, on Saturday, June 15, 2024. 72 people were in attendance, 65 of whom were voting members. A quorum was present. Elder Donald Adams, Moderator, called the meeting to order with a prayer and a call to worship at 9:05 AM.

**Roll Call** - Separate document

## **WE BEGIN OUR WORK**

Land Acknowledgment led by Rev. Johanna McCune Wagner, Setauket.

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, Nissaquogues, 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 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 relationships.**

Moderator Elder Donald Adams led an opening prayer, and the gathered body sang the hymn We Are Standing on Holy Ground.

### **Welcoming**

Rev. Russ Roth gave greetings from the First Presbyterian Church of Oceanside, 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 amended docket of June 15, 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.

- First, have each person briefly share their name and congregation.

- Second, have each person share again, reflecting on this question: Consider this image of a flower growing from the mud. In your spiritual life, what feels like the "mud"? What is flourishing, like the flower? Where do you see

opportunity to bloom? [Your spiritual life could be your experience in your church setting or your personal experience.]

- Third, pray together and for each other, asking for help with the "mud" and giving thanks to God for what is flourishing. (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!)

**Stated Clerk Report Rev. Kate Jones Calone** *(complete report Appendix A - p 69)*

**MSP** Approved the minutes of the Stated Meeting held on April 13, 2024

**Committee Reports without action.**

**Board of Trustees** *(Appendix B - p 70)*

**Committee on Preparation for Ministry** *(Appendix C - p 70)*

**Treasurer Charlaine Apse** *(Appendix D - p 71)*

**Budgeting and Finance Committee Rev. Jim Crawford** *(complete report Appendix E - p 72)*

**MSP** To merge the three Presbytery-designated "mission" funds [Special Mission Fund, Mission Endowment, and Good Shepherd for Mission] currently being held in our Merrill Lynch accounts.

**Committee On Ministry** *(complete report with whole motions Appendix F – pp 73-96)*

**MSP** The Presbytery approves the Presbytery of Long Island Family Leave Policy for Clergy (see report)

**MSP** The Presbytery approves the 2025 Minimum Compensation Standards Principles for Moving Ahead (see report)

**MSP** The Presbytery approves 2025 Compensation Program (see report)

**MSP** The Presbytery of Long Island concurs with the request from the Valley Stream Presbyterian Church and the Valley Stream Commission to dissolve the congregation and appoint an administrative commission to oversee the closing process.

**MSP** That the Presbytery of Long Island appoints an Administrative Commission for the Valley Stream Presbyterian Church of Valley Stream, NY, to act on the Presbytery's behalf, with the power to meet with remaining members of the congregation, including calling a meeting of the Session and/or of the congregation, as necessary; to arrange for pastoral care of the members; to publicize the dissolution of the congregation; to ascertain the financial status and outstanding financial obligations of the congregation; to secure the Session records; to secure the legal rights to all property (real or personal) held by or for the benefit of the congregation; to dispose of the moveable personal property of the congregation; to secure the building and property; to attend to matters of insurance; to dispose of the building and grounds (subject to any guidelines of or established by the Presbytery) or convey the building and grounds to the Presbytery; to recommend the use of assets of the congregation; to plan and conduct a service of witness; to work with the South Asian Presbyterian Fellowship of Valley Stream to support its continued ministry; to secure the assistance of other individuals, as appropriate, to assist with its work; and generally to do such things and take such actions for, in the name of, and on behalf of the Presbytery as shall be reasonably necessary to accomplish the general purpose of this Administrative Commission.

**MSP** That the Presbytery elect the following individuals as members of the Administrative Commission: Rev. Scott Williams (Roosevelt), Elder Natasha Hines (Hempstead), Elder Delorese Morgan Gordon (Valley Stream) and to allow the Shepherding Council to elect any needed members.

**MSP** That the Presbytery of Long Island dismisses the current Valley Stream Commission with gratitude for their service.

### **WORSHIP**

**Gathering Words** - Stated Clerk, Rev. Kate Jones Calone, welcomed Bishop R. William Franklin, PHD, DD, and Assisting Bishop of the Episcopal Diocese of Long Island, in leading worship.

### **Psalm 147**

**Scriptures** - Rev. Ann Van Cleef, United Church of Christ, serving the Greenlawn Church

2 Timothy 4: 5-13 & Luke 4:14-21

**Message** - Bishop R. William Franklin, PHD, DD, Assisting Bishop of the Episcopal Diocese of Long Island, shared a sermon on ecumenism and strengthening the ecumenical relationship between the Episcopal Church and the PC(USA), including the work of our local dialogue between the Presbytery of Long Island and the Episcopal Diocese of Long Island.

**Hymn** - In Christ, There Is No East or West

**Offering** - Elder Sandy Santana invited the offering to support the emergency food pantry of the Long Island Council of Churches.

**GA Commissioning** of Commissioner Rev. Kerry Riddle, Commissioner Elder Sandy Santana, and Young Adult Advisory Delegate Justin Seecharan led by Moderator Elder Donald Adams

**Matthew 25** - "Living into Our Matthew 25 Commitment"

**BREAD Team** (Bringing Racial Equity & Diversity)

Elder Luci Duckson-Bramble introduced Siu-Lin Sampson (Oceanside) to present her Summer Independent Study on Black, Indigenous, and People of Color History on Long Island (*Appendix G - pp 97-115*)

Elder Mary Jane Dessables & Margot Hall (Baldwin) shared their congregation's ministry hosting a refugee family in their manse.

**Shepherding Council** Rev. Rachel Vione (*complete report Appendix H - p 116*)

**Save the Date** – Presbytery Day – November 16, 2024

**Glenwood Life Center** – Moderator and member of the GLC Commission Donald Adams reported that the commission has been working to discern the future of the GLC property and will be in touch with the Presbytery soon.

**BREAD Team** (Bringing Racial Equity & Diversity)

Elder Magalene McClarrin shared the Antiracism Policy for the Presbytery as a second reading. (*Appendix I - pp 117-126*)

**MSP** To approve the Antiracism Policy of the Presbytery of Long Island

**Foundations and Horizons Task Force**

Rev. Matthew Means shared the upcoming dates of the Presbytery Mission Visioning Retreats (July 17, 2024, and October 4-5, 2024) and invited prayer for the process. He also reported that the task force is working on a provisional policy for assets that come into the purview of the presbytery, which will be presented to the Shepherding Council in July and then the Presbytery at the September meeting.

**Committee on Nominations/Committee on Representation** (*Appendix J - pp 127-129*)

The Committee on Nominations completed the 2024 Representation Report, and Elder Jolynn Kendrick will be reaching out to the churches regarding the Presbytery of Long Island nominations process.

**Adjournment, Closing Prayer & Benediction at 12:35 PM Moderator Elder Donald Adams**

**The next Stated Meeting of the Presbytery will be held on Saturday, September 21, 2024, in Shelter Island.**

X

---

Rev. Kate Jones Calone  
Stated Clerk

*this was intentionally left blank*

**Report of the Stated Clerk**  
**Stated Meeting of Presbytery – June 15, 2024**

---

**Actions**

The Stated Clerk presented the following motions:

1. \*Motion: That Presbytery approve the minutes of the Stated Meeting held on April 13, 2024

**Information****Annual Session Minutes Review**

- The following Church HAVE submitted their 2023 Minutes:  
Amagansett, Babylon, Baldwin, Bellmore, Brentwood, Bridgehampton, Brookhaven, Center Moriches, East Hampton Springs, Elmont, Huntington First, Huntington Station, Levittown, Malverne, Mattituck, Melville, Middle Island, Montauk, New Hyde Park, Northport, Oyster Bay, Port Jefferson, Roslyn, Sag Harbor, Setauket, Shelter Island, Smithtown, Southampton First, Southold, Westhampton, and West Islip.
- The following Churches HAVE NOT submitted their 2023 Minutes:  
PIPH Brentwood, Cutchogue, Deer Park, East Hampton First, Freeport, Garden City, Glen Cove, Great Neck, Greenlawn, Hempstead, Islip, Malverne Nueva Vida, Merrick, Mineola, NHP Korean United, Oceanside, Roosevelt, Selden, SH Shinnecock, Valley Stream, Valley Stream Asian, and Yaphank

Please note that 2023 Minutes Reading has concluded. For congregations that did not participate in the scheduled minutes reading dates, you have two options:

- identify another congregation that did not yet complete minutes reading and swap minutes with their clerk of session; you may then send your completed checklist forms and minutes to the presbytery to be stamped
- bring both your 2023 and your 2024 minutes to the scheduled 2024 Minutes Reading dates, which will occur in the early spring of 2025

All Clerks of Session should be sure they have received from the Presbytery the minutes packet and checklist for 2024 minutes. If you have not, please contact Laurie Vu ([laurie@presbyteryofli.org](mailto:laurie@presbyteryofli.org)).

**Policy and training requirements**

- We continue to add information and resources to the presbytery website to help you develop those policies required by the Book of Order. You can find those resources here: <https://presbyteryofli.com/resources-for-developing-policies-in-your-congregation/>
- *All minister members of the Presbytery, CREs, inquirers/candidates, and those on the pulpit supply list:* you should have received an email from Laurie Vu and an invitation link from Praesidium to the training modules that will allow you to complete your Child and Youth Protection training. Please contact Laurie in the office if you need assistance or have questions. We have asked that you complete the training modules by July 1, 2024.
- *Clerks of Session:* Practical Resources for Churches is developing a set of Boundary Training modules for sessions that will be available in August. We will be sharing those with every church when they are available, and you can use those in your session meetings to complete the Boundary Training requirement for your members of session. Additionally, you can set up your own free account with Praesidium through the Insurance Board to have access to training modules for Child and Youth Protection Training.
- As a reminder, Practical Resources for Churches provides regular online trainings to comply with the New York State Sexual Harassment Prevention Training that is mandated for *all employees*. You can find upcoming webinar dates and times here: <https://www.prcli.org/webinars-2/>

**Reports****Moderator Team**

The Moderator Team met on May 16, 2024, at the Shinnecock Presbyterian Church for prayer and conversation about the work of the presbytery.

Report of the Trustees  
Stated Meeting of Presbytery – June 15, 2024

---

**Information**

The Trustees met on Tuesday, May 15, via Zoom. They held consultations with the Westhampton Presbyterian Church regarding their exploration of historic designation status; with the Roslyn Presbyterian Church regarding a renewal of a nursery school lease; with a member of the Valley Stream Presbyterian Church Commission regarding the church property; and with a member of the Center Moriches church regarding the tax exempt status of their manse. The Trustees also received updates on various other projects and discussed creating a network of church House & Grounds / Property Committee chairs.

**The following motions were passed**

**MSP** to permit the Roslyn Presbyterian Church to enter into a lease renewal with the Growing Tree Nursery School for a period of five years without a dissolution clause.

**MSP** to approve the engagement of Arthur Hutton to conduct an appraisal of the Glenwood Life Center property.

Report of the Committee on Preparation for Ministry (CPM)  
Stated Meeting of Presbytery – June 15, 2024

---

May 28, 2024 CPM Meeting via Zoom

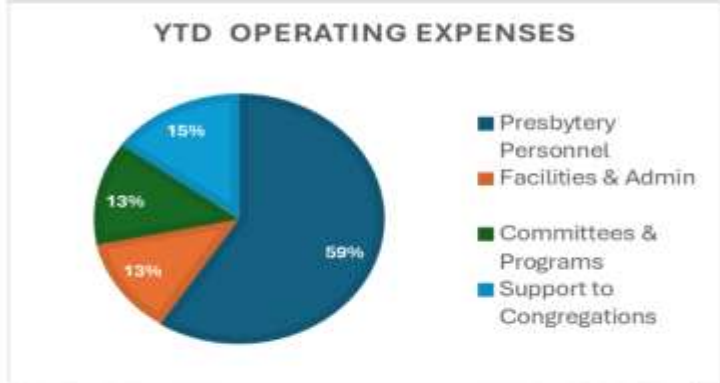
## NO ACTION ITEMS:

## Committee Reports for Information to the Presbytery:

1. Annual Consultation held with Inquirer Under Care Samantha Kendrick. She is continuing her seminary studies and will be working with CPM on meeting requirements to move toward Candidacy status. Samantha will continue under care of CPM.
2. Annual Consultation held with Candidate Under Care Mylika Selah (formerly Slaughter). She has successfully completed her seminary studies, is currently working in a Lay Christian Education position in a church. Mylika will continue under care of CPM and working with them in meeting remaining requirements for ordination.
3. Committee discussed changing church leadership landscape in the Presbytery and beyond and the challenges that is presenting and will seek to work with COM in ways that will help both committees prepare and provide pastoral leadership options.
4. 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.
5. 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.
6. Next CPM meeting is scheduled for Tuesday, July 23 at 9:30am via Zoom.

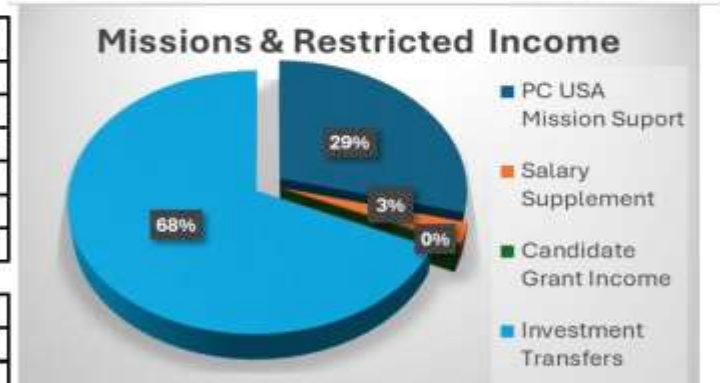
Operating	Jan - May
Income	
Per Capita	84,481.37
Misc. & Reimbursements	817.27
East Moriches Rent	17,500.00
	<b>102,798.64</b>

Expense	
Presbytery Personnel	130,017.25
Facilities & Admin	27,853.52
Committees & Programs	29,179.41
Support to Congregations	32,933.18
	<b>219,983.36</b>
	<b>(117,184.72)</b>



Missions & Restricted	Jan - May
Income	
PC USA Mission Support	51,063.85
Salary Supplement	4,454.85
Candidate Grant Income	314.00
Investment Transfers	119,334.82
	<b>175,167.52</b>

Expenses	
PC USA Mission	14,517.78
Hispanic Ministry	8,333.35
Salary Supplement	5,296.00
Candidate Grant	1,198.14
Pastor Grant	2,500.00
NCD	92,690.72
	<b>124,535.99</b>
	<b>50,631.53</b>



**Report of the Budget and Finance Committee  
Stated Meeting of Presbytery – June 15, 2024 Oceanside**

---

**Action**

**Motion:** To merge the three Presbytery-designated "mission" funds currently being held in our Merrill Lynch accounts.

**The Budget and Finance Committee met on May 8, 2024, and took the following actions:**

**MSP** to elect Rev. Jim Crawford as chair of the Budget and Finance Committee.

**MSP** to ask the Presbytery to merge the three presbytery-designated "mission" funds currently being held in our Merrill Lynch accounts.

*this was intentionally left blank*



**Report of the Committee on Ministry  
Presbytery of Long Island Stated Meeting – June 15, 2024**

---

**Actions items (\*updated June 14, 2024)**

**Compensation Recommendations for 2025**

- Motion** That the Presbytery approve the Presbytery of Long Island Family Leave Policy for Clergy (attached)
- Motion** That the Presbytery approve the 2025 Minimum Compensation Standards Principles for Moving Ahead (attached)
- Motion** That the Presbytery approve 2025 Compensation Program (attached)
- Motion:** That the Presbytery of Long Island concurs with the request from the Valley Stream Presbyterian Church and the Valley Stream Commission to dissolve the congregation and appoint an administrative commission to oversee the closing process.
- Motion:** That the Presbytery of Long Island appoints an Administrative Commission for the Valley Stream Presbyterian Church of Valley Stream, NY, to act on the Presbytery's behalf, with the power to meet with remaining members of the congregation, including calling a meeting of the Session and/or of the congregation, as necessary; to arrange for pastoral care of the members; to publicize the dissolution of the congregation; to ascertain the financial status and outstanding financial obligations of the congregation; to secure the Session records; to secure the legal rights to all property (real or personal) held by or for the benefit of the congregation; to dispose of the moveable personal property of the congregation; to secure the building and property; to attend to matters of insurance; to dispose of the building and grounds (subject to any guidelines of or established by the Presbytery) or convey the building and grounds to the Presbytery; to recommend the use of assets of the congregation; to plan and conduct a service of witness; to work with the South Asian Presbyterian Fellowship of Valley Stream to support its continued ministry; to secure the assistance of other individuals, as appropriate, to assist with its work; and generally to do such things and take such actions for, in the name of, and on behalf of the Presbytery as shall be reasonably necessary to accomplish the general purpose of this Administrative Commission.
- Motion:** That the Presbytery elect the following individuals as members of the Administrative Commission: (names to be submitted at the meeting)
- Motion:** That the Presbytery of Long Island dismiss the current Valley Stream Commission with gratitude for their service.

**At its meeting on April 9, 2024**

**Information**

Met with Rev Dr. Carrie Mitchell from the Board of Pensions Consultant for Synod of the Northeast on the changes to the 2025 Board of Pension/Medical

**MSP** To approve the Presbytery of Long Island Validated Ministries Policy Motion (updated; on website)

**MSP** To approve the Presbytery of Long Island Pulpit Supply Application (new; see attached)

**At its meeting on May 14, 2024**

### Contracts and Terms of Call

**MSP** The Committee approved extending the May 1, 2023 – April 30, 2024, Temporary Supply contract between the First Presbyterian Church of Freeport session and Our Saviour Lutheran Church of Jamaica Queens with Rev. Moira Ahearne for an additional three months ending July 31, 2024.

**MSP** The Committee approved the renewal of the Extended Pulpit Supply Pastor Agreement between the Session of the Community Presbyterian Church of Merrick and Rev. Joan Finck from May 1, 2024, to October 31, 2024. Rev. Joan Finck will be paid \$850 bi-weekly for her service. She will not become a temporary member of the Presbytery. She may Moderate the Session. (Start of first EPSP May 2023)

**MSP** The Committee approved the Extended Pulpit Supply Pastor Agreement between the Session of the Islip Presbyterian Church and Rev. John Lee from April 1, 2024 to December 31, 2024. Rev. John Lee will be paid \$2500 monthly for 20 service hours. Plus, an additional bonus of \$6000 (\$3000 in April & \$3000 in October). He will not become a temporary member of the Presbytery or Moderate Session. (Start of first EPSP April 1, 2024)

**MSP** The Committee approved the **Temporary Supply Pastor contract between the Session of the Christ's First Presbyterian Church and the Rev. Monica F. Da Costa** for July 1, 2024, through June 30, 2025, at the following terms.

Time	Part-time – 20 hours	Tax-Deferred Invest. (403 B) <i>paid by Church</i>	NA
		Tax-Deferred Invest. (403 B) <i>withheld by</i>	
Cash Salary	\$36,750	<i>Clergy</i>	NA
Housing Allowance	NA	Automobile Expense Reimbursement	\$1200
SECA Tax	\$3050.25	Pastoral Ministry Expense Reimbursement	\$250
Pension	NA	Continuing Ed Expense Reimbursement	\$1500
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			
Boundary Training is required every three years.		10/23	PLI
Child Sexual Abuse Prevention Training required every three years			

### Information

**MSP** To approve the Presbytery of Long Island Family Leave Policy for Clergy (new; see attached)

**MSP** To approve the Presbytery of Long Island Pastoral Call Form (updated; on website)

**MSP** To approve the Administrative Commission of the Presbytery of Long Island for the Installation service for the Rev. Emily Fowler on June 2, 2024, at 3 PM at the First Presbyterian Church of Port Jefferson, Main St &, 107 South St, Port Jefferson, NY 11777. Rev. Kate Jones-Calone, Executive Presbyter / Stated Clerk, Rev. Katie Mulligan/Levittown, Rev. Kerry Riddle/West Islip, Rev. Bradford Morgan/Babylon, Elder Jean Hrbek/Setauket, Elder Darlene Behrens/Port Jefferson, Elder Wendy Turkington/Center Moriches, Elder Donald Adams Moderator/Selden

**MSP** To approve the Administrative Commission of the Presbytery of Long Island for the Installation service for the Rev. Hugh Bradford Morgan on June 9, 2024, at 3 PM at First Presbyterian Church of Babylon 79 East Main Street Babylon, NY 11702, Rev Dennis Carter/Deer Park, Rev. Kymberly Clemons-Jones/Member at Large, Rev Emily Fowler/Port Jefferson, Rev Kerry Riddle/West Islip, Rev Ida Rosario/Brentwood, Elder John Rose/Mattituck, Elder Lowell Simpson/Babylon, Elder Steve Bodden/Deer Park and Elder Magalene McClarrin/Roosevelt

**MSP** To approve the transfer of membership for Rev. John Kloepfer (retired) to the Foothills Presbytery, South Carolina

**MSP** The COM will use the annual cost-of-living adjustment (COLA) for Social Security as their guideline for future recommendations for the cash salary increase in the compensation package. This year's figure is 2.6%.

**MSP** To receive the report of the Valley Stream Administrative Commission

**MSP** To ask the Presbytery to dissolve the current Valley Stream Administrative Commission

**MSP** To ask the Presbytery to create a new Administrative Commission to dissolve the Valley Stream Presbyterian Church

### At its meeting on June 11, 2024

#### Contracts and Terms of Call

**MSP** The Committee approved the renewal of the **Extended Pulpit Supply Pastor Agreement between the Session of the Yaphank Church and Rev. David Coello from July 14, 2024, to December 24, 2024.** Rev. David Coello will be paid \$315 weekly for 10-15 hours per week plus mileage and ½ of SECA. In addition to preparing and leading weekly worship on Sunday at 12:15 PM, he will provide Pastoral care, Bible Studies, and Moderate the Session. (*Start of first EPSP September 2023*)

**MSP** The Committee approved the **Temporary Supply Pastor Agreement and Position Description between the Session of the Church First Presbyterian Church New Hyde Park, the Presbytery of Long Island, and Rev. Dr. Joshua H. Jong** for the following terms: August 1, 2024, through July 31, 2025.

Time	Full Time – 40 hours	Tax-Deferred Invest. (403 B) <i>paid by Church</i>	\$1,000.00
Cash Salary	\$ 22,000 - Church \$18,000/ PLI \$4,000	Tax-Deferred Invest. (403 B) <i>withheld by Clergy</i>	NA
Free use of Manse	\$30,000.00	Automobile Expense Reimbursement	NA
Full Utilities	\$4,400.00	Pastoral Ministry Expense Reimbursement	\$500
SECA Tax	\$4314.00	Continuing Ed Expense Reimbursement	\$750
Pension	paid by the Presbytery	Continuing Education days	14 days, including 2 Sundays
Death & Disability	paid by the Presbytery	Vacation days	6 weeks, including 5 Sundays
Medical	paid by the Presbytery	Family Leave	12 weeks
Dental	spouse's insurance	Moving Expenses	NA
Temp Disability			
NYS Sexual Harassment Prevention Training required annually			
Boundary Training is required every three years. 10/23 PLI			
Child Sexual Abuse Prevention Training required every three years			

#### Information

**MSP** To recommend the following documents to the Presbytery on June 15, 2024:

Principles for Moving Ahead 2025 Minimum Compensation Standards

2025 Compensation Program

Index of Changes for 2025 Compensation Program

**MSP** To concur with the mutual dissolution of the Installed Pastoral Relationship with Rev. Vanessa Winters and the congregation at Westhampton Presbyterian Church, 90 Meeting House Rd, Westhampton Beach, NY 11978, at the Congregational Meeting on June 9, 2024

**MSP** To allow Rev. Charles (Chuck) Cary (retired) to labor outside the bounds of the Presbytery of Long Island.

**MSP** To approve the Presbytery of Long Island Duties of a COM Appointed Moderator of Session (new; see attached)

## **2025 Minimum Compensation Standards Principles for Moving Ahead**

On April 1, 2024, the Board of Pensions announced significant changes to the BOP medical insurance plans and dues structure for pastors previously covered through the Pastor's Participation Plan. For decades, participation in that plan included full family coverage, regardless of whether the Pastor required coverage for partner/spouse, dependents, or both. Beginning in 2025, the Board of Pensions will only require individual coverage for the Pastor, and will provide coverage for additional family members at an additional cost.

In response to this significant change to the medical dues plans for 2025, the Committee on Ministry recommends to the Presbytery of Long Island the following Principles and Actions to provide medical coverage for our Pastors in 2025.

Our gratitude to the task force who devoted many hours of research and prayer to developing these recommendations over the last 8 weeks. These recommendations are for 2025 only, and we will continue to consider how best to provide coverage in future years.

### **First Principle**

*Full medical coverage for pastoral leaders and their families is a value we will uphold.*

#### **Actions:**

- A. When an Installed Pastor only requires individual coverage, it shall be provided through the Board of Pensions (BOP), as required by the Book of Order, at no cost to the Pastor.
- B. When an Installed Pastor AND partner/spouse, dependents or full family need coverage, the Pastor shall be covered by the BOP and the partner/spouse, dependents or full family may be covered by BOP or another plan available to them. For Installed Pastors and existing terms of call that provide full family coverage, this shall continue in 2025 at no cost to the Pastor.

### **Second Principle**

*Terms of Call shall not be reduced from 2024 levels simply because of the structural change in medical plan dues through the Board of Pensions.*

#### **Actions:**

- A. For budgeting purposes, the 2024 terms of call shall be considered as the starting place for 2025. Effective Salary shall be the same or increased. For all Installed Pastors and terms of call that include the Pastor's Participation Plan in 2024, medical coverage shall be provided as above at no cost to the Pastor for 2025, and no reduction in Effective Salary. New calls for Installed Pastors shall budget for full family coverage through the BOP for 2025.
- B. Churches providing full family coverage through the BOP in 2025 will likely face an increase in BOP plan dues. Care should be taken to consider either the Transitional Pastor's Package or the Congregational Pastor's Package + partner/spouse, dependents, or full family.

- C. For pastoral leaders who do not require full family coverage, the Church will likely realize savings for medical coverage in 2025 through the Board of Pensions. If the Church realizes savings in 2025, the Church shall set aside as designated funds the difference between the actual cost of benefits for 2025 and 39% of Effective Salary (the cost of BOP plan dues in 2024). For 2025 this reserve of any savings from the BOP plan changes is mandatory as we face continued uncertainty and instability around the cost of medical coverage for Pastors.

**Third Principle**

*The Presbytery will walk alongside pastors and congregations as we navigate these structural changes.*

**Actions:**

- A. The Presbytery and the COM shall continue to consider how best to move forward long term (2026 and beyond) with the cost of medical care for Pastors and their families, taking into consideration current coverage levels, the financial health of our Churches, available options for medical coverage, and the resources of the Presbytery.
- B. COM liaisons will be available to walk through these conversations with Pastoral Leaders, Sessions, and Churches on a case-by-case basis. In this way, we will support one another in the community of Long Island Presbytery and provide for thriving churches calling fantastic Pastoral Leaders.

Respectfully submitted for approval to the Committee On Ministry June 7, 2024

Rev. Katie Mulligan, COM Moderator  
Elder Rich Schneider, COM Vice Moderator  
Elder Jean Hrbek  
Elder Sean Moran  
Rev. Jim Crawford  
Rev. James Cubie  
Rev. Matthew Means



**COMMITTEE ON MINISTRY****The Presbytery of Long Island****2025 COMPENSATION PROGRAM FOR PASTORS WITH MANSES**

(Includes proposed changes to become effective for existing calls and agreements, January 1, 2025; for new calls and agreements, October 1, 2024. New calls will begin with 2024 Board of Pensions (BOP) benefits outlined in the 2024 Compensation Program but will transition to the new BOP plans January 1, 2025, as required.)

**1. Cash Aggregate**

Defined as the total of the cash salary, including the manse allowance (housing allowance), plus the amount put into the defined contribution plan, or 403(b) (see #4B below).

The Manse Allowance (housing allowance)

- Defined as that portion of the cash salary that the Pastor reasonably expects to spend from his/her own resources on the home, including furnishings and utilities not paid by the Church.
- Must be designated by the session in advance of when expended, not retroactively. May be adjusted during the year, in advance of increased expenditures, keeping the total aggregate the same. Accurate records and documentation of amounts must be kept by the Pastor. Unused portion should be reported by the Pastor as income.
- Not subject to income tax, but subject to SECA tax and BOP dues (see p. 4).

**The minimum cash aggregate shall be \$57,220**

- The minimum cash aggregate shall be increased one-half of one percent for each year since a Pastor's ordination, up to 30 years.
- The minimum cash aggregate shall be increased by \$2,000 for Churches with 151-350 members, \$4,000 for Churches with 351-500 members, and \$6,000 for Churches with over 500 members.

*It is recommended that all existing calls that exceed this minimum be increased at least by the Social Security COLA for 2025, which is expected to be announced in October (predicted to be 2.6%).*

**2. Free Use of Manse**

Annual fair rental value for tax purposes.

Not subject to income tax, but subject to SECA tax and BOP plan dues.

**For BOP Plan Dues Calculations Only:**

For new calls, manse amount for the purposes of Effective Salary (not tax purposes) is calculated at 30% of the Effective Salary, not including the manse valuation. Please see the BOP Effective Salary calculator for specifics.

For existing calls, manse amount MAY be changed to 30% of the Effective Salary, not including the manse valuation. Please see the BOP Effective Salary calculator for specifics. However, the Church and Pastor must evaluate the effect on pension credits and provide other compensation to mitigate the loss in future pension. This can be through additional contributions to a 403(b), Continuing Education or Pastoral Expense Allowance, other benefits or Cash Salary. Careful attention needs to be paid to the tax ramifications and this change to terms of call must be approved by COM.

**3. Full Utilities**

Heat, electricity, water, and communications services (e.g. internet, telephone, basic cable) must be provided by the Church. Others may be provided, but are not required. Utilities paid directly by the Church are not subject to income tax or BOP Plan dues, but are subject to SECA tax. Use approximate annual cost. Other utilities paid by the Pastor should be included in the Manse Allowance. Cell phone services are currently reimbursed under professional expenses.



#### 4. **Retirement, Death & Disability Benefits**

##### A. **Traditional Defined Benefit Plan & Paycheck Protection Programs**

BOP Covenant Package includes traditional Defined Benefit Plan, Death & Disability, Temporary Disability and Employee Assistance Programs.

*Required* for all Installed Pastors, Interim Pastors and Designated Pastors, as part of either the Congregational Pastor's Package or Transitional Pastor's Package.

Dues are **10%** of Effective Salary (= #1, #2, + #4B), in addition to medical dues

*Available but not required* for all other Pastors, Commissioned Ruling Elders and Employees working 20 hours/week or more, either within a congregational setting or MWS serving in ministries outside of congregational settings.

The Covenant Package is paid entirely by the Church.

##### B. **Defined Contribution (Retirement Savings) Plan**

403(b) can be tax-deferred or not (Roth option).

At least \$1,000 Church contribution required for all full-time Installed, Interim, and Designated Pastors living in a manse. Additional contributions may be made by the Church or Pastor or both. Please identify the source and the amount of the contribution(s). Many investment options available through Fidelity.

May not be subject to income tax or SECA Tax, but may be subject to BOP plan dues. If the

Pastor also contributes to the 403(b), then the Church contribution is not subject to BOP plan dues.

Available to all others with no requirement for minimum hours worked.

#### 5. **Medical Insurance**

Medical coverage must be provided for all Installed Pastors through the BOP in either the Transitional Pastor's Package or the Congregational Pastor's Package at no cost to the Pastor. Medical coverage must be provided for all Designated and Interim Pastors through the BOP in either the Transitional Pastor's Package or the Congregational Pastor's Package at no cost to the Pastor, unless they have comparable coverage from another source.

All Installed, Designated and Interim Pastors in new or existing calls must be provided medical coverage for partner/spouse, dependents, or full family at the Pastor's direction through the BOP or another available plan at no cost to the Pastor.

Through 2025, all existing terms of call that provided medical coverage in 2024 for Temporary Pastors and their families must provide the same level of coverage for all family members as 2024 through either the BOP or another available plan at no cost to the Pastor.

Terms of call for new Temporary Pastors may include medical coverage for the Pastor and/or partner/spouse, dependents, or family through the BOP or another available plan. Cost sharing may be negotiated in temporary calls with new Temporary Pastors.

All terms of call and medical plans must be approved by the COM for 2025 and may not reduce medical coverage or Effective Salary.



**6. Additional Benefits**

Thoughtful and thorough consideration of additional forms of insurance available – term life insurance, dental insurance, supplemental death benefit, supplemental disability benefit, and vision eyewear benefit. Premiums are **not** subject to dues under BOP Plans unless it is provided by an entity other than the BOP.

BOP also offers Flexible Spending Account (FSA) and Health Savings Account (HSA) Programs, managed separately on behalf of the Church. Churches may offer access to these programs.

Dues for additional benefits may be paid by the Church, the Pastor, or shared.

**7. SECA Tax Reimbursement (self-employment tax or social security)**

Approximately one-half of the Pastor's SECA Tax obligation, or 7.65% of #1 + #2 + #3 above. It is subject to income tax and SECA tax, but not subject to dues under BOP Plans unless the Church pays more than 50% SECA. It should be included on the W-2 form.

**8. Automobile Expense Reimbursement**

Reimbursement of actual mileage on Church business at the IRS standard mileage rate for 2025, under an accountable reimbursement plan.

**9. Pastoral Ministry Expense Reimbursement**

A \$500 minimum for expenses in the pastoral ministry -- such as books, journals, vestments, entertainment, cell phone -- under an accountable reimbursement plan.

**10. Continuing Education Expense Reimbursement**

\$1,750 minimum. Can be accumulated for up to three years. Actual use or accumulation to be approved by session in advance and report received afterward. Under an accountable reimbursement plan. ***Unused Continuing Education Expense Reimbursement is not payable upon the dissolution of the call and may not be accumulated for more than three years.***

**11. Continuing Education Time**

Continuing Education/Study Leave must be a minimum of 14 days per year for continuing education (including 2 Sundays), and may be accumulated for three years for up to 42 days, including 6 Sundays by approval of the Session.

For calls to less than full-time service, the minimum monetary allotment shall be prorated; the time allotment remains 14 days, including 2 Sundays.

Funds for continuing education shall be remitted to the Pastor upon the submission of vouchers for the expenses incurred. ***Unused Continuing Education benefits are not payable upon the dissolution of the call.***

**12. Vacation**

30 days, including 5 Sundays. After 10 years in current position, 37 days, including 6 Sundays. *The Presbytery encourages that up to, but no more than, 10 days of vacation time be rolled over from one year into the next calendar year, with approval of the Session. The annual refreshment from vacation comes only if the Pastor takes the vacation regularly. Excessive accumulation of vacation time does not provide for that regular refreshment. **Unused vacation benefits ARE payable in full to the date of the dissolution of the call.***



**13. Paid Family Leave**

Consistent with the Book of Order requirements, all installed calls shall include a minimum of 12 weeks of Paid Family Leave, including benefits (G-2.0804). Eligibility for Paid Family Leave within the Presbytery of Long Island shall be extended to all Installed Pastors, Temporary Pastors with a minimum of a one-year agreement, and Commissioned Ruling Elders serving in a pastoral role with a minimum of a one-year agreement.

**14. Moving Expenses**

(New calls and agreements only.) Full, reasonable. Moving Expenses are subject to taxes, but not BOP plan dues.

**15. Jury Duty**

In accordance with state law, an employee must be allowed the necessary time off if summoned for jury duty. Pastors are expected to return to their regular responsibilities if excused from jury duty during their regular working hours.

**16. Sabbatical Leave**

As the Presbytery of Long Island has long recommended, Pastors, Commissioned Ruling Elders, and Certified Christian Educators **shall** be granted a compensated (full pay and benefits) Sabbatical Leave of up to three (3) months after the completion of six (6) continuous years in an individual congregation within the Presbytery of Long Island. New calls will include sabbatical leave. For existing calls that have not included a sabbatical leave, please contact the COM for assistance in incorporating a sabbatical leave into the call.

Recognizing that sabbatical leave may be new to many Churches, the COM is committed to assisting Churches in preparation. All sabbatical proposals must be approved by COM at least 6 months in advance, and must include the general design of the sabbatical time and a plan for pastoral coverage.

**17. Workers Compensation, DBL & PFL**

Workers Compensation Insurance, DBL (Disability Benefits Law) Insurance, and PFL (Paid Family Leave) Insurance must be provided by the Church for all Pastors, Certified Christian Educators, and Commissioned Ruling Elders. While state law may provide exemptions for religious employees, the Presbytery of Long Island requires these insurance coverages to be in place at no cost to the Pastor, Certified Christian Educator, or Commissioned Ruling Elder. Insurance may be obtained through state programs or other insurance companies.

## EXPLANATIONS

**BOP:** Board of Pensions of the PCUSA. <https://pensions.org/>

**Effective Salary:** A BOP definition for the total of cash salary and manse allowance (#1), tax-deferred investment (#4B), and the manse amount (#2). Go to <http://www.pensions.org/calc/totalSalary> for the BOP Effective Salary Calculator.

**BOP Dues Plans:** For the latest information, go to <https://seasonofrebuilding.pensions.org/2025-plan-changes/dues-packages>

**Transitional Pastor's Package :** Available for 3 years to transition Pastors currently utilizing the Pastor's Participation Plan. This medical plan covers the Pastor, partner/spouse and all eligible dependents. Includes all the benefits of the Covenant Package (Medical dues + 10%, Effective Salary).

*\*Please note that the Transitional Pastor's Package must be OPTED INTO during the open enrollment period in 2024 for 2025. Failure to opt in will result in automatic enrollment in the Congregational Pastor's Package for 2025. Pastors enrolled in the Congregational Pastor's Package may not later enroll in the Transitional Pastor's Package.*

**Congregational Pastor's Package:** The new BOP medical plan to cover Pastors and Congregational Leaders working 20 hours or more in the Church. Partner/spouse, dependent, or full family coverage may be added at additional cost. Required by the BOP and Book of Order for all Installed Pastors. Includes all the benefits of the Covenant Package (Medical dues +10% Effective Salary).

*\*Please note that Pastors enrolling in the Congregational Pastor's Package may NOT change to the Transitional Pastor's Package in the future.*

**Covenant Package: Pension and Paycheck Protection Program through BOP.**

Total Cost 10% Effective Salary. Includes Defined Benefit Pension Plan, Death and Disability Plan, and Temporary Disability Plan. Also includes, at no extra cost, access to the Employee Assistance Program, CREDO, Sabbath Support Grants, and Healthy Pastors Healthy Congregations.

Available to all Pastors and Employees working in a congregational setting 20 hours/week or more, and all Ministers of the Word and Sacrament working in ministry outside of a congregational setting 20 hours/week or more.

Included in the Transitional Pastor's Package and Congregational Pastor's Package (medical dues + 10% Effective Salary)



**COMMITTEE ON MINISTRY**  
**The Presbytery of Long Island**

**2025 COMPENSATION PROGRAM FOR PASTORS WITH**  
**HOUSING ALLOWANCES**

(Includes proposed changes to become effective for existing calls and agreements, January 1, 2025; for new calls and agreements, October 1, 2024. New calls will begin with 2024 Board of Pensions (BOP) benefits outlined in the 2024 Compensation Program but will transition to the new BOP plans January 1, 2025 as required.)

**1. Cash Aggregate**

Defined as the total of the cash salary, including the housing allowance, plus the amount put into the defined contribution plan, or 403(b) (see #2B below).

The Housing Allowance

- Defined as that portion of the cash salary that the Pastor reasonably expects to spend on the home, such as for rent, mortgage, property taxes, insurance, utilities, maintenance, and furnishings.
- Must be designated by the session in advance of when expended, not retroactively. May be adjusted during the year, in advance of increased expenditures, keeping the total aggregate the same.
- Accurate records and documentation of amounts must be kept by the Pastor. Unused portion should be reported by the Pastor as income.
- Not subject to income tax, but subject to SECA tax and BOP Plan dues (see p. 4).

**The minimum cash aggregate shall be \$85,717**

- The minimum cash aggregate shall be increased one-half of one percent for each year since a Pastor's ordination, up to 30 years.
- The minimum cash aggregate shall be increased by \$2,000 for Churches with 151-350 members, \$4,000 for Churches with 351-500 members, and \$6,000 for Churches with over 500 members.

*It is recommended that all existing calls that exceed this minimum be increased at least by the Social Security COLA for 2025, which is expected to be announced in October (currently predicted to be 2.6%).*

**2. Retirement, Death & Disability Benefits**

**A. Traditional Defined Benefit Plan & Paycheck Protection Programs**

BOP Covenant Package includes traditional Defined Benefit Plan, Death & Disability, Temporary Disability and Employee Assistance Programs.

**Required** for all Installed Pastors, Interim Pastors and Designated Pastors, as part of either the Congregational Pastor's Package or Transitional Pastor's Package.

Dues are **10%** of Effective Salary (= #1, #2, + #4B), in addition to medical dues

**Available but not required** for all other Pastors, Commissioned Ruling Elders and Employees working 20 hours/week or more, either within a congregational setting or MWS serving in ministries outside of congregational settings.

The Covenant Package is paid entirely by the Church.



**B. Defined Contribution (Retirement Savings) Plan**

403(b) can be tax-deferred or not (Roth option).

Contributions may be made by Church or Pastor or both. Please identify the source and the amount of the contribution(s).

Many investment options available through Fidelity.

May not be subject to income tax or SECA Tax, but may be subject to BOP plan dues. If the Pastor also contributes to the 403(b), then the Church contribution is not subject to BOP plan dues.

Available to all others with no requirement for minimum hours worked.

**3. Medical Insurance**

Medical coverage must be provided for all Installed Pastors through the BOP in either the Transitional Pastor's Package or the Congregational Pastor's Package at no cost to the Pastor. Medical coverage must be provided for all Designated and Interim Pastors through the BOP in either the Transitional Pastor's Package or the Congregational Pastor's Package at no cost to the Pastor, unless they have comparable coverage from another source.

All Installed, Designated and Interim Pastors in new or existing calls must be provided medical coverage for partner/spouse, dependents, or full family at the Pastor's direction through the BOP or another available plan at no cost to the Pastor.

Through 2025 all existing terms of call that provided medical coverage for Temporary Pastors and their families must provide the same level of coverage for all family members as 2024 through either the BOP or another available plan at no cost to the Pastor.

Terms of call for new Temporary Pastors may include medical coverage for the Pastor and/or family through the BOP or another available plan. Cost sharing may be negotiated in temporary calls with new Temporary Pastors .

All terms of call and medical plans must be approved by the COM for 2025 and may not reduce medical coverage or Effective Salary.

**4. Additional Benefits**

Thoughtful and thorough consideration of additional forms of insurance available – term life insurance, dental insurance, supplemental death benefit, supplemental disability benefit, and vision eyewear benefit. Premiums are **not** subject to dues under BOP Plans unless it is provided by an entity other than the BOP.

BOP also offers Flexible Spending Account (FSA) and Health Savings Account (HSA) Programs, managed separately on behalf of the Church. Churches may offer access to these programs.

Dues for additional benefits may be paid by the Church, the Pastor, or shared.

**5. SECA Tax Reimbursement** (self-employment tax or social security)

Approximately one-half of the Pastor's SECA Tax obligation, or 7.65% of #1 + #2 + #3 above. It is subject to income tax and SECA tax, but not subject to dues under BOP Plans unless the Church pays more than 50% SECA. It should be included on the W-2 form.

**6. Automobile Expense Reimbursement**

Reimbursement of actual mileage on Church business at the IRS standard mileage rate for 2025, under an accountable reimbursement plan.



**7. Pastoral Ministry Expense Reimbursement**

A \$500 minimum for expenses in the pastoral ministry -- such as books, journals, vestments, entertainment, cell phone -- under an accountable reimbursement plan.

**8. Continuing Education Expense Reimbursement**

\$1,750 minimum. Can be accumulated for up to three years. Actual use or accumulation to be approved by session in advance and report received afterward. Under an accountable reimbursement plan. ***Unused Continuing Education Expense Reimbursement is not payable upon the dissolution of the call and may not be accumulated for more than three years.***

**9. Continuing Education Time**

Continuing Education/Study Leave must be a minimum of 14 days per year for continuing education (including 2 Sundays), and may be accumulated for three years for up to 42 days, including 6 Sundays by approval of the Session.

For calls to less than full-time service, the minimum monetary allotment shall be prorated; the time allotment remains 14 days, including 2 Sundays. Funds for continuing education shall be remitted to the Pastor upon the submission of vouchers for the expenses incurred. ***Unused Continuing Education benefits are not payable upon the dissolution of the call.***

**10. Vacation**

30 days, including 5 Sundays. After 10 years in current position, 37 days, including 6 Sundays. *The Presbytery encourages that up to, but no more than, 10 days of vacation time be rolled over from one year into the next calendar year, with approval of the Session. The annual refreshment from vacation comes only if the Pastor takes the vacation regularly. Excessive accumulation of vacation time does not provide for that regular refreshment.* ***Unused vacation benefits ARE payable in full to the date of the dissolution of the call.***

**11. Paid Family Leave**

Consistent with the Book of Order requirements, all installed calls shall include a minimum of 12 weeks of Paid Family Leave, including benefits (G-2.0804). Eligibility for Paid Family Leave within the Presbytery of Long Island shall be extended to all Installed Pastors, Temporary Pastors with a minimum of a one-year agreement, and Commissioned Ruling Elders serving in a pastoral role with a minimum of a one-year agreement.

**12. Moving Expenses**

(New calls and agreements only.) Full, reasonable. Moving Expenses are subject to taxes but not BOP plan dues.

**13. Jury Duty**

In accordance with state law, an employee must be allowed the necessary time off if summoned for jury duty. Pastors are expected to return to their regular responsibilities if excused from jury duty during their regular working hours.

**14. Sabbatical Leave**

As the Presbytery of Long Island has long recommended, Pastors, Commissioned Ruling Elders, and Certified Christian Educators **shall** be granted a compensated (full pay and benefits) Sabbatical Leave of up to three (3) months after the completion of six (6) continuous years in an individual congregation within the Presbytery of Long Island. New calls will include Sabbatical Leave. For existing calls that have not included a Sabbatical Leave, please contact the COM for assistance in incorporating a Sabbatical Leave into the call.

Recognizing that Sabbatical Leave may be new to many Churches, the COM is committed to assisting Churches in preparation. All Sabbatical Leave proposals must be approved by COM at least 6 months in advance, and must include the general design of the sabbatical time and a plan for pastoral coverage.

**15. Workers Compensation, DBL & PFL**

Workers Compensation Insurance, DBL (Disability Benefits Law) Insurance, and PFL (Paid Family Leave) Insurance must be provided by the Church for all Pastors, Certified Christian Educators, and Commissioned Ruling Elders. While state law may provide exemptions for religious employees, the Presbytery of Long Island requires these insurance coverages to be in place at no cost to the Pastor, Certified Christian Educator, or Commissioned Ruling Elder. Insurance may be obtained through state programs or other insurance companies.



## EXPLANATIONS

**BOP:** Board of Pensions of the PCUSA. <https://pensions.org/>

**Effective Salary:** A BOP definition for the total of cash salary and manse allowance (#1), tax-deferred investment (#4B), and the manse valuation (#2). Go to <http://www.pensions.org/calc/totalSalary> for the BOP Effective Salary Calculator.

**BOP Dues Plans:** For the latest information, go to <https://seasonofrebuilding.pensions.org/2025-plan-changes/dues-packages>

**Transitional Pastor's Package :** Available for 3 years to transition Pastors currently utilizing the Pastor's Participation Plan. This medical plan covers the Pastor, partner/spouse and all eligible dependents. Includes all the benefits of the Covenant Package (Medical dues + 10%, Effective Salary).

*\*Please note that the Transitional Pastor's Package must be OPTED INTO during the open enrollment period in 2024 for 2025. Failure to opt in will result in automatic enrollment in the Congregational Pastor's Package for 2025. Pastors enrolled in the Congregational Pastor's Package may not later enroll in the Transitional Pastor's Package.*

**Congregational Pastor's Package:** The new BOP medical plan to cover Pastors and Congregational Leaders working 20 hours or more in the Church. Partner/spouse, dependent, or full family coverage may be added at additional cost. Required by the BOP and Book of Order for all Installed Pastors. Includes all the benefits of the Covenant Package (Medical dues +10% Effective Salary).

*\*Please note that Pastors enrolling in the Congregational Pastor's Package may change to the Transitional Pastor's Package in the future.*

**Covenant Package: Pension and Paycheck Protection Program through BOP.**

Total Cost 10% Effective Salary. Includes Defined Benefit Pension Plan, Death and Disability Plan, and Temporary Disability Plan. Also includes, at no extra cost, access to the Employee Assistance Program, CREDO, Sabbath Support Grants, and Healthy Pastors Healthy Congregations.

Available to all Pastors and Employees working in a congregational setting 20 hours/week or more, and all Ministers of the Word and Sacrament working in ministry outside of a congregational setting 20 hours/week or more.

Included in the Transitional Pastor's Package and Congregational Pastor's Package (medical dues + 10% Effective Salary)

**Index of Changes for 2025 Compensation Program**

- Minimum Cash Aggregate increase for 2025
- Recommended COLA increase changed to match Social Security COLA instead of specific %
- For Pastors in Manses: Churches and Pastors in existing calls MAY utilize 30% of the Effective Salary, not including the manse valuation, instead of Fair Market Value of the manse for **Board of Pensions dues calculations only. Please read carefully.** Please see the BOP Effective Salary calculator for specifics.
- For new Pastors in manses Churches and Pastors in new calls **WILL** utilize 30% of the Effective Salary, not including the manse valuation, instead of Fair Market Value of the manse for **Board of Pensions dues calculations only. Please read carefully.** Please see the BOP Effective Salary calculator for specifics.
- For Pastors in Manses: Full Utilities will include communications services in 2025 (internet, telephone, basic cable)
- Retirement, Death & Disability Benefits now packaged together. **Please read this change carefully.**
- 403(b) contributions by the Church are not added to Effective Salary IF the Pastor also contributes to the 403(b)
- **Medical Insurance Coverage has completely changed for 2025. Please read these changes carefully.**
- Continuing Education: Clarification that the minimum monetary amount is prorated for part-time calls, but that the time allotment remains 14 days, including 2 Sundays.
- Vacation: Clarification that while rolling over up to 10 days vacation is not recommended, it is permissible **with Session approval.**
- Paid Family Leave: Changed from Medical Leave to Paid Family Leave per new Presbytery policy approved in 2024 and clarification that Paid Family Leave is extended to all Installed Pastors, Temporary Pastors with a minimum of a one-year agreement and CREs with a minimum one-year agreement.
- Moving Expenses: Clarification that moving expenses are subject to taxes, but not BOP plan dues.
- Jury Duty: Added new policy.
- Sabbatical Leave: Added sabbatical policy to Compensation Program and changed it from Recommended to Required. COM will work with churches to provide proper support.
- Workers Compensation, DBL & PFL: Clarifying that these insurance coverages are required for Pastors and must be provided by the Church at no cost to the Pastor.
- Explanation Page has been updated to reflect BOP changes for 2025.



**The Presbytery of Long Island  
Committee on Ministry**

**PULPIT SUPPLY APPLICATION**

**Name** \_\_\_\_\_  
**Address** \_\_\_\_\_  
**Phone** \_\_\_\_\_  
**Email** \_\_\_\_\_

**Presbytery or Denomination of membership** \_\_\_\_\_

**Membership category**                      Retired                      Validated                      At Large

**Please indicate if you are fluent or proficient in any language(s) other than English and if you would be comfortable leading worship in those languages.**

**If you are a member of another Presbytery, do you have permission from your Presbytery of membership to labor within our bounds as a pulpit supply preacher?**    Yes            No

**Would you be available electronically or in person for an interview with the Committee on Ministry on the 2<sup>nd</sup> Tuesday of the month sometime between 10 am – 1 pm?**            Yes            No

**If approved, do you agree to stay current with all required training for the Presbytery of Long Island?**  
 Yes            No

**Please provide your Denomination leader's name and contact information.**  
*(Please be advised that a reference check will be done)*

**Title** \_\_\_\_\_

**Contact Name** \_\_\_\_\_

**Email Address** \_\_\_\_\_ **Phone Number** \_\_\_\_\_

**Signature of applicant** \_\_\_\_\_ **Date** \_\_\_\_\_

**Please attach**  
 Your latest Personal Discernment Profile (PDP) or resume  
 Faith Statement  
 Background Check Application. *(attached)*  
 Copy of certificate of Clergy Boundary Training *(within the past three years)*, Child and Youth Protection Training *(within the past three years)*, and NYS Sexual Harassment Prevention Training *(required annually)*  
 \*If not previously taken, once approved by COM, the completion of the online Safe Gatherings Boundary Training, Child and Youth Protection Training, and NYS Sexual Harassment Prevention Training will be required to begin serving.

<i>PLI use</i>	<i>BG ck</i>	<i>PDP</i>	<i>FS</i>	<i>Boundary</i>	<i>C&amp;Y</i>	<i>NYS</i>	<i>COM</i>
----------------	--------------	------------	-----------	-----------------	----------------	------------	------------

**Background Investigation**

Please complete the attached consent form and send it to the Presbytery office.

As part of the Presbytery of Long Island's background check policy, the applicant will receive a copy of the required screening report. The original report is kept in a locked file in the Stated Clerk's office.

If the COM approves the application, the report is retained in that locked file until the applicant is no longer working with the Presbytery; at that time, the document will be appropriately preserved.

Questions? Contact Laurie Vu, Presbytery of Long Island, 631-499-7171, [laurie@presbyteryofli.org](mailto:laurie@presbyteryofli.org).

**Boundary Training Option**

Safe Gatherings Instructions

Safe Gatherings offers an online clergy ethics course that can be taken anytime. The seven-module, 2-hour "Clergy Ethics and Congregational Boundaries" course focuses on the top ethical issues for those who lead churches and faith-based organizations.

To access the online program, go to

<https://safegatherings.com/>

Click on - Clergy Ethics Course

**Child and Youth Protection Training**

Contact the Presbytery for options.





## PRESBYTERY OF LONG ISLAND FAMILY LEAVE POLICY FOR CLERGY

The celebration, nurture, and encouragement of the family takes place in many ways and on many levels in the life of a congregation. During times of joy and sadness, the congregation has the opportunity and responsibility of extending care for the pastor and the pastor's family. This policy was developed by the Presbytery of Long Island to guide sessions and pastors as the terms of a family leave are incorporated into the terms of call.

### I. PURPOSE

The purpose of these policy guidelines is to provide sessions with minimum guidelines for a pastor's family leave to be included in all call packages that are fair and equitable. The *Book of Order of the PC(USA)* requires congregations to provide called and installed pastors 12 weeks of paid family leave per year. It is anticipated that individual congregations will not feel limited by Presbytery and the Book of Order's guidelines and will respond to the need for family leave responsibly and generously.

### II. DEFINITION

In addition to other benefits, all full- and part-time installed and temporary pastors with a minimum of a one-year contract and commissioned ruling elders serving in a pastoral role are entitled to job-protected leave for qualified medical and family reasons. *Maternity and Paternity Leaves* take place prior and after the birth or arrival of the child through adoption or new guardianship. *Family Care and Bereavement Leave* takes place when the pastor's family member has a serious medical condition as defined by the New York State Paid Family Leave Act; is being placed in a healthcare facility; or has died. New York State defines a serious medical condition as an illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential health care facility; continuing treatment or continuing supervision by a health care provider. The state defines a family member as spouse, domestic partner, child and stepchild, parent and stepparent, parent-in-law, grandparent, grandchild, or sibling (biological, adopted, half, and step).

### III. ELIGIBILITY

Eligibility for Family Leave within the Presbytery of Long Island shall be extended to all installed and temporary pastors with a minimum of a one-year contract and commissioned ruling elders serving in a pastoral role.

## PRESBYTERY OF LONG ISLAND FAMILY LEAVE POLICY FOR CLERGY

The celebration, nurture, and encouragement of the family takes place in many ways and on many levels in the life of a congregation. During times of joy and sadness, the congregation has the opportunity and responsibility of extending care for the pastor and the pastor's family. This policy was developed by the Presbytery of Long Island to guide sessions and pastors as the terms of a family leave are incorporated into the terms of call.

### I. PURPOSE

The purpose of these policy guidelines is to provide sessions with minimum guidelines for a pastor's family leave to be included in all call packages that are fair and equitable. The *Book of Order of the PC(USA)* requires congregations to provide called and installed pastors 12 weeks of paid family leave per year. It is anticipated that individual congregations will not feel limited by Presbytery and the Book of Order's guidelines and will respond to the need for family leave responsibly and generously.

### II. DEFINITION

In addition to other benefits, all full- and part-time installed and temporary pastors with a minimum of a one-year contract and commissioned ruling elders serving in a pastoral role are entitled to job-protected leave for qualified medical and family reasons. *Maternity and Paternity Leaves* take place prior and after the birth or arrival of the child through adoption or new guardianship. *Family Care and Bereavement Leave* takes place when the pastor's family member has a serious medical condition as defined by the New York State Paid Family Leave Act; is being placed in a healthcare facility; or has died. New York State defines a serious medical condition as an illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential health care facility; continuing treatment or continuing supervision by a health care provider. The state defines a family member as spouse, domestic partner, child and stepchild, parent and stepparent, parent-in-law, grandparent, grandchild, or sibling (biological, adopted, half, and step).

### III. ELIGIBILITY

Eligibility for Family Leave within the Presbytery of Long Island shall be extended to all installed and temporary pastors with a minimum of a one-year contract and commissioned ruling elders serving in a pastoral role.



#### **IV. GUIDELINES**

##### Family Leave (Maternity, Paternity or Parental Leave)

1. The length of leave for parents welcoming a new child shall be 12 weeks. If a pastor desires more or less time, the session is encouraged to be flexible. Maternity, Paternity, or Parental leave does not need to be consecutive and can be spread out over a 12-month period.
2. Sessions shall grant full salary and benefits for the entire leave. If the session and pastor negotiate a leave that extends beyond 12 weeks, then other salary options may be negotiated.
3. Annual study and vacation leaves or sabbatical/clergy renewal leaves should not be taken immediately before or after a family leave without consultation with the session.
4. There is no minimum length of time for Family Care or Bereavement Leave, but the maximum per year is 12 weeks. Family Leave does not need to be consecutive and can be spread over a 12-month period.

#### **V. ADDITIONAL CONSIDERATIONS**

1. Study Leave shall not be used for Family Leave.
2. Should a pastor experience a miscarriage or still birth, she/he shall be given the Maternity/Paternity leave she/he would have received had the pregnancy been carried to term with no complications.
3. The time periods listed are intended to occur annually. They do not accrue.

#### **VI. SESSION RESPONSIBILITIES DURING THE PASTOR'S LEAVE**

The session is responsible for the ongoing ministry of the congregation during the pastor's leave. Session shall arrange for pulpit supply and pastoral care, including hospital visitation. COM shall appoint a session moderator pro tem and is available to support pastors and sessions during the negotiation and navigation of Family Leave, especially when pastors may need more than 12 weeks. Should paying for pulpit supply and pastoral care, along with the pastor's full salary, become a hardship for a congregation, the session may seek assistance from the Presbytery.

If both Family Leave (Maternity, Paternity or Parental Leave) and Family Leave (Family Care and Bereavement Leave) occur in the same calendar year, please contact the COM and the Presbytery Leader.

## PRESBYTERY OF LONG ISLAND

### DUTIES OF A COM APPOINTED MODERATOR OF SESSION

Church

---

Moderator

---

Beginning Date

---

COM Approval Date

---

When the Session is without a Pastor/Moderator, the Presbytery appoints a minister member or ruling elder to moderate the Session and congregation during the transition. The appointment of a moderator by the Presbytery is made on the recommendation of the Committee on Ministry. If there is an interim pastor, that person may be named Moderator.

The Book of Order describes this role as follows:

*"The moderator possesses the authority necessary for preserving order and for conducting efficiently the body. He or she shall convene and adjourn the in accordance with its own action." (G-3.0104)*

#### **The Moderator will**

1. Be present and preside at regular and called meetings of the Session at times negotiated with the Session and/or clerk. They shall see that the requirements of the Book of Order for such meetings are fulfilled.
2. Confer with the Clerk of Session before each meeting to prepare an agenda of business.
3. Give leadership to the Session to ensure the maintenance of the work and worship of the church, its regular services of worship, educational programs, and whatever is usual and required in the life of the church, including regular communication to the Committee on Ministry about who has provided worship leadership for the congregation. Since the relationship is temporary, any radical restructuring of the Session and its committees should be considered only after consultation with the Committee on Ministry.
4. Ensure that the sacraments are celebrated in order.
5. See that decisions of the Session are assigned so that they will be carried out.
6. Work with the Session to ensure the congregation's leaders provide pastoral care to congregation members.
7. Moderate the congregational meetings of the church or ask the COM to appoint a moderator for the congregational meeting, seeing that constitutional notice and procedures are followed, and the congregation's actions are reported to the Presbytery through the Committee on Ministry.

**Relationships With the Pastor Nominating Committee** (if applicable)

If assigned by the COM, the Moderator of the Session may provide general support and resources in the PNC process. If the Moderator is an interim pastor, COM may request them to assist with the Mission Study.

The Moderator should see that regular reports from the PNC are scheduled for the Session and congregation.

**Relationships With the Committee On Ministry**

The Moderator of a session for a vacant church represents the Presbytery's interest in the ongoing life of the congregation and should maintain a relationship of cooperation and understanding with the Commission on Ministry. The COM may invite the Moderator of the church without a pastor to meet with them to make reports and to discuss matters concerning the church.

**Relation With Moderator's Own Session**

It is important that a pastor who is appointed Moderator of another session share that information on the appointment, times of meetings, and any other involvement to secure support of their Session for their assistance to a neighboring session.

**Compensation Guidelines for the Moderator of Session**

The following fees and expenses are to be paid by the congregation:

- The minimum fee for an assigned moderator of a session/congregation is \$100 per meeting.
- An hourly rate may be negotiated if the Session meets regularly for more than two hours.
- Mileage will be reimbursed at the IRS allowable rate.
- All other expenses incurred will be reimbursed upon presentation of receipts to the Session.
- If the Moderator assists in any special work of the congregation beyond moderating the Session, the Session is responsible for adjusting the compensation accordingly. (ex. Weddings, funerals, counseling, home or hospital calling.)



September 2023

1

---

## BREAD: Black, Indigenous, and POC Culture & History on Long Island

By Siu-Lin Sampson

---

Long Island was originally the home to many different tribes of Native Americans: Canarsie, Rockaways, Merricks, Massapeguas, Matinecocks, Nissaquogues, Setaukets, Corchaugs, Secatogues, Unkechaugs, Shinnecock, Montaukett, and Manhansets. If these names sound familiar, it is because many of the existing towns are named after the influence which the indigenous peoples had on the geography and the development of the land where we live today. The community of indigenous people did not cease to exist, but rather began to immerse and blend with the growing African American community on Long Island during the eras of slavery and segregation. Similar to the indigenous peoples, the African-American communities within Long Island have played a large role in the development of the land and culture which exists today. Both communities have had a significant influence on the Island, and have a significant presence through culture and history in many of the different landmarks found in both Nassau and Suffolk County. Their culture and history has allowed for the embrace of other POC and the celebration of the culture and impact of all POC within Long Island.

---

### Nassau County

- Garvies Point Museum & Reserve (Glen Cove, NY)
- Tackapausha Museum & Reserve (Seaford, NY)
- Joysetta & Julius Pearse African American Museum of Nassau County (Hempstead, NY)
- Lakeville AME Zion Church (Manhasset, NY)
- The Valentine Hicks House (Jericho, NY)

### Suffolk County

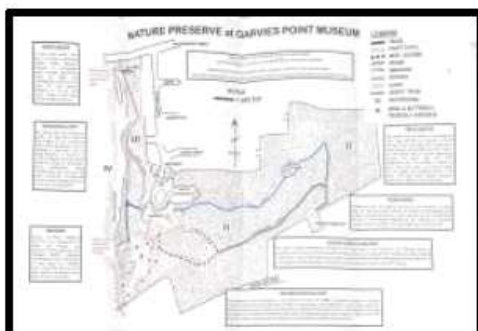
- LongHouse Reserve (East Hampton, NY)
- Joseph Llyod Manor/ Jupiter Hammon House (Cold Spring Harbor, NY)
- John Jermain Memorial Library (Sag Harbor/ South Hampton, NY)
- Guild Hall (East Hampton, NY)
- The Long Island Museum: Creative Haven Exhibit (Stony Brook, NY)

# Garvies Point Museum & Reserve

Garvies Point Museum & Reserve is a museum located in Glen Cove, NY that is dedicated to the discovery and education of the presence and influence of Indigenous activity on Long Island. It specializes in Native American archeology and possesses a plethora of original and replicated artifacts and exhibits that detail the history of Indigenous life on the Island. It also has many trails for nature exploration and has many summer educational events & programs for students concerning archeology and geology.



Above is a synopsis of what can be found in the museum & preserve as part of a pamphlet provided at the front desk. At the front desk, they also have more information about events and educational programs & what takes place at the museum.



To the left is a map of the entirety of the Preserve, with details about what can be observed and found in different areas of it. It also displays the different trails within the preserve that can be navigated. This is provided at the front desk, as well as a detailed trail map for visitors to use on their walks.



September 2023

3



To the left are two exhibits of accurate realistic constructions of indigenous homes, known as wigwams. In both, visitors are able to see and experience the materials they were made of, the space which was occupied, and how they were built. They were specifically used by the Aloguqian Indians, which were the indigenous peoples occupying Long Island.

To the right are two separate exhibits detailing which tribes lived on specific locations on Long Island. The first exhibit gives a vocal tour, briefly detailing the origins and specifics of the indigenous peoples. The second exhibit has a simpler display of how many indigenous peoples lived on the island and where they resided.



Below are three separate exhibits that detail the history of the indigenous people on Long Island. The first exhibit displays a historically accurate scene of different roles within the indigenous community. The second displays one of the significant indigenous archaeological finds of the museum. The third displays the different types of materials used in indigenous life.



September 2023

4

Finally, **to the right and below** are photos of the Garvies Point Museum and the preserve & trail map right outside of the front door. The museum itself has a multitude of exhibits that help young and old students alike to become educated on the history and influence of indigenous peoples in the culture of Long Island. The trails allow people to experience the land and beauty of land once owned and inhabited by indigenous peoples. The museum allows all people to understand the complexity and importance of Native American culture on the geography, history, and society of Long Island.



---

To learn more about the Garvies Point Museum & Preserve, visit their website at <https://www.garviespointmuseum.com/>. Here you can find information about their events, activities, and exhibits. They aim to preserve the history and heritage of Long Island and have many ways that the community can support their endeavors. Their hours are Tuesday - Saturday from 10 A.M. to 4 P.M. (All photos were taken by Siu-Lin Sampson.)

---



September 2023

5

## Tackapausha Museum & Reserve

Tackapausha Museum & Reserve is a museum located in Seaford, NY focused on educating people on wildlife and nature. There are many animals which students can see functioning in enclosures and a few small trails in the preserve which can be walked. However, it is significant to the indigenous history on Long Island due to the indigenous sachem which it was named after:

**Tackapausha.**

### Tackapausha's History & Significance:

**Tackapausha** (also known as Tackapousha) was the Sachem or chief of the Massapeke tribe in part of the Town of Hempstead when the colonizers settled in 1644.



In multiple negotiations, he was recognised by the Dutch as the chief Sachem of Long Island, not due to the idea of his ownership over the tribes, but his ability to navigate transactions and agreements between local sachems and the colonists. Tackpausha also consulted with and supported negotiations of the Sachem Asharoken, supporting his anger towards another sachem Wyandanch, who was deemed “grand chief”, but by the *English*. This artificial title was proclaimed to give Wyandanch monopoly rights over all of Long Island, which both Asharoken, Tackpausha, the Dutch, and

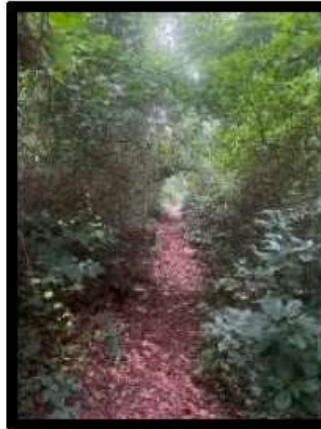
other local sachems did not like. Tackapusha made an alliance with the other sachems to represent the Native Americans, and continued to support Asharoken, his right to his land, and his right to sell land that was inherited to him in other conflicts. When Hempstead settlers murdered five of his people and the Dutch had captured and murdered Indians, he went to the Dutch to make peace by representing all the indigenous communities on Long Island.

- 
- Grumet, Robert S. (2011). *First Mannhattans: A History of the Indians of Greater New York*. Norman, Oklahoma: University of Oklahoma Press. pp. 10–12.
  - Andrew, Lipman (2015). *The Saltwater Frontier: Indians and the Contest for the American Coast*. New Haven and London: Yale University Press. pp. 175–177.
  - Swenson, C. (2022, February 4). Resurrecting Asharoken: Long island algonquian leaders and Cow Harbor History. Northport Historical Society. [https://www.northporthistorical.org/resurrecting\\_asharoken](https://www.northporthistorical.org/resurrecting_asharoken)
  - David, 12th St. (2010, June 21). *Sachem tackapousha*. Flickr. <https://www.flickr.com/photos/59816658@N00/4722796858/>
-

September 2023

6

In his time, Tackpausha stood for peace and understanding, one which is now embodied by the museum dedicated to protecting the land, nature, and wildlife, similarly to as he did. It reflects the same type of peace which he promoted and honors his influence and the benefits he provided for the indigenous community during his life. The museum has many nature and wildlife activities, as well as many different exhibits that allow children to experience nature. There are also many beautiful trails which can be easily walked with supervision and allow people to be immersed in the beauty of nature.



Shown above is the museum and its trails on the preserve on a sunny August morning. The trails are beautiful and peaceful, rightfully honoring the peace Tackapausha encouraged and his connection with the land.

---

To learn more about the museum and their multitude of educational events, here is their website: <https://www.nassaucountyny.gov/2951/Tackapausha-Museum-and-Preserve>. The museum is open on Thursday, Friday, Saturday, and Sunday from 11:00 A.M. to 4:00 P.M. (All photos on this page were taken by Siu-Lin Sampson).

---



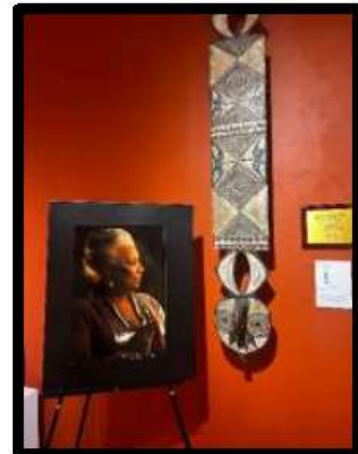
September 2023

7

## Joysetta & Julius Pearse African American Museum of Nassau County

Joysetta & Julius Pearse African American Museum of Nassau County is a museum located in Hempstead, NY dedicated to the education and remembrance of African American history. Their goal is to promote the appreciation of African American art, culture, and traditions through the artifacts and programs for the community. The museum possesses a plethora of traditional African artifacts and details the lives of significant African American leaders, artists, and musicians. It allows visitors to see lesser known African American individuals and learn about their struggles, lives, and impact on our world today.

---



Above are photos of many different traditional African relics, artifacts, and paintings. The museum has one room where an audio tour can be scanned and conducted as you pass from artifact to artifact, detailing the significance of each.

September 2023

8



Above are detailed summaries about significant African American figures, their lives, their impact, and their importance. The museum features many of these summaries that go into extreme detail about the culture and history behind each one of these people, and some possess QR codes to provide an in-depth video of their history. One lesser known African American creator and inventor, Marie Van Brittan Brown, who developed the invention of the home security system, has a QR code that links to here: <https://jjpaam.com/marie-brown/>.



Above are photos and records of Joysetta & Julius Pearse, famous Jazz artists Eubie Blake and his piano, and the richest African American of her time in an enslaved America: Sarah Rector. Many of the exhibits are accompanied with records, pictures, and videos of parts of these figures' lives to help visitors better analyze what was significant about a person's history as a black person and how it affected their influence in their time.

---

For more information about the museum, visit their website at <https://www.jjpaamuseum.org/>. They are open on Tuesdays - Saturdays from 10 A.M. to 5 P.M. and occasionally hold tours & events within their space. A self-guided tour is \$5, a tour with a museum guide is \$8, and a tour with a museum guide and a movie is \$10. (All photos taken by Siu-Lin Sampson).

---



September 2023

9

## Lakeville AME Zion Church

Lakeville AME Zion Church is a church and historical landmark located in Manhasset, NY. The reason it is so significant is that it is one of the oldest Black churches on Long Island and became central to the Black and Indigenous Valley Road Community in a segregated America. It served as a fulcrum for the Black and Indigenous community in Nassau County and a safe haven for those who were experiencing segregation, even after it was eradicated.

### Lakeville AME Zion Church's History & Significance:

The Church was formed as a result of the Valley Road community. Valley Road was the main thoroughfare in Success and was/is part of the Matinecock Tribal Nation. Both free and enslaved indigenous and African American people lived along the thoroughfare, creating their own community from which the Church sprouted.



The name of the Church was originally "The Colored Peoples Meeting House " and was later changed to recognize its roots in the Queens AME Church. The Church eventually became central to African American communities across the country as a safe place & forum for the discussion of politics, which allowed various leaders, movements, and alliances to form. For example, the Church prompted the creation of "The Colored Children Institution, USA," which became the first free Black school in Nassau County, (formerly) located next to it. This school allowed for 99% of the community to

become literate, according to the census of 1910. The Church is still in use and the original wooden-frame of the Church still remains, making it of remarkable historical significance to the African American communities of Long Island.

- 
- Preservation Long Island. (2022, April 28). *The success of the Valley Road Community: A history of Nassau County's African American and indigenous people - preservation long island*. <https://preservationlongisland.org/the-success-of-the-valley-road-community-a-hidden-history-of-nassau-countys-african-american-and-indigenous-people/>
  - Photograph taken by Allison Manfra McGovern ca. 2008.
-

September 2023

10

## The Valentine Hicks House

The Valentine Hicks House, or as it is now known as the restaurant Opus Steakhouse, is a house once belonging to Valentine Hicks located in Jericho, NY. It was once a hiding place for runaway slaves as a stop on the Underground Railroad and is marked as a historical landmark due to its significance of African American history on Long Island.

### Valentine Hicks House & Significance:

Valentine Hicks, the owner of the house, was the president for the Long Island Rail Road and is the namesake of Hicksville, NY. While alive, he made significant contributions to African American life on Long Island. He was a leader in the abolitionist movement and helped to found one of the first African-American free schools. In addition to that, he was a “station master” for the Underground Railroad along with other Quakers and abolitionists to help runaway slaves make it to freedom. The escaped slaves would “disguise” themselves by working on Hicks’ farm during the day and then hide in the house. Once it became dark enough, they would be taken by wagon to the Long Island Sound to another location to make it to freedom.

It is said that one day, Hicks saw an enslaved man running down his street trying to evade capture by a slave master. Hicks then is said to have opened the door and ushered the man up a set of hidden stairs behind a removable panel in a linen closet, which led to the attic. Later, he then allegedly took the man to the Long Island Sound to board a boat to Canada to gain freedom. After this encounter, it is said that Hicks began to use his house as a stop on the Underground Railroad. Due to the role which Hicks and his house played in history, the house itself is now a historical landmark, honoring its influence and significance to the African American history of slaves on Long Island. The house is now known as the restaurant Opus Steakhouse, but remains intact and preserved in order to preserve the history of the home and its owner.



- 
- Woodham, Rebecca and Clio Admin. "Former Home of Valentine Hicks & Stop on the Underground Railroad (Now One North Restaurant)." June 16, 2021 <https://theclio.com/entry/135834>
  - *Valentine Hicks*. WikiTree. 2023, July 29. <https://www.wikitree.com/wiki/Hicks-1297>
-



September 2023

11

## LongHouse Reserve

The LongHouse Reserve is an integrated environment located in East Hampton, NY that is inspired by the 7th-century Shinto shrine in Ise, Japan. It features the artistry of many South and East Asian artists and celebrates the peace and beauty of Japanese culture. The Reserve has many different community events dedicated to diversity and embraces the cultures of others, such as Tai Chi classes, Kendama meditation, and more. Along with the community events, the reserve has many trails and areas to walk and observe the artistry inspired by Japanese culture.



Above is a map of the entire preserve with all of its exhibits.



To the left are three sculptures called "*The Three Graces*" by Toshiko Takaezu in 1990. To the right are three more sculptures by the same artist called "*Closed Form*" made in 1994.





September 2023

12



Above are three separate parts of the Reserve, all using the same constant of flowing water to mimic the peaceful and serene habitats that come out of Japanese culture. Even on a cloudy day, these areas are gorgeous and calming.



Above are two areas of the Reserve sprouting and teeming with plant life, but in an organized architectural manner. Both of these areas and other areas in the Reserve are meant to embody the serene and comforting atmosphere which greenery provides accompanied with Japanese architecture.

September 2023

13



Above are statues of some of the animals within the Chinese Zodiac Animals (Year of the Dog, Dragon, etc.). In the Reserve, there is a circle of all 12 Zodiac Animals done by Ai Weiwei (in the same style to the dragon on the left). The statues surround a grass amphitheater, and when standing in the middle of it, it appears as though there are bodies attached to the large bronze heads, as the stands remain hidden. This pays homage to the traditions and beliefs of Chinese culture and immerses viewers in the experience.



Finally, **to the left** is a photo of a traditional Chinese style shirt, specifically a Mao suit. It is a bronze statue done by Sui Jianguo called "*The Legacy Mantle*." It is representative of the artist's ties to his strong Maoist past and is interpreted as an allegory to the legacy of Mao Zedong, a politician, communist philosopher, and founder of Maoist ideals.

---

For more information on the LongHouse Reserve's events and exhibits, visit their website at <https://longhouse.org/>. They are open from April to December on Wednesday, Thursday, Friday, Saturday, and Sunday from 12:30 P.M. to 5 P.M. (All photos taken by Siu-Lin Sampson).



September 2023

14

---

## Joseph Lloyd Manor/ Jupiter Hammon House

Joseph Lloyd Manor, also known as the Jupiter Hammon House is the house of slave owner Joseph Lloyd and his family located in Cold Spring Harbor, NY. It overlooks Cold Spring Harbor and the entirety of the land goes across the street from the main house. The primary significance of this house, however, is not due to its history on Native American land or the slaves that lived on the property, but rather it being the home of Jupiter Hammon: famous African American writer and poet. Hammon became a leader of the African American community on Long Island and was influential on the community, country, and history.

### Jupiter Hammon's History & Significance:

Jupiter Hammon was born, raised, and worked on the Joseph Lloyd Manor. It is also where he wrote his most significant works about the complexities of race, slavery, and freedom in the United States. Jupiter Hammon was one of the first published African American writers in history and is regarded as one of the founders of African-American literature. He lived a long life, so he was able to write and give insight to some of the most pivotal turning points of the nation. Although enslaved for the entirety of his life, what made Hammon's work insightful is that he did not write from the perspective of a slave, but rather, the perspective of a scholar. During the period where the British occupied the house during the Revolutionary War, Hammon wrote his most influential works analyzing the vast topic of race within the United States. Even though he was not able to obtain freedom, his writing provided him a sense of freedom. The house itself is marked as a Literary Landmark and sits upon ancestral Manticock land.



To the right are photos of Joseph Lloyd Manor and the adjacent outside areas.





September 2023

15



Above are two photos of the rest of the manor property. This extends across the street from the house and is present with horse stables and a barn, which gives an idea of what work was like on the grounds for slaves like Jupiter Hammon. The third photo demonstrates the influence which Hammon's close interactions with the war had on him and his writing.

---

For more information about weekend tours and exploring the entirety of the Joseph Lloyd Manor House, visit their website at <https://preservationlongisland.org/joseph-lloyd-manor/>. Walking throughout the property is peaceful and calming. You can also see an aerial tour of the property and the house and see what the inside of the house would've looked like in Jupiter Hammon's time. (All photos taken by Siu-Lin Sampson).

- 
- Pliadmin. 2023, June 22. *Joseph Lloyd Manor - Preservation Long Island*. <https://preservationlongisland.org/joseph-lloyd-manor/>
  - Academy of American Poets. 2019, October 16. *Jupiter Hammon*. Poets.org. <https://poets.org/poet/jupiter-hammon>

September 2023

16

---

## John Jermain Memorial Library

John Jermain Memorial Library is a public archival library located in Sag Harbor/ South Hampton, NY that is dedicated to the community. They hold multiple events for the community and are devoted to involving, educating, and understanding the history and enriching the future.

However, its significance for the African American community comes from its archives.

### John Jermain Memorial Library's History & Significance:

The library, due to its history of the African American community in Sag Harbor, has multiple events/ historical phenomena representing and remembering the African American culture in Sag Harbor throughout the history of Long Island. They have newspaper clippings and records of Black and Native American populations in Eastville when Sag Harbor became a U.S. port of entry. It also possesses archives detailing the influx of African Americans in the 1940s to Sag Harbor and the developing community there due to the segregation of other beaches & resorts outside of SANS during the Jim Crow period. The archives and the library itself serves as a resource to remember and honor the African American culture and significance of the community during those times through primary & secondary sources, such as keeping records black leaders of the CRM that became SANS homeowners, Maude Terry's envisioned black private summer community, etc.



The John Jermain Memorial Library also serves as a forum for community discussion about the significance of the African American community within Sag Harbor. In 2018, Dr. Allison Manfra McGovern conversed with residents and discussed a plan to prepare SANS for a National Historic Places nomination at the library. The library also holds an Annual African American Read-

in, where people read and celebrate the writing & storytelling of African American authors and culture. The library is a forum for discussion and a resource to remember & bring together the community in the area. For more information about community events & hours, visit their website at <https://www.johnjermain.org/>.

- 
- Pli Admin. 2021, April 29. *The founding and future of Sag Harbor's Azurest Subdivision - Preservation Long Island*. <https://preservationlongisland.org/the-founding-and-future-of-sag-harbors-azurest-subdivision/>



September 2023

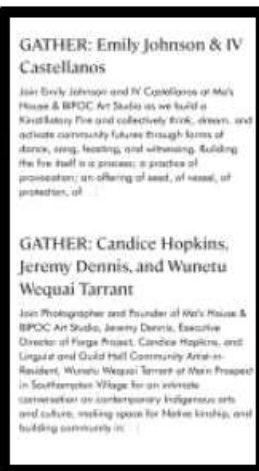
17

## Guild Hall

The Guild Hall is a Center for Visual & Performing Arts located in East Hampton, NY.

Due to its location, the Hall often holds events devoted to appreciating, understanding, and furthering discussion concerning African American & Indigenous traditions, culture, and history. It encourages discussion and expressions of art and displays the influences which both African American & Indigenous peoples have had on the development and culture of the community of areas like Sag Harbor.

The Guild Hall holds various events that discuss and display the influences and the products of the African American culture and community. One event, “Gather: Conversations Led by Black and Indigenous Change-Makers” highlights the voices of BIPOC scholars, artists, and leaders that teach and spread Black and Indigenous history, founded by Jeremy Dennis who is an artist and a tribal member of the Shinnecock Indian Nation. The Guild Hall also has other “Gather” events, which feature different BIPOC that talk about the different practices, crafts, and artistry of Black and Indigenous peoples within the community. The hall also promotes artists of different backgrounds, such as Renee Cox, an African American photographer, and this past summer, put “*A Proof of Being*” on display, demonstrating her exploration of the notions of beauty and womanhood through her art.



**On the left and right are images of the different BIPOC conversations which the Guild Hall has scheduled, encouraging and fostering conversation about BIPOC influence within the community.**



For more information about other community events and exhibits, visit their website at <https://www.guildhall.org/>. Their hours are Monday - Friday 9 A.M. to 5 P.M.



September 2023

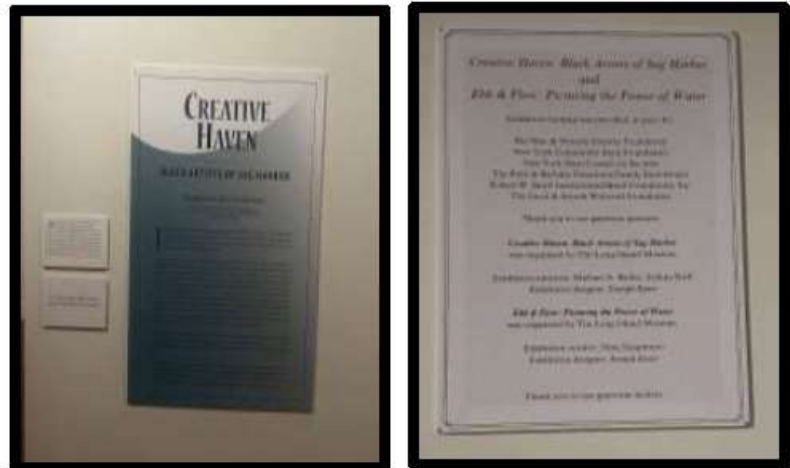
18

## The Long Island Museum: Creative Haven

The Long Island Museum is a multi-part museum located in Stony Brook, NY. It is known more for its Carriage Museum, but has recently opened up an art exhibit dedicated to African American artists in Sag Harbor called “*Creative Haven: Black Artists of Sag Harbor.*” It promotes the work of African American artists that either grew up or lived in Sag Harbor and produced art that was influenced by the community and its culture.

The exhibition is meant to display artists who all had one thing in common: their work and artistry was affected by the experiences rooted in the African-American community in Sag Harbor. The exhibition has a total of 12 artists and each artist has provided a summary of their life in Sag Harbor, how it has affected them, what their work represents, and how the experience of their culture in their community has affected their work. It promotes the understanding of how pivotal and how significant the influx of African Americans to the area from the 1940s - 1960s were, and how much it transformed the lives of so many with the African American community on Long Island. There are even some artists in the exhibit who have taken inspiration from others displayed in the exhibit due to their common connection and ties to Sag Harbor. The work is displayed within the Art section of the museum and is welcome for anyone to see it.

**To the right is the synopsis of the Creative Haven exhibit, summarizing the effects of segregation on Sag Harbor and the camaraderie it encouraged between artists, and some history on how it came to be of such strong influence.**



For more information on exhibits and other events, visit their website at <https://longislandmuseum.org/>. They are open from Thursday - Sunday 12:00 P.M. to 5:00 P.M., and have many tranquil, interesting historical exhibits throughout the museum. (All photos taken by Siu-Lin Sampson).

September 2023

19



Here are photos showing the some of the physical exhibit displaying the art of various artists.



### Artists:

It is encouraged to read the summaries and delve into their insight of how Sag Harbor has affected them.



**Report of the Shepherding Council**  
**Stated Meeting of Presbytery – June 15, 2024**

---

**Information**

The Shepherding Council met on May 13, 2024, in person at the Presbytery office. They received reports from the Moderator and the committees, task forces, and commissions of the Presbytery, including an update on the COM task force that is working on 2025 compensation guidelines incorporating the changes to the Board of Pensions benefits. The Shepherding Council received a draft Harassment Policy (as required by the Book of Order) to review and present at the September Presbytery meeting. The Council also discussed planning for a fall Presbytery day; received an update on the conversations with the Episcopal Diocese of Long Island, and authorized exploring tools for providing language translation services at presbytery meetings and other meetings of presbytery entities.

**The following motions were passed**

**MSP** to read the Land Acknowledgement statement at the start of each presbytery meeting

**MSP** to dissolve the Mineola Commission, at the request of the Commission.

**MSP** to reconstitute the Commission for the Glenwood Life Center / Glenwood Presbyterian Church to explore the sale of the Glenwood Life Center building and to include the following members: Rev. Marjory Roth, Elder Steve Bodden, and Elder Don Adams, with consultation support from Rev. Doug Kurtz and Nancy Rojas from United Adult Ministries.

*this was intentionally left blank*



### 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 Definitions<sup>1</sup>**

- 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.

---

<sup>1</sup> 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 training<sup>2</sup> 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

---

<sup>2</sup> "Points of Engagement," Presbyterian Church (U.S.A.), Churchwide Antiracism Policy, approved by the 222<sup>nd</sup> 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](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](mailto: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 [jubileeppractice.org](http://jubileeppractice.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](http://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](mailto: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 uncategorically 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.”

**Report of the Nominating Committee / Committee on Representation  
Stated Meeting of Presbytery – June 15, 2024**

---

**Information**

The Nominating Committee met on Zoom on May 20, 2024. They reviewed the representation surveys of those serving in the Presbytery and fulfilled the work of the Committee on Representation. (See attached report.) The Nominating Committee also surveyed the chairs of presbytery committees regarding their work and meeting patterns, and prepared a summary of committee descriptions along with a form that can be distributed to churches to ask for recommendations about those who may be called to service in the Presbytery. Finally, the Nominating Committee will begin its process of filling committee positions for 2025 in July and we welcome and suggestions you may have of people who you feel have gifts that can fit a particular area.

*this was intentionally left blank*

## Presbytery of Long Island Nomination Form

*The Presbytery of Long Island is the connectional body for all of the congregations on Long Island. Together, we serve one another by supporting and resourcing congregations and pastors, preparing candidates for ministry, providing opportunities for shared mission and ministry, consulting on property and financial matters, and walking with congregations in transition. The committees of the Presbytery are made up of members of the congregations in the Presbytery who feel called to serve the larger church and be part of our connectional ministry. Please use this form to recommend someone or express your own interest in serving on a committee of the Presbytery (descriptions of current committees is attached).*

Name of person completing this form: \_\_\_\_\_

Phone number of person completing this form: \_\_\_\_\_

Email of person completing this form: \_\_\_\_\_

Date: \_\_\_\_\_

*Please complete the following information for the person you are recommending:*

Name of person recommended for nomination (can be yourself): \_\_\_\_\_

Congregation of membership or serving: \_\_\_\_\_

Phone number: \_\_\_\_\_

Email address: \_\_\_\_\_

Role in the church:

- Ruling Elder currently serving on session
- Ruling Elder not currently serving on session
- Minister of Word & Sacrament
- Retired Minister of Word & Sacrament
- Commissioned Ruling Elder
- Deacon
- Active Member (has not been ordained as a Ruling Elder or Deacon)

Brief description of gifts and talents

*(you are encouraged to share both church/occupational experience and the qualities that this person possesses; e.g., open-minded, fair, creative, strategic, collaborative, trustworthy, compassionate, strong organizational or leadership skills, a good communicator, strong in working with numbers, knowledgeable about property matters, passionate about social justice, etc.)*



---

---

---

---

---

---

---

---

---

---

Is there a particular committee(s) you believe fits this person's gifts and talents?  
*You may check more than one.*

- Moderator Team
- Committee on Ministry
- Committee on Preparation for Ministry
- Shepherding Council
- Board of Trustees
- Personnel
- Advance Planning
- Budget & Finance
- New Church Fellowship & Development
- Permanent Judicial Commission
- Sexual Misconduct Response Team
- Synod of the Northeast Commissioner
- General Assembly Commissioner
- Holmes Camp Board
- Flushing House Board

*Please return this form to Elder Jolynn Kendrick ([joken@optonline.net](mailto:joken@optonline.net)), Chair of the Presbytery Committee on Nominations, AND to the Presbytery office ([laurie@presbyteryofli.org](mailto:laurie@presbyteryofli.org))*