

**Elder Ellen Gove, Moderator**  
**Rev. Kate Jones Calone, Stated Clerk**

## **WE GATHER TOGETHER**

The Presbytery of Long Island of the Presbyterian Church (USA) held a Stated Meeting at the Westminster United Presbyterian Church, 109 Udall Rd, West Islip, NY 11795, on Tuesday, September 16, 2025, with 80 attendees, including 68 voting members. A quorum was present. The current moderator was unable to attend due to illness, so the 1st Vice Moderator, Rev. Rachel Vione, stepped in to moderate the meeting. The meeting was called to order with a prayer and a call to worship by Rev. Rachel Vione, Moderator, at 10:00 AM.

**Roll Call** - *Separate document*

## **BEGIN OUR WORK**

**The Land Acknowledgement** was led by Elder Jean Hrbek of the Setauket Presbyterian Church

*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 (USA), we acknowledge that our denomination has been both the beneficiary of the Doctrine of Discovery and an active participant in the exclusion and erasure of native peoples and in the denial of their sovereignty. As neighbors and siblings in the human family of the Creator, we honor the current and future generations of indigenous nations and communities and commit to learn and grow in solidarity and just relationship.***

Moderator Rev. Rachel Vione opened with prayer.

**Hymn** Be Thou My Vision (GTG)

## **Welcoming**

Rev. Kerry Riddle extended greetings from Westminster United Presbyterian Church. Moderator Rev. Rachel Vione welcomed Ruling Elders and Teaching Elders to the Presbytery meeting for the first time. Welcome to Corresponding Members, Rev. Tony Larson, Co-Moderator of the General Assembly of the PC(USA), and Rev. Dr. Carrie Mitchell, Church Consultant for the Northeast and Mid-Atlantic.

## **Approval of Docket**

**MSP** The Presbytery approved the docket of September 16, 2025

## **Worship**

**Gathering Music:** Elder Stella LaMassa, Music & Lyrics: In This Place

**Scriptures:** John 1:1-5 & Judges 4 & 5

**Sermon:** Rev. Tony Larson, Co-Moderator, General Assembly of the PC(USA)

“Scary Stories to Tell in the Darkness”

**Hymn:** Goodness Is Stronger than Evil (GTG)

**Offering:** was collected in support of the Office of Immigration Issues at the PCUSA, which helps the church in the U.S. respond to the movement of all God’s people. Initially established by action of the 216th General Assembly (2004), the office provides advice and counsel to mid councils and congregations with immigration issues and resources members can use to advocate for more just immigration laws and processes.

**Offertory Music:** Elder Stella LaMassa - Show the Way

## **The Lord’s Supper**

**Hymn:** “Go To the World” (GTG)

**Q&A with Rev. Tony Larson, Co-Moderator, General Assembly of the PC(USA)**, facilitated by Elder Donna Winfield

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

Rev. Katie Mulligan and Elders Janice Kincaid, Stella LaMassa, and Maria Studer from the United Presbyterian Church (Levittown & Massapequa) shared their experience discerning their future as a congregation, including through Project Regeneration. Project Regeneration is a consultative service from the Presbyterian Foundation that assists Presbyterian churches and ministries facing property-related financial challenges. Through a process of prayerful discernment with Ministry Relations Officers, congregations explore options like aging in place, sharing facilities, merging, or selling property to find a new, sustainable path forward and continue their mission. The service helps congregations create a legacy and address the financial and emotional complexities of these transitions.

## **Synod of the Northeast- Discernment team & Leadership team** Elder Magalene McClarrin

Elder Magalene updated the Presbytery on the work of the PCUSA Special Committee to Write a New Confession and asked for the presbytery’s prayers.

## **Pray With Us**

Due to time restraints and the already worshipful space that began the meeting, the prayer session was postponed to the following meeting.

## **Shepherding Council** *(report, Appendix A – pp 74-76)*

Elder Donald Adams presented the Shepherding report, which included no items for action but highlighted items for information in the report.

## **Provisional Asset Policy** *(Appendix B – pp 77-79)*

The Shepherding Council made adjustments to the Provisional Asset Policy based on the recommendation of the Enduring Witness Team. The council voted to approve some updates to better align the policy with the work of the Enduring Witness Team.

## **First Reading of the Bylaws** *(Appendix C – pp 80-93)*

Emerging from the work of the Visioning Team, the Shepherding Council has overseen a significant revision of our presbytery bylaws. Elder Don Adams encourages the commissioners to review them carefully and to share any questions or feedback between now and the Shepherding Council's next meeting on October 20th.

**Enduring Witness Team** - *(report, Appendix D – p 94)*

Rev. Brad Morgan shared a report from the Enduring Witness Team.

**Treasurer Report** - *(report, Appendix E – pp 95 - 100 )*

Treasurer Charlaine Apsel updated the presbytery on per capita receipts, the balance sheet, and reorganized accounts that align with the presbytery's new structure, vision, and asset policy.

**PLI Financial Review 2023 & 2024** *(Appendix F – pp 101 - 115)*

**2026 Per Capita \$42.51**

**Board of Pensions**

Rev. Dr. Carrie Mitchell, Church Consultant for the Northeast and Mid-Atlantic, shared helpful information about the benefits programs available to our churches and members.

**Committee on Ministry - Rev. Dr. Karen Crawford** - *(complete report, Appendix G – pp 115-123)*

Rev. Dr. Karen Crawford, Vice Moderator of COM, reminded the presbytery of the email sent on September 4th regarding encouraging the consideration of moving Terms of Call to a calendar year renewal schedule. This change will support annual budget planning, simplify Board of Pensions reporting, and streamline record-keeping. Questions were referred to Charlaine Apsel.

**Compensation Task Force**

Rev. Matthew Means presented the 2026 Compensation Package for the presbytery to approve.

**MSP** The Presbytery approves the 2026 Compensation Package *(Appendix H – pp 124 - 132)*

**Board of Trustees Report** Rev. Dr. Stephen Adkison *(report, Appendix I – pp 133 - 134 )*

**MSP** The Presbytery of Long Island approves the sale of certain real property known as 140 McNair Street, Brentwood, Suffolk County, State of New York (Section 114; Block: 3; Lot: 102) by the First Spanish Presbyterian Church of Brentwood to Benjamin Haghani for the purchase price of \$320,000, which is less than the appraised fair market value of \$385,000.00, according to the terms and conditions in the contract of sale entered into by the Session. **(67 Yes 1 No)**

**Collaborators for Christ Team** (Property Management Collaborative)

Elder Maria Studer provided an update that the team has been working on creating a list of resources for church property maintenance and potential church discounts.

**Committee on Nominations / Committee on Representation**

**MSP** Approved the revised slate of the Committee on Nominations *(slate, Appendix J p 135)*

**2025 Representation Report Received** (*report, Appendix K – p 136*)

**Stated Clerk Report** *Rev. Kate Jones Calone (report, Appendix L – pp 137-138)*

**MSP** The Presbytery approves the minutes of May 3, 2025

**MSP** The Presbytery approves the Presbytery dates for 2026

Tuesday, February 3, 2026 @ 6:00 PM - Zoom

Saturday, May 2, 2025 @ 9:00 AM - In person, Location TBD

Tuesday, September 15, 2026 @ 10:00 AM - In person, Sisters of St. Joseph campus, Brentwood

Saturday, November 21, 2026 @ 9:00 AM - In Person, Old First Huntington

**Adjournment, Closing Prayer & Benediction** at 1:35 PM Moderator Rev. Rachel Vione

The next Stated Meeting of the Presbytery will be held on Saturday, November 15, 2025, at the First Presbyterian Church of Northport

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Stated Clerk Rev. Kate Jones Calone

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**Report of the Shepherding Council**  
**Presbytery of Long Island Stated Meeting September 16, 2025 - West Islip**

Appendix A – pp 74-76

The Shepherding Council presents a revision of the Presbytery of Long Island Bylaws for a first reading.

**Information**

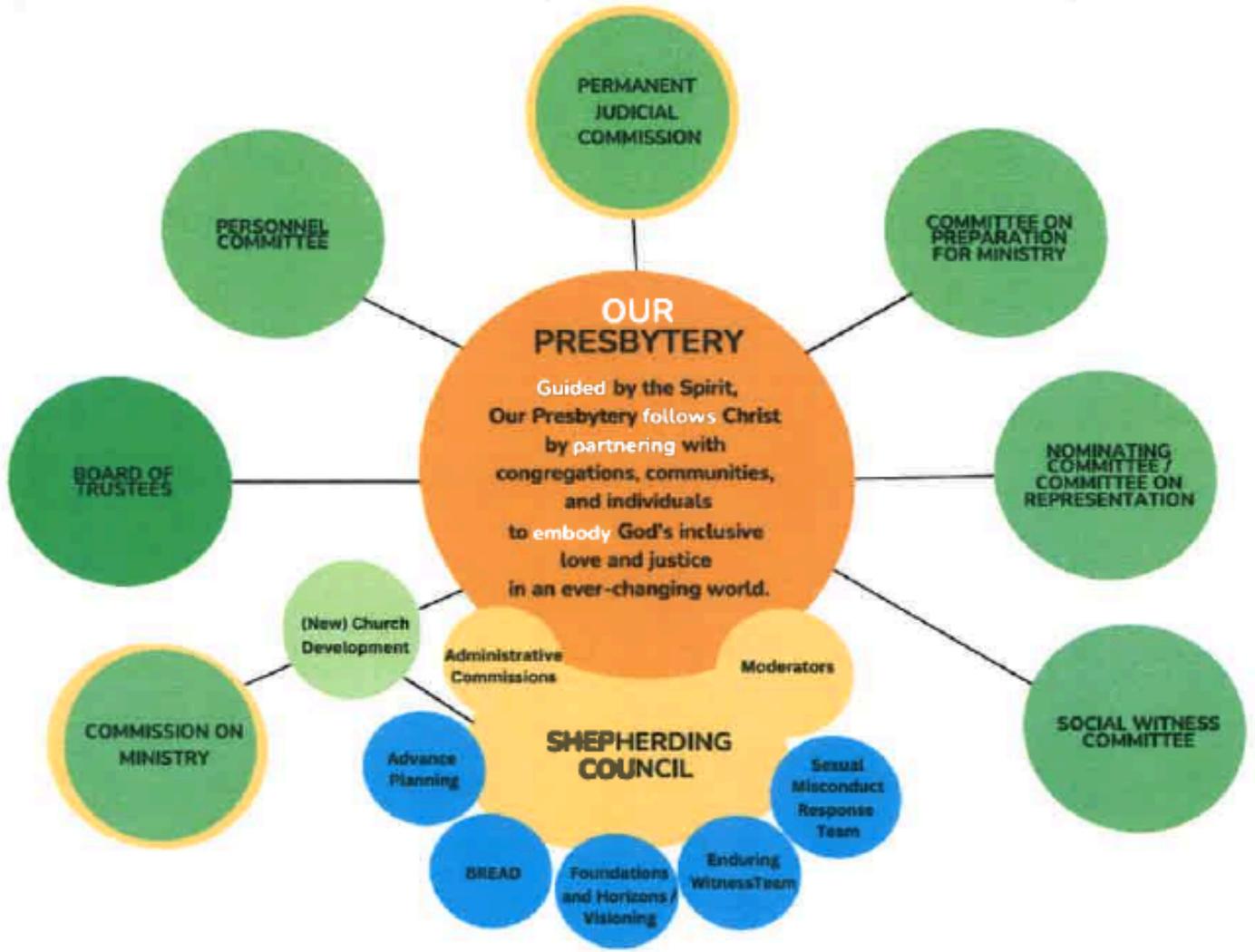
The Shepherding Council met on June 16, 2025, in person at our presbytery office and via Zoom.

- The meeting opened with prayer and devotions.
- Read our presbytery’s mission statement in unison
- **MSP:** approve the minutes of the March 31, 2025, meeting
- Received a report from the Moderator of our presbytery
  - Moderator Team decided to be a sponsor of a TPS event on “Stories of Belonging”
  - Moderator Team sent a letter in support of the Shinnecock Nation to Southampton Town; letter may be shared and will be added to our presbytery’s website
  - Previously passed Shepherding Council Statement will be posted to our presbytery’s website, shared with the denomination, and emailed to clerks and pastors for sharing with their sessions and congregations
- Received a report from the Treasurer of our presbytery and discussed our portion of unified mission funds; **MSP:** to move mission money to Shepherding account (1109-2), to support the mission of our presbytery and its congregations
- **MSP:** to make a \$5000 contribution to the Presbyterian Historical Society in gratitude for the work they have done on behalf of the Presbytery of Long Island
- Discussed updated presbytery structure to align with the new mission statement and visioning process; **MSP:** to create a Social Witness Committee, with an operating budget of \$25,000 per year, to be funded by the Outreach and Reparative and Social Justice accounts
- Received reports from Committees and Teams of our presbytery
- Received reports from Administrative Commissions
- **MSP:** to appoint an Investigative Committee consisting of Rev. Candace Whitman (member-at-large), Rev. Fred Woodward (retired), and Elder Marci Deakins (Smithtown)
- Received a report that all Book of Order amendments were approved
- Discussed the possibility of a trip to the border through Tres Rios Presbytery
- **MSP:** to send \$1000 to the Tres Rios Border Foundation from account 1003 (Reparative & Social Justice) in appreciation for the Zoom program offered for the Presbytery of Long Island
- The meeting closed with prayer.

The Shepherding Council met on September 8, 2025, in person at our presbytery office and via Zoom.

- The meeting opened with prayer and devotions.

- Read our presbytery's mission statement in unison
- **MSP:** approve the minutes of the June 16, 2025 meeting
- Received a report from the Moderator of our presbytery
  - Immigration Task Force is continuing to meet and plan activities for ministry, education, and ongoing conversations among church leaders
- Received thank you correspondence from the Presbyterian Historical Society and the Tres Rios Border Foundation for financial contributions
- Received an update on the plans to welcome the Rev. Tony Larson, Co-Moderator of the PC(USA) to our presbytery
- **MSP:** to place a half-page journal ad for the Long Island Jobs with Justice annual dinner for \$500 from account 1002 (Shepherding)
- **MSP:** to offer a border trip through Abara / Tres Rios Presbytery for members of the Presbytery of Long Island the week of April 13th on a first-come, first-served basis
- **MSP:** to approve an honorarium from account 1002 for Rev. Candace Whitman for leading a fall Pastor/CRE retreat
- Received a report about the successful Elder Communion and Preaching Classes
- **MSP:** to approve covering additional expenses incurred by participants in the Presbyterian Youth Triennium, beyond what was previously raised, from account 1002
- Reviewed proposed revisions to the presbytery's Bylaws; **MSP:** to send the proposed changes to the Bylaws, pending legal review, to the presbytery for a first reading at the September 16, 2025 meeting.
- Received reports from the Committees and Teams of our presbytery
- Reviewed proposed changes to the Provisional Policy for Assets from the Enduring Witness Team; **MSP:** to approve changes to the policy
- Received reports from Administrative Commissions
- Discussed the ongoing manse repair project at the Shinnecock Presbyterian Church and agreed to convey the presbytery's support as part of our shared witness and ministry
- The meeting closed with prayer.



Provisional Presbytery Policy for Assets

Approved by the Presbytery at its meeting on 9.21.24

Updated by the Shepherding Council on 9.8.25

**Enduring Witness Fund**

*“God created human beings; he created them godlike, reflecting God’s nature. God blessed them: ‘Prosper! Reproduce! Fill Earth! Take charge! Be responsible...’”*  
(Genesis 1:28 The Message)

*“From everyone to whom much has been given, much will be required.”*  
(Luke 12:48)

*“Think of us this way, as servants of Christ and stewards of God’s mysteries. Moreover, it is required of stewards that they be found trustworthy.”*  
(I Corinthians 4:1-2)

Introduction/Theological Statement

As servants and stewards laboring in the vineyard known as “The Presbytery of Long Island,” this provisional policy will be guided by scriptural values of community and covenant, prioritizing building congregational vitality, dismantling structural racism, eradicating systemic poverty, and demonstrating reparative action for marginalized peoples. This policy and any future changes to this policy will be grounded in the principles of accessibility, transparency and equity, in maintaining our commitment to one another as a connectional church.

This provisional policy may be adjusted as necessary by action of the Shepherding Council at any of its stated meetings in order to remain faithful, effective, and relevant to the vision, mission and ministry needs of the Presbytery of Long Island.

Recognizing the Presbytery of Long Island is actively engaging in a season of discernment to clarify its stated purpose, mission, and values, this provisional policy should be adjusted in order to remain aligned with any outcome of this discernment.

How funds come in

- A. Net proceeds from the sale of former church real property after payment of any outstanding debt (including debt to the Presbytery), closing expenses, or temporary operating expenses;
- B. Cash and other assets held by closing ministries;
- C. Funds from congregations that separate from the Presbyterian Church (USA) and agree to financial arrangements with the Presbytery of Long Island;
- D. Current funds and accounts that are identified as available and appropriate instruments for the Enduring Witness Fund; and
- E. Designated gifts made to the Enduring Witness Fund by individuals, or from congregations that sell/divest of property and assets and choose to tithe the proceeds.

- F. Net cash flow from any development joint venture/ground/leases
- G. Remainders following necessary/required expenditures, i.e. attorneys fees; preparations of buildings for sale; other assets that need perpetual care, i.e. Cemeteries; deferred maintenance; etc.

#### How funds are allocated

- At least 40% to the Enduring Witness fund
- At least 10% to the operational budget
- At least 10% to reparative and social justice
- At least 10% to outreachmission ministry (in conversation with a dissolving congregation, including local mission/ministry previously supported by that congregation) for approval by the Shepherding Council
- The allocation of the remaining 30% to be approvedrecommended by the Budget & Finance Committee for approval by the Shepherding Council, utilizing one of the previous designations or another identified need and taking into consideration:
  - Immediate and long-term needs to support the vitality of the presbytery and its member congregations
  - Availability of other funds to support operational and missional ministries
  - Opportunities for the value of the income to grow over time

#### Management of Enduring Witness Fund

The administration of the Enduring Witness Fund shall be as follows:

- 1) The fund shall be managed as a presbytery designated, temporary restricted fund. Designated funds are established for a specific purpose. Changes to the purpose can be approved only by the presbytery.
- 2) Money in the fund will be kept in a separate investment account that meets the general investment guidance of the Board of Trustees.
- 3) Day-to-day oversight, statement retention, fund holder relations, and reporting of the funds will be the responsibility of the Presbytery Treasurer and the, Executive Presbyter., and the Budget and Finance Committee.
- 4) Administrative oversight of additions to the fund and distributions from the fund will be managed by the Presbytery Treasurer.
- 5) All interest and dividends will be added to the principal as earned.
- 6) A report of all activity of the fund will be provided to the Shepherding Council at each meeting and to our presbytery at each stated meeting.at least annually.

#### Procedures for Expenditures from the Enduring Witness Fund

- 1) Up to 25% of the fund principal (to be determined based on the balance on December 31 of the previous calendar year) may be distributed each calendar year.
- 2) No single request may be for more than 10% of the available fund principal for that calendar year.
- 3) Requests for disbursements from the fund will be initiated by the Enduring Witness Fund Team.

#### Distribution of funds

An Enduring Witness Fund Evaluation Team will be comprised of at least one member of The Presbytery Board of Trustees, The Moderator Team, The Shepherding Council; two at-large members of Presbytery congregations, nominated by the Nominating Committee and elected by the presbytery; and the

Executive Presbyter, Stated Clerk, and Treasurer will be members ex officio. Members of the Enduring Witness Fund Evaluation Team will serve three-year terms, eligible for two consecutive terms.

Applications will be received on a rolling basis and will be reviewed and determinations made (for revision, acceptance, or rejection) by the Enduring Witness Fund Team. Disbursements will be made on a quarterly basis. at the end of the first and third quarter each calendar year and will be reviewed (for revision, acceptance or rejection) by the Enduring Witness Fund Evaluation Team. Emergency applications may be received by the Enduring Witness Fund Evaluation Team as deemed necessary by the team.

The Enduring Witness Fund Evaluation Team will review applications for one-time project gGrants from a local Session (or Sessions) or other suitable governing body that will measurably advance its values of building congregational vitality, dismantling structural racism, eradicating systemic poverty, and demonstrating reparative action for marginalized peoples.

## Summary of Bylaws Changes

### Goals of the Bylaws revision

- Align Bylaws with the priorities and organizational structure that emerged from our presbytery's visioning process
- Provide a simpler and more nimble structure
- Move some of the "how we function" items to a Manual of Operations
- Address some vagueness and/or inconsistencies
- Ensure the Bylaws are compliant with NYS law

### Key Substantive Changes

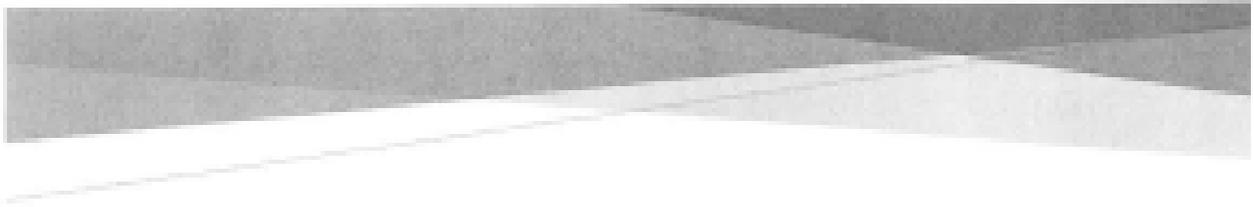
*\*note: not every change in wording or content is listed here; our current Bylaws can be found on our presbytery website for a more detailed comparison:*

*<https://presbyteryofli.com/wp-content/uploads/2024/07/BYLAws-2024.pdf>*

- Our new presbytery mission statement is added at the beginning.
- Article II clarifies who are members of the presbytery (i.e., those who can vote at a presbytery meeting).
- Article III section 1 simplifies the language around timing of stated meetings of our presbytery to allow more flexibility in scheduling those meetings in a given calendar year, and it adds clearer language regarding notice of meetings.
- Article III section 4 increases the number of ministers and elders for a quorum to 7 of each.
- Article III section 7 adds clarifying language regarding remote meetings and electronic votes.

- Article IV section 1 clarifies that the officers of our presbytery are the Presbytery Moderator, Presbytery Vice Moderator, Moderator of the Shepherding Council, Stated Clerk and Treasurer.
- Article IV no longer includes the position of Second Vice Moderator. Functionally, the Moderator team would then consist of three elected persons: the Moderator, Vice Moderator, and Immediate Past Moderator (who is the presumptive Moderator of the Shepherding Council). Moderators would then serve three-year instead of four-year terms.
- Article IV section 2 makes consistent to three years the maximum (renewable) terms of the Stated Clerk and Treasurer.
- Article V clarifies the role of the Shepherding Council in the organization of our presbytery and specifies its membership. The required designated seats on the Shepherding Council would be representatives from the Committee on Ministry, the Committee on Preparation for Ministry, the Trustees, and the Social Witness Committee; the three Moderators of the Presbytery; and at-large members. Other entities may be represented by election as at-large members.
- Article V also makes the Shepherding Council responsible for preparing the annual budget of our presbytery (work that had previously been done by a Budget & Finance Committee).
- Article VI discusses the role of the Trustees, including their corporate responsibilities, and specifies the officers of the corporation as the Chair of the Trustees, the Vice-Chair of the Trustees, the Stated Clerk, and the Presbytery Treasurer.
- Article VII lists the standing committees and commissions of our Presbytery. It shifts the Committee on Ministry to a Commission on Ministry, which better aligns the work and responsibilities of the COM with our polity. The specific authority given to the COM is outlined in Article VII section 1.
- The other standing committees/commissions are: the Committee on Preparation for Ministry, the Personnel Committee, a new Social Witness Committee, the Nominating Committee / Committee on Representation, and the Permanent Judicial Commission.
- Pursuant to Article V, section 5, the Shepherding Council may establish additional commissions, committees, task forces, teams, and work groups as needed. The role and responsibilities of those entities could be outlined in a Manual of Operations.
- Article VIII section 6 indicates that entities will elect their own chair.

Any additional questions or feedback about these or other changes in the proposed Bylaws may be directed to the EP / Stated Clerk or a member of the Shepherding Council.



# \*PROPOSED REVISIONS\* BYLAWS

The Presbytery of Long Island

## INTRODUCTION

**Guided by the Spirit, Our Presbytery follows Christ by partnering with congregations, communities, and individuals to embody God's inclusive love and justice in an ever-changing world.**

The guiding principles of the organization of this Presbytery are:

1. The Holy Spirit calls us to transformation as individuals, as congregations, and as a Presbytery.
2. The Church of Jesus Christ is always being transformed by God to be more faithful in a particular time and place.
3. God commissions the Church for Mission into the world primarily through congregations. Congregational networks and partnerships can be effective and faithful agencies for transformation and mission. Mission conducted in a Presbytery area is best done in partnership with and among congregations.
4. The Church is sent to be Christ's faithful evangelist. (Book of Order F-1.0302d) [hereinafter all letter-number references are to the Book of Order of the Presbyterian Church (U.S.A.)]
5. The Presbytery is more than a structure, an organization, a governing body, a staff, or an office. The Presbytery is connected congregations, pastors, elected officers, appointed workers, and specialized ministries serving together "assisting and supporting the witness of congregations to the sovereign activity of God in the world, so that all congregations become communities of faith, hope, love, and witness." (G-3.0301)
6. The priorities for Presbytery are discerned in conversations about strengths, dreams, and needs of congregations voiced in gatherings.
7. God calls the Presbytery leadership to be both committed to and reflective of its diversity. All people must be encouraged to fully share in roles of leadership.
8. Presbytery governance shall embrace and encourage innovation and energy, while facilitating ministry initiatives, working cooperatively with other governing bodies, upholding standards of accountability, and maintaining fidelity to the Book of Order.

## ARTICLE 1: THE PRESBYTERY

### Section 1

The Presbytery of Long Island is a governing body of the Presbyterian Church (U.S.A.) and a nonprofit organization incorporated under the Religious Corporation Laws of the State of New York.

### Section 2

The present boundaries are all of Nassau and Suffolk counties (including cities, townships, villages, and hamlets) in the State of New York.

### Section 3

The organization and procedures of this Presbytery shall be in accordance with the Constitution of the Presbyterian Church (U.S.A.), these Bylaws, and any special rules that the Presbytery may adopt. The Presbytery shall use the most recent edition of Robert's Rules of Order as the parliamentary authority for the transaction of its business.

## **ARTICLE II: MEMBERSHIP**

### Section 1

The Presbytery consists of all ministers of the Word and Sacrament enrolled as members according to Book of Order G-3.0306; Ruling Elders commissioned to particular pastoral service; Churches, represented by Ruling Elder commissioners, elected by the Sessions of those churches, according to the provisions of the Form of Government (G-3.0301); Officers of the Presbytery duly elected by and currently serving the Presbytery, and the Executive Presbyter, if that person is a Ruling Elder; the current chair or one of the co-chairs of a standing committee named in these Bylaws; and currently serving members of the Shepherding Council.

### Section 2

The Stated Clerk shall act each January to ensure, consistent with a plan approved by the Presbytery pursuant to G-3.0301, a balance of Ruling Elder commissioners and ministers of the Word and Sacrament.

### Section 3

The Presbytery may make provision by rule for Youth or Young Adult Advisory Delegates or Theological Student Advisory Delegates, who shall have privilege of the floor, but not vote, in meetings of the Presbytery.

### Section 4

Ministers of the Word and Sacrament or Ruling Elders in good standing in other Councils of this denomination or in any other Christian church, who are present at any meeting of the Presbytery, may be invited to sit as corresponding members, with voice but without vote.

## **ARTICLE III: MEETINGS**

### Section 1

The Presbytery shall have at least four stated meetings per year. The places and dates of the meetings for any given year will be approved by the Presbytery. Written or printed notice stating the place, date and hour of a regular meeting and, in the case of a special meeting, the purposes for which the meeting is called, shall be delivered at least ten (10) days in advance by mail or electronic mail. If by mail, notice shall be deemed to be delivered when deposited in the U.S. mail with postage thereon prepaid, addressed to the minister of the Word and Sacrament members and the Clerks of Session for lay members in care of their affiliated church, addressed as they appear on the Presbytery's records. If by email, such notice shall be deemed to be delivered when emailed to such recipient's email address as it appears on the Presbytery's records. The presence of any member at a meeting without objection to the lack of notice of such meeting shall waive notice by such member. A waiver of any required notice signed by a member shall be the equivalent of giving such notice.

## Section 2

The Presbytery may hold Special Called Meetings as may be necessary to conduct urgent business, as indicated in the Form of Government (G-3.0304). The meeting may be called either by the Shepherding Council or by any three (3) ministers and three (3) elders, the elders being of different churches. The notice of a special meeting shall set out the purpose of the meeting, and no other business than that listed in the notice shall be transacted.

## Section 3

The Presbytery may make provision for other gatherings, for the purpose of advancing the mission and ministry of the Presbytery and/or its particular churches.

## Section 4

A quorum shall be required to be present for a stated or called meeting to proceed. A quorum of the Presbytery shall be seven (7) ministers of the Word and Sacrament members and seven (7) Ruling Elder Commissioners (Ruling Elders elected from seven (7) different congregations). Each member who is present at a Presbytery meeting shall have one vote. Proxy voting shall not be permitted.

## Section 5

At each stated meeting, the Stated Clerk shall recommend that the Presbytery approve the minutes of the previous stated meeting and any special Presbytery meetings held between meetings. A copy of these minutes shall be posted by the Stated Clerk on the Presbytery's website at least fourteen (14) days prior to the meeting at which they shall be approved.

## Section 6

New business may be introduced in any Stated Meeting of Presbytery, provided that the matter is noted before the docket is approved. Any new business shall come in written form, and it shall be business of the kind that does not require extensive study and contemplation. A motion arising from new business may be debated, but the vote and additional debate will be postponed to the next Stated Meeting, allowing time for study and notification. If an urgent matter cannot wait until the next Stated Meeting, the vote may be taken at the meeting where the matter is introduced, requiring a two-thirds (2/3) majority to pass. The Moderator will determine whether the matter is of sufficient urgency to warrant an immediate vote.

## Section 7

Meetings of the Presbytery, the Shepherding Council, commissions, committees, teams, task forces, and working groups may meet as needed by means of remote communication, such as teleconference or videoconference, as long as proper notice of the meeting has been given, full opportunity for simultaneous communication is available to all members, and minutes are duly kept and approved. Participation in a meeting by remote communication constitutes presence at the meeting.

## **ARTICLE IV: OFFICERS**

### Section 1

Officers of the Presbytery elected by the Presbytery shall be the Presbytery Moderator, Presbytery Vice Moderator, Moderator of the Shepherding Council, Stated Clerk, and Treasurer.

### Section 2

A Moderator shall be elected by the presbytery for a term of one year by the final stated meeting of the calendar year, with the term beginning the immediately following January 1. The Moderator shall fulfill such duties prescribed for that office in the Book of Order (especially G-3.0104), including convening, adjourning, and presiding at Presbytery meetings; presiding at ordinations and installations; and appointing members to special committees, work groups, and teams when called upon to do so by the Presbytery.

A Vice Moderator shall be elected by the presbytery for a term of one year by the final stated meeting of the calendar year, with the term beginning the immediately following January 1. The Vice Moderator shall perform the duties of the Moderator in the absence of the Moderator, or when requested by the Moderator to do so. In the absence of both the Moderator and the Vice Moderator at a Presbytery meeting, the Moderator of the Shepherding Council shall preside. The Vice Moderator shall be the Moderator Elect.

The immediate past Moderator of the Presbytery shall be the Moderator of the Shepherding Council for a term of one year, unless the Presbytery acts to elect another Moderator of the Shepherding Council.

The Stated Clerk shall be elected by the presbytery for a term of no more than three years, ordinarily at the final stated meeting of the calendar year in the third year of the officer's term, with their term to begin on January 1. There is no limit on the number of consecutive terms that may be served. The Stated Clerk shall perform those duties set forth in the Book of Order (especially G-3.0104), together with such other tasks as may be prescribed by the Presbytery, Synod, or General Assembly.

The Treasurer shall be elected for a term of no more than three years, ordinarily at the final stated meeting of the calendar year in the third year of the officer's term, with their term to begin on January 1. There is no limit on the number of consecutive terms that may be served. The duties of the Treasurer shall be to oversee the finances of the Presbytery, having such authority as may be necessary to receive, invest, transfer, and disburse funds on behalf of the Presbytery, subject to the Presbytery's rules, policies, and oversight.

## **ARTICLE V: ORGANIZATION**

### Section 1

The Presbytery shall be organized around a Council (the "Shepherding Council"), committees, and commissions. The existing entities and their responsibilities shall be stated in the Book of Order, these Bylaws, and/or the Manual of Operations, unless created for a temporary purpose and time period.

### Section 2

The membership of the Shepherding Council shall consist of no less than nine (9) and no more than twelve (12) voting members who are minister members or ruling elders within the bounds of the Presbytery. The Executive Presbyter and Stated Clerk shall be an ex-officio member(s) with voice but not vote. Voting members shall be: the chair or one (1) of the co-chairs (or the year-long designee of each chair(s)) of the Commission on Ministry, the Committee on Preparation for Ministry, the Trustees, and the Social Witness Committee; the Moderator of the Presbytery; the Vice Moderator of the Presbytery; the Moderator of the Shepherding Council (the immediate past Moderator); and at least two (2) and not more than five (5) at-large persons elected by the Presbytery. At-large members of the Shepherding

Council shall be nominated by the Nominating Committee and elected by the Presbytery for three-year staggered terms, with no two from the same church.

### Section 3

The Shepherding Council shall meet at least five (5) times per year, and as called by the Moderator of the Shepherding Council or the Executive Presbyter. A quorum of the Shepherding Council shall be a majority of its current members and shall be required for business to be conducted.

### Section 4

The Shepherding Council shall fulfill all the functions and duties of a council as described in the Constitution of the Presbyterian Church (U.S.A.), including preparing, in collaboration with the Treasurer for the Presbytery, an annual budget for the Trustees' and Presbytery's approval. It shall also nominate members of the Presbytery Nominating Committee, to be elected by the Presbytery, and ensure that members of the Nominating Committee represent the rich diversity of the church's membership and will fulfill the functions of the committee on representation articulated in G-3.0103. Between meetings of the Presbytery, upon the request of another entity of the Presbytery, the Executive Presbyter, or the Stated Clerk, the Council may exercise any power or authority of the Presbytery except its G-4.0205 powers. The Shepherding Council shall report at each stated meeting of the Presbytery. Its decisions shall be immediately operative wherever authority has been conferred, but may be changed by the Presbytery.

### Section 5

The Council may establish additional commissions, committees, task forces, teams, and work groups, beyond those named in these bylaws, as needed to fulfill its responsibilities and appoint members of those bodies.

### Section 6

An action where approval is required and no discussion is needed may be taken by the Shepherding Council, a commission, committee, team, task force, or work group of the Presbytery via email. The body's moderator or chair shall poll the members by an email that sets forth the action in writing and gives a time frame by which votes must be returned. Members shall then respond by email to the entire body with a yes or no vote, without comment. The action is approved if a quorum of members respond within the designated time frame and all responses are affirmative without question or qualification. Such consent shall have the same effect as a unanimous vote and takes effect when all the necessary consents to the action have been obtained, unless the consent specifies a different effective date. A copy of the action, along with the names of those voting, shall appear in the minutes of the commission, committee, team, task force, or work group.

## **ARTICLE VI: TRUSTEES**

### Section 1

The Board of Trustees shall consist of seven (7) persons, divided into three nearly equal classes, and shall elect a Chair and a Vice-Chair. Members shall be nominated by the Nominating Committee and elected by the Presbytery for terms of three (3) years each. Persons may serve for consecutive terms provided that no term of service exceeds six (6) years. The Trustees shall meet at least five (5) times a year, and as

called by the Chair. A quorum of the Trustees shall be a majority of its current members and shall be required for business to be conducted.

#### Section 2

The Board of Trustees shall be subject to the will of the Presbytery and shall fulfill the functions required by civil law and those that the Presbytery assigns to it, including: a) implementing the policies of the Presbytery related to investments, financial guidance, and property, and b) ensuring an annual audit of the records of the Treasurer of the Presbytery. Between meetings of the Presbytery, member congregations may request that the Trustees exercise all the Presbytery's G-4.000 authority, including pursuant to G-3.0303f, except that the Trustees may not dismiss a congregation. All actions carried out as a result of delegated authority must be reported to the Presbytery at its next stated meeting.

#### Section 3

The Chair of the Trustees shall be the President of the Corporation, the Vice-Chair of the Trustees shall be the Vice-President of the Corporation, the Stated Clerk shall be the Secretary of the Corporation, and the Treasurer of the Presbytery shall be the Treasurer of the Corporation.

### **ARTICLE VII: STANDING COMMITTEES AND COMMISSIONS OF THE PRESBYTERY**

#### Section 1: *Commission on Ministry*

The Commission on Ministry shall consist of thirteen (13) to fifteen (15) persons, divided into three nearly equal classes, and shall be composed of Ruling Elders and ministers of the Word and Sacrament, in numbers as equal as possible, bearing in mind the principles of unity in diversity in F-1.0403. Members shall be nominated by the Nominating Committee and elected by the Presbytery in three classes of terms of three (3) years each. Persons may serve for consecutive terms provided that no term of service exceeds six (6) years.

The Commission shall serve the Presbytery in accordance with the Book of Order. The Commission on Ministry is delegated the scope of authority of the Presbytery in G-3.0307, except for the "oversight of inquirers and candidates." All actions carried out as a result of delegated authority must be reported to the Presbytery at its next stated meeting. The following specific tasks are delegated to this commission:

- a. Find in order calls issued by churches;
- b. Approve calls for services of Ministers of the Word and Sacrament;
- c. Dissolve the pastoral relationship in cases where the congregation and pastor concur, or by presbytery action (G-2.0904);
- d. Grant permission to labor within or outside the bounds of the Presbytery;
- e. Dismiss ministers of the Word and Sacrament to other presbyteries;
- f. Approve the examinations of and receive ministers of the Word and Sacrament transferring from other presbyteries and present them at the next stated meeting of the Presbytery;
- g. Appoint a moderator of session where a pulpit is vacant or is filled by a temporary pastoral relationship;
- h. Appoint an administrative commission for the purpose of installing a minister of the Word and Sacrament, and organizing and conducting a service of installation (G-2.0805);
- i. Provide consent on behalf of the Presbytery to a change in call to a pastor or associate pastor made at the request of the pastor or associate pastor or at the request of the church by action of the congregation;

- j. Grant permission for a minister of the Word and Sacrament to engage in a validated ministry (G-2.0503);
- k. Release a minister of the Word and Sacrament from the exercise of ordained ministry upon application by the minister (G-2.0507);
- l. Approve the restoration of a minister of the Word and Sacrament previously released under G-2.0407;
- m. Train, authorize, and commission specific Ruling Elders to administer or preside at the Lord's Supper when the presbytery deems it necessary to meet the needs for the administration of the Sacrament;
- n. When the presbytery's strategy for mission requires it, authorize a Ruling Elder to be commissioned to limited pastoral service and other ministries (G-2.10);
- o. Oversee the management of the official records of congregations and the Presbytery (G-3.0107) and the administrative review of the records and work of congregations (G-3.0108);
- p. Inquire into the sources of congregational discord (G-3.0301(c)) and appoint an administrative commission to assume original jurisdiction in any situation in which it determines that a session cannot exercise its authority (G-3.0303(e))

The Commission may establish subcommittees, teams, or work groups as deemed necessary to fulfill its responsibilities. The Commission shall annually prepare a report on ministerial compensation and benefits and a compensation program for the following year for action by the Presbytery. The Commission shall approve salary supplement funds, emergency financial assistance, professional development grants, and grants shared with the Board of Pensions. It shall inform the Presbytery of provisions of the Benefits Plan of the Presbyterian Church (U.S.A.).

#### Section 2: *Committee on Preparation for Ministry*

The Committee on Preparation for Ministry shall consist of seven (7) persons, nominated by the Nominating Committee and elected by the Presbytery in three classes of terms of three (3) years each. Persons may serve for consecutive terms provided that no term of service exceeds six (6) years.

The Committee is charged with the care and supervision of candidates for the office of minister of the Word and Sacrament and of Ruling Elders seeking to be commissioned to limited pastoral service. It shall fulfill the responsibilities regarding candidates outlined in the Form of Government, and other responsibilities as directed by the Presbytery. The Committee on Preparation for Ministry is authorized to certify candidates as ready for examination for ordination, pending a call, with provision that all such actions be reported to the next Stated Meeting of Presbytery. Between meetings of the Presbytery, the Committee on Preparation is authorized to exercise the Presbytery's G-2.06 responsibilities—except for presbytery examinations or votes pursuant to G-2.0604, 2.0607, and 2.0610—with provision that all such actions be reported to the next Stated Meeting of the Presbytery.

#### Section 3: *Personnel Committee*

The Personnel Committee shall consist of at least three (3) persons, nominated by the Nominating Committee and elected by the Presbytery in three (e) classes of terms of three (3) years each. Persons may serve for consecutive terms provided that no term of service exceeds six (6) years. The chair of the Personnel Committee shall be elected annually by the Committee. The Vice Moderator of the Presbytery shall also serve on the Personnel Committee.

The Personnel Committee will be responsible for the oversight of personnel and staff. The Personnel Committee shall review staffing requirements and the personnel plan of the Presbytery, evaluate and revise position descriptions, and annually review and evaluate the work performance of staff in consultation with the Executive Presbyter.

*Section 4: Social Witness Committee*

The Social Witness Committee shall consist of at least three (3) persons, divided into three (3) classes, nominated by the Nominating Committee and elected by the Presbytery in three (3) classes of terms of three (3) years each. Persons may serve for consecutive terms provided that no term of service exceeds six (6) years. The chair of the Social Witness Committee shall be elected annually by the Committee.

The Social Witness Committee will be responsible for recommending and enacting activities of the Presbytery and its member Churches "in its life as a community in the world." (F-1.0301)

*Section 5: Nominating Committee / Committee on Representation*

The Nominating Committee shall consist of at least five (5) persons, divided into three (3) nearly equal classes, with terms of office of three (3) years. Persons may serve for consecutive terms provided that no term of service exceeds six (6) years. The membership shall be composed of ministers of the Word and Sacrament and Ruling Elders in numbers nearly as equal as possible, who shall be nominated by the Shepherding Council and elected by the Presbytery. The chairperson shall be elected by the members of the Nominating Committee.

The Committee shall present nominations for officers and positions of the Presbytery, the Synod, and the General Assembly, except those specifically designated as the responsibility of the Shepherding Council. The Nominating Committee shall request annually from each session the names of persons who should receive consideration for service in the Presbytery, the Synod, and the General Assembly.

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

*Section 6: Permanent Judicial Commission*

The membership, eligibility, terms, and classes of the Permanent Judicial Commission shall be in accordance with Chapter Three (3) of Church Discipline in the Book of Order. The Permanent Judicial Commission shall fulfill the responsibilities designated in Church Discipline.

*Section 7*

An action where approval is required and no discussion is needed may be taken by the Shepherding Council, a commission, committee, team, task force, or work group of the Presbytery via email. The body's moderator or chair shall poll the members by an email that sets forth the action in writing and gives a time frame by which votes must be returned. Members shall then respond by email to the entire body with a yes or no vote, without comment. The action is approved if a quorum of members respond within the designated time frame and all responses are affirmative without question or qualification. Such consent shall have the same effect as a unanimous vote and takes effect when all the necessary consents to the action have been obtained, unless the consent specifies a different effective date. A copy

of the action, along with the names of those voting, shall appear in the minutes of the commission, committee, team, task force, or work group.

## **ARTICLE VIII: NOMINATIONS AND ELECTIONS**

### Section 1

Eligibility for office or service on the Shepherding Council, committees, and commissions of the Presbytery shall be consistent with the Constitution of the Presbyterian Church (U.S.A.) and in accordance with the Manual of Operations.

### Section 2

The Nominating Committee shall nominate persons to all elected positions except for the Nominating Committee. Members of the Nominating Committee shall be nominated by the Shepherding Council.

### Section 3

Each year the Nominating Committees of the Presbytery shall present to the Presbytery, by the fourth meeting of the year, one (1) name for each position as officers, as members of standing commissions and committees, and as members of any other bodies as required by the Manual of Operations or requested by the Shepherding Council, to be filled through election by the Presbytery. Unless otherwise specified, election shall be for a three (3) year term, with no one being elected for successive terms, either full or partial, aggregating more than six (6) years. Terms of service shall begin on January 1 of each year, except as may be otherwise specified.

### Section 4

A member of a Presbytery entity absent without excuse from two (2) consecutive meetings thereof may, after consultation and notice, be considered to have resigned. Elections to fill unexpired terms may be held at any meeting of the Presbytery.

### Section 5

The Nominating Committee shall present one (1) name for each unexpired term, and the person elected shall begin service immediately.

### Section 6

Unless otherwise specified, each entity will elect its own chair and any other positions to facilitate its functioning.

### Section 7

The Nominating Committee shall place in nomination annually the names of persons to serve as commissioners, delegates, and alternates to the Synod of the Northeast. They shall be elected according to the Presbytery's Bylaws and Manual of Operations and as required by the governing documents of the Synod.

The Nominating Committee shall place in nomination biennially for election the names of persons to serve as commissioners, delegates, and alternates to the General Assembly of the Presbyterian Church (U.S.A.). They shall be elected according to the Presbytery's Bylaws and Manual of Operations and as required by the governing documents of the General Assembly.

## **ARTICLE IX: CONFLICTS OF INTEREST**

### Section 1

The Presbytery shall adopt a Conflict of Interest policy consistent with the requirements of laws of the State of New York and the United States of America and shall review such policy annually at a meeting of the Board of Trustees.

### Section 2

Each Trustee, officer, or key person of this Presbytery shall be required to complete a conflict-of-interest disclosure form annually and as otherwise might be provided in the conflict-of-interest policy adopted by the Board of Trustees.

## **ARTICLE X: INDEMNIFICATION**

### Section 1 Mandatory Indemnification.

Unless clearly prohibited by the laws of the State of New York or Section 6.03, the Presbytery shall indemnify any person (“Indemnified Person”) made, or threatened to be made, a party in any action or proceeding, whether civil, criminal, administrative, investigative or otherwise, including any action by or in the right of the Presbytery, by reason of the fact that he or she (or his or her testator or intestate), whether before or after adoption of this Section, (a) is or was a trustee or officer of the oration, partnership, joint venture, trust employee benefit plan or other enterprise.

### Section 3 Prohibited Indemnification.

The Presbytery may not indemnify any person if a judgment or other final adjudication adverse to the Indemnified Person (or to the person whose actions are the basis for the action or proceeding) establishes, or the Board of Trustees in good faith determines, that such person’s acts were committed in bad faith or were the result of active and deliberate dishonesty and were material to the cause of action so adjudicated or that he or she personally gained in fact a financial profit or other advantage to which he or she was not legally entitled. In determining whether and to what extent indemnification is proper, no trustee with a personal interest in the outcome, or who is a party to such actual or threatened action or proceeding concerning which indemnification is sought, shall participate in such determination. If a quorum of disinterested trustees is not obtainable, the Board of Trustees shall act only after receiving the opinion in writing of independent legal counsel that indemnification is proper in the circumstances under then applicable law and these Bylaws.

### Section 6.04 Advancement of Expenses.

Upon a request of any Indemnified Person who is or may be entitled to be indemnified by the Presbytery, the Presbytery shall, pay or promptly reimburse the Indemnified Person’s reasonably incurred expenses in connection with a threatened or actual action or proceeding prior to its final disposition. However, no such advancement of expenses shall be made unless the Indemnified Person makes a binding, written commitment to repay the Presbytery, with interest, for any amount advanced in connection with a claim for which it is ultimately determined that he or she is not entitled to indemnification. Presbytery, or (b) in addition is serving or served, in any capacity, at the request of the Presbytery, as a trustee or officer of any other corporation, or any partnership, joint venture, trust, employee benefit plan or other enterprise. The indemnification shall be against all judgments, fines,

penalties, amounts paid in settlement (provided the Presbytery shall have consented to such settlement) and reasonable expenses, including attorneys' fees and costs of investigation, incurred by an Indemnified Person with respect to any such threatened or actual action or proceeding, and any appeal thereof.

**Section 2 Discretionary Indemnification.**

Unless clearly prohibited by the laws of the State of New York or Section 3 of this Article, the Board of Trustees may approve indemnification as set forth in Section 1 of this Article or advancement of expenses as set forth in Section 3 of this Article, to a person (or the testator or intestate of a person) who is or was employed by the Presbytery or who is or was a volunteer for the Presbytery, and who is made, or threatened to be made, a party in any action or proceeding, by reason of the fact of such employment or volunteer activity, including actions undertaken at the request of the Presbytery for any other corp.

**ARTICLE XI: AMENDMENTS**

**Section 1**

These Bylaws may be amended, subject to the Articles of Incorporation, the laws of the State of New York, and the Constitution of the Presbyterian Church (U.S.A.) by approval of the Presbytery at any stated or special meeting of the members of the Presbytery at which a quorum is present, by a two-thirds (2/3) majority of those present and voting, provided that a full reading of the proposed changes or a printed distribution of the same shall have been given at the previous stated meeting at which a quorum was present. These Bylaws may not be amended contrary to or so as not to include the provisions of the Constitution of the Presbyterian Church (U.S.A.).

**Section 2**

Rules of the Presbytery may be suspended at any stated meeting of the Presbytery for that particular meeting only by a two-thirds (2/3) vote of the members present.

**Adopted: October 1979**  
**Effective: January 1, 1980**

**Amended**

January 27, 1981  
April 20, 1982  
November 20, 1982  
June 28, 1983  
November 27, 1984  
September 24, 1985  
October 22, 1985  
November 26, 1985  
March 18, 1986  
May 27, 1986  
November 25, 1986  
January 27, 1987  
November 24, 1987  
January 26, 1991  
November 26, 1991  
May 25, 1993  
November 29, 1994  
January 28, 1995  
November 26, 1996  
January 24, 1998  
May 26, 1998  
June 1, 1999  
November 20, 1999  
September 25, 2001  
September 23, 2003  
March 23, 2010  
October 23, 2010  
June 26, 2012  
January 26, 2013  
March 25, 2014  
January 30, 2016  
June 27, 2017  
January 26, 2019  
January 25, 2020  
April 24, 2021  
November 26, 1996  
January 24, 1998  
September 25, 2021  
April 30, 2022  
April 22, 2023  
April 13, 2024

**Enduring Witness Report**

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**Presbytery of Long Island Stated Meeting – September 16, 2025- West Islip**

As announced at the Presbytery meeting in May, the Enduring Witness Fund of our Presbytery is accepting applications for grants from congregations.

Every congregation has already received a microgrant of \$1,000. These were used for or towards:

- Bathroom updates
- Window replacements
- Entrance doors
- Kits for people experiencing homelessness
- Theater program for youth
- Deficit offset

Since we started accepting applications, Enduring Witness has distributed the following five grants, totaling \$60,616.40:

- Korean United - \$730 for sign replacement and banners
- Oceanside - \$4,500 to repair, reseal, and repaint the parking lot
- Setauket - \$25,000 for one year of Open Door Exchange expenses
- Shelter Island - \$17,268 for A/C repair/replacement, related ceiling repair for community space
- Southampton - \$13,118.40 towards building upgrades to meet state preschool requirements

The committee has seven applications currently in review.

**HOW TO APPLY:**

The application is on the Resource page of the Presbytery website or directly at <https://presbyteryofli.com/wp-content/uploads/2025/05/Enduring-Witness-Grant-Application.docx>. This SIMPLE form of only a few questions is all you need to get the process started. Once it's submitted, members of Enduring Witness will contact you to have a conversation about your application.

**FAQ:**

*What can I apply for?*

What do you need in order to do what you want to do? It could be a necessary repair, a mission project, a community outreach venture, or something else entirely. We encourage people to be creative and think big – what would make an impact on your congregation? Your existing partners? Your community? (Note: There is no “wrong door.” If you apply for something Enduring Witness does not cover, we will refer your request to the appropriate Presbytery committee.)

*What's the application deadline?*

We accept applications on a rolling basis and issue checks for approved grants at the end of the quarter. If an application is time-sensitive, we will try to be accommodating and process the request more quickly.

*Can I apply for more than one thing?*

Yes. Grants are issued per project and each project needs to have a separate application. As we are trying to give every congregation the opportunity to access funds, we may ask congregations with large requests to wait for some of their project funding in order to ensure enough funds for other requests.

*What else do I have to do?*

If your congregation is awarded a grant, we ask that you give us a report six months after receiving your grant. This ensures accountability and also gives us a chance to share your successes with the rest of our Presbytery – perhaps inspiring other congregations!

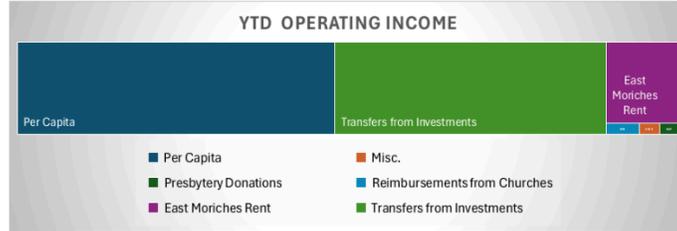
**Treasurer Report Results as of August 2025**

2025 Per Capita	# of Churches	Ask \$254,477.46
0% Per Capita	25	
Under 50 %	4	2,602.94
Over 50%	17	88,012.97
100%	5	9,262.17
		<b>99,878.08</b>
2024 PC received in 2025		<b>32,056.50</b>
	<b>Total</b>	<b>131,934.58</b>

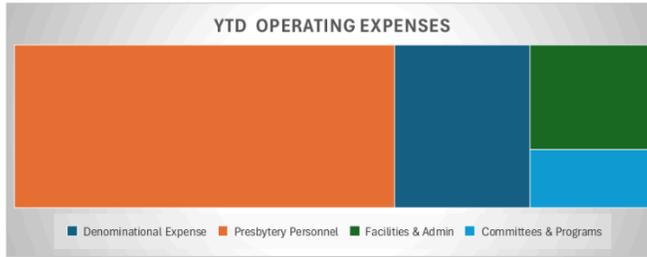
2024	<b>88%</b> of the Total Per Capita billed
2023	<b>85%</b> of the Total Per Capita billed
2022	<b>80%</b> of the Total Per Capita billed
2021	<b>87%</b> of the Total Per Capita billed

**PER CAPITA**

Income	Jan - August
Per Capita	138,251.59
Misc.	1,084.56
Presbytery Donations	1,000.00
Reimbursements from Church	1,705.64
East Moriches Rent	28,000.00
Transfers from Investments	118,352.81
	<b>288,394.60</b>



Expense	Jan - August
Denominational Expense	93,783.29
Presbytery Personnel	263,495.29
Facilities & Admin	53,712.51
Committees & Programs	30,210.61
	<b>441,201.70</b>
Profit and Loss	<b>(152,807.10)</b>

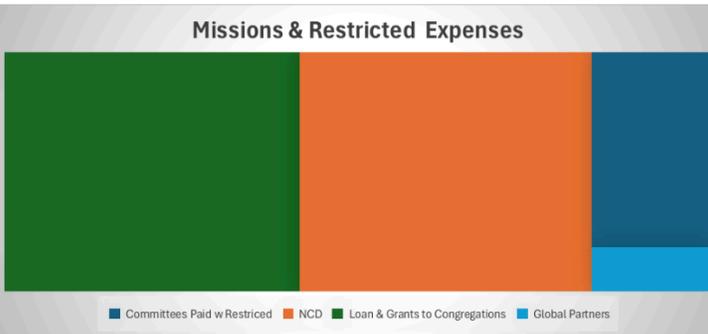


**RESTRICTED AND DESIGNATED**

Missions & Restricted	Jan - August
<b>Income</b>	
Mission Support	77,630.46
Salary Supplement	6,738.49
Shinnecock Income	10,000.00
NCD Investment Transfers	44,659.63
Church Property sales	1,853,885.14
PC USA Special Offerings	17,891.68
Global Mission Partners	7,100.00
Restricted Pass Through	17,965.60
	<b>2,035,871.00</b>



Expenses	Jan - August
Committees Paid w Restriced	44,987.82
NCD	134,260.57
Loan & Grants to Congregation	136,002.50
Global Partners	9,844.00
Restricted Pass Through	25,942.69
PC USA Special Giving	24,755.93
	<b>375,793.51</b>



## Presbytery Of Long Island

### 2025 Budget vs Actual

January - December 2025

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
<b>Income</b>			
4000 Per Capita and Presbytery Income			
4001 Per Capita	131,934.58	267,163.00	-135,228.42
4002 Donations for Presbytery Expenses	1,000.00	0.00	1,000.00
4003 Presbytery Misc Income	1,084.55	0.00	1,084.55
4004 Bank Interest	0.01	0.00	0.01
4005 Reimbursements from Churches	1,605.64	0.00	1,605.64
4006 Transfers from Investments	50,000.00	0.00	50,000.00
4007 Insurance Claim Income		0.00	0.00
<b>Total 4000 Per Capita and Presbytery Income</b>	<b>185,624.78</b>	<b>267,163.00</b>	<b>-81,538.22</b>
4100 Presbytery Program Income			
4101 Clergy Retreat		0.00	0.00
4102 Presbytery Day Income		0.00	0.00
4103 Vital Congregations		0.00	0.00
<b>Total 4100 Presbytery Program Income</b>		<b>0.00</b>	<b>0.00</b>
4200 Presbytery Property Sales			
4202 East Moriches Rent to Sale	28,000.00	0.00	28,000.00
<b>Total 4200 Presbytery Property Sales</b>	<b>28,000.00</b>	<b>0.00</b>	<b>28,000.00</b>
<b>Total Income</b>	<b>\$213,624.78</b>	<b>\$267,163.00</b>	<b>\$ -53,538.22</b>
<b>GROSS PROFIT</b>	<b>\$213,624.78</b>	<b>\$267,163.00</b>	<b>\$ -53,538.22</b>
<b>Expenses</b>			
50000 Presbytery Expenses			
5001 Denominational Expenses			
5002 PC (USA) Per Capita	67,847.56	65,744.60	2,102.96
5003 Synod Per Capita	25,935.73	24,866.56	1,069.17
<b>Total 5001 Denominational Expenses</b>	<b>93,783.29</b>	<b>90,611.16</b>	<b>3,172.13</b>
5100 Personnel			
5200 EP Compensation			
5201 EP Cash Salary	40,896.89	66,709.00	-25,812.11
5202 EP Housing	37,631.36	56,447.00	-18,815.64
5203 SECA Reimbursement	6,280.96	9,421.43	-3,140.47
5204 EP Pension	6,800.00	10,468.00	-3,668.00
5205 EP Medical	26,431.20	40,641.00	-14,209.80
5206 Other Pension Board Expenses	2,473.20	3,759.00	-1,285.80
5207 EP Professional Expenses	743.86	3,000.00	-2,256.14
5208 EP Travel	2,511.97	3,500.00	-988.03
<b>Total 5200 EP Compensation</b>	<b>123,769.44</b>	<b>193,945.43</b>	<b>-70,175.99</b>
5300 Staff Compensation			
5301 Admin/Bookkeeper cash salary	37,724.53	60,326.16	-22,601.63
5302 Admin/Bookkeeper Pension	3,351.92	5,128.00	-1,776.08
5303 Admin/Bookkeeper Medical & FSA	34,951.68	58,940.00	-23,988.32
5304 Other BOP Expenses & 403B	4,108.16	3,410.00	698.16

		TOTAL	
	ACTUAL	BUDGET	OVER BUDGET
5305 Treasurer Compensation	30,877.56	36,504.00	-5,626.44
<b>Total 5300 Staff Compensation</b>	<b>111,013.85</b>	<b>164,308.16</b>	<b>-53,294.31</b>
5401 Employer Payroll taxes & Fee	6,028.55	7,584.00	-1,555.45
5402 Worker's Comp, NYS Disability & PFL	2,617.50	5,000.00	-2,382.50
<b>Total 5100 Personnel</b>	<b>243,429.34</b>	<b>370,837.59</b>	<b>-127,408.25</b>
5500 Facilities			
5501 Insurance	1,146.59	1,000.00	146.59
5502 Cleaning	1,235.00	3,380.00	-2,145.00
5503 Utilities	3,410.33	4,800.00	-1,389.67
5504 Moving Expenses		0.00	0.00
5505 West Islip rent & Utilities	25,000.00	35,000.00	-10,000.00
<b>Total 5500 Facilities</b>	<b>30,791.92</b>	<b>44,180.00</b>	<b>-13,388.08</b>
5600 Administration			
5601 Financial Review	10,000.00	10,000.00	0.00
5602 Office supplies	5,351.11	5,000.00	351.11
5603 Office Equipment & Service	3,890.48	4,900.00	-1,009.52
5604 Miscellaneous	50.00	250.00	-200.00
5606 Lawyer fees Policy Reviews	1,000.00		1,000.00
<b>Total 5600 Administration</b>	<b>20,291.59</b>	<b>20,150.00</b>	<b>141.59</b>
5700 Presbytery Comm & Program Expense			
5701 COM Expenses	289.59	1,500.00	-1,210.41
5702 Moderator Expenses	167.31	1,500.00	-1,332.69
5703 Committee Expenses	2,339.66	1,000.00	1,339.66
5704 Continuing Education	500.00	2,500.00	-2,000.00
5705 Resource Center	24,288.00	36,432.00	-12,144.00
5706 Presbytery Meeting Expenses	143.13	4,250.00	-4,106.87
5707 Presbytery Day	-618.08	5,000.00	-5,618.08
5708 Background checks for Churches	65.00	250.00	-185.00
<b>Total 5700 Presbytery Comm &amp; Program Expense</b>	<b>27,174.61</b>	<b>52,432.00</b>	<b>-25,257.39</b>
<b>Total 50000 Presbytery Expenses</b>	<b>415,470.75</b>	<b>578,210.75</b>	<b>-162,740.00</b>
<b>Total Expenses</b>	<b>\$415,470.75</b>	<b>\$578,210.75</b>	<b>\$ -162,740.00</b>
NET OPERATING INCOME	\$ -201,845.97	\$ -311,047.75	\$109,201.78
NET INCOME	\$ -201,845.97	\$ -311,047.75	\$109,201.78

**Presbytery Of Long Island  
2025 Retricted & Designated P&L  
January - August, 2025**

<b>Other Income</b>	
<b>7000 Comm &amp; Restricted Program Income</b>	
7001 Unified Mission Support	77,630.46
7002 Salary Supplement	6,738.49
7004 NCD General Donations	44,659.63
7009-1 Shinnecock Income	10,000.00
7009-2 Sale of Church properties & Bequests unrestricted	1,853,885.14
<b>Total 7000 Comm &amp; Restricted Program Income</b>	<b>\$ 1,992,913.72</b>
<b>8007 PC (USA) Special offerings &amp; Giving Income</b>	
8001 One Great Hour of Sharing	2,113.30
8002 Pentecost	965.35
8203 Peace & Global Witness	2,825.03
8305 Christmas Joy	8,914.00
8306 PC (USA) Disaster	2,523.00
8307 PC (USA) Extra Commitment	551.00
<b>Total 8007 PC (USA) Special offerings &amp; Giving Income</b>	<b>\$ 17,891.68</b>
<b>81000 Global Mission Partners Income</b>	
81002 Cuba Ministry Income	6,600.00
81003 El Salvador Income	500.00
<b>Total 81000 Global Mission Partners Income</b>	<b>\$ 7,100.00</b>
<b>8200 Restricted Presbytery Giving Pass Through</b>	
8202 Presbyterian Women	592.84
8204 Presbyterian Youth Ttriennium Income	14,839.19
8205 Dekan Buckley Memorial Fund Income	1,433.57
8213 Pass Through Donations	1,100.00
<b>Total 8200 Restricted Presbytery Giving Pass Through</b>	<b>\$ 17,965.60</b>
<b>Total Other Income</b>	<b>\$ 2,035,871.00</b>
<b>Other Expenses</b>	
<b>7010 Comm &amp; Program paid Restricted Income</b>	
7012 Other Presbytery Mission Projects	5,000.00
7013 Salary Supplement Expense	6,910.33
7014 Candidate Grant Fund	334.00
7016 Grants to Congregations from Mission	1,122.93
7022 PC (USA UMS)	17,942.49
7023 Shinnecock Expenses	2,678.07
7024 Church Loan	10,000.00
7025 Reparative & Social Justice Expenses	1,000.00
<b>Total 7010 Comm &amp; Program paid Restricted Income</b>	<b>\$ 44,987.82</b>

<b>7100 NCD</b>	
7011 PIPH Brentwood	4,000.00
7020 Iglesias Evangelica Nueva Church	9,333.36
7101 Mission Emmanuel	
7102 Mission Emmanuel Cash Salary	27,758.06
7103 Mission Emmanuel Housing	25,140.00
7104 Mission Emmanuel SECA	4,238.72
7105 Mission Emmanuel Pension	4,906.00
7106 Other BOP Expenses & 403 B	3,412.96
7107 Mission Emmanuel Building Expense	6,466.64
7108 Mission Emmanuel Medical & FSA	25,666.96
<b>Total 7101 Mission Emmanuel</b>	<b>\$ 97,589.34</b>
7110 Glenwood Life Center	
7111 Glenwood Cash Salary	1,625.00
<b>Total 7110 Glenwood Life Center</b>	<b>\$ 1,625.00</b>
7114 New Hyde Park	
7115 New Hyde Park Cash & SECA	3,952.00
7116 New Hyde Park Pension	3,247.84
7117 New Hyde Park Medical	12,609.20
7118 New Hyde Park Other BOP exp	1,131.90
<b>Total 7114 New Hyde Park</b>	<b>\$ 20,940.94</b>
7119 Employer Payroll taxes & payroll fees	771.93
<b>Total 7100 NCD</b>	<b>\$ 134,260.57</b>
7200 Support to Congregations	1,000.00
7203 Bills paid for Valley Stream	15,124.71
7204 Church Dissolution	40,827.79
7206 Brentwood PIPH - Sale of the Manse	750.00
7207 Enduring Witness Grants	78,300.00
<b>Total 7200 Support to Congregations</b>	<b>\$ 136,002.50</b>
81004 Global Program Expense	
81006 Cuba Ministry Expense	8,500.00
81007 El Salvador Expense	1,344.00
<b>Total 81004 Global Program Expense</b>	<b>\$ 9,844.00</b>
8206 Restricted Presbytery Expenses Pass through	1,100.00
8210 Presbyterian Youth Triennium	24,842.69
<b>Total 8206 Restricted Presbytery Expenses Pass through</b>	<b>\$ 25,942.69</b>
8309 PC (USA) Special Offerings & Giving Expense	
8310 One Great Hour of Sharing	2,415.30
8311 Pentacost	1,021.60
8312 Peace & Global Witness	2,076.59
8313 Christmas Joy	8,914.00
8314 PC (USA) Disaster	9,985.60
8315 PC (USA) Extra Commitment	1,092.84
8316 PC (USA) Selected Giving	-750.00
<b>Total 8309 PC (USA) Special Offerings &amp; Giving Expense</b>	<b>\$ 24,755.93</b>
<b>Total Other Expenses</b>	<b>\$ 375,793.51</b>
<b>Net Other Income</b>	<b>\$ 1,660,077.49</b>

**Presbytery Of Long Island  
Balance Sheet August 29 2025**

<b>Bank Accounts</b>	
1000 NEW Capital One 68872	
1001 Presbytery Operating	15,442.83
1002 Shepherding	14,077.54
1005 Salary Supplement - Presbytery Designated	45,494.11
1008 Cuba - Retriected	1,800.00
1010 NCD - Retriected	7,390.05
1012 Pass Through - Designated	50.00
1013 Presbyterian Youth Triennium	997.19
1015 Dissolution & Short term Loan repayment	(5,326.50)
1021 Dekan Buckley Memorial Fund	5,149.03
1022 Shinnecock Donations	115,821.93
<b>Total 1000 NEW Capital One 68872</b>	<b>200,896.18</b>

1100 Merrill Lynch Checking account	0.00
1101 ML Revolving Loan	1,090.37
1102 ML NCD	7,941.46
1103 ML Reparative & Social Justice	18,222.61
1104 ML Outreach	24,668.35
1105 ML Cuba	203.30
1106 ML El Salvador	2,950.67
1107 ML Candidate Loan & Grant	35,121.40
1108 ML Enduring Witness	2,737.08
1109 ML Operating	68,352.81
1110 ML Shepherding & Interest Income	3,662.84
<b>Total 1100 Merrill Lynch Checking account</b>	<b>164,950.89</b>

1202 Mission Emmanuel Chase 0653	9,003.41
1270 Certificate of Deposit Revolving Loan Fund	47,259.08

1300 Merrill Lynch Investments	
1301 Shepherding	370,264.89
1302 Outreach	527,806.03
1303 Social & Reparative Justice	158,324.59
1304 Enduring Witness Fund	2,118,002.78
1306 Grace PC Fund - Restricted	790,566.49
1307 Revolving Loan Fund - Restricted	142,255.15
1308 Operating	655,823.30
1309 Church Closures	722,465.25
1310 Susan Sommerville FU Restricted	39,597.17
1311 NCD Fund	732,604.24
<b>Total 1300 Merrill Lynch Investments</b>	<b>6,257,709.89</b>

**THE PRESBYTERY OF LONG ISLAND**

**FINANCIAL STATEMENTS**

**Year Ended December 31, 2024 and 2023**

**THE PRESBYTERY OF LONG ISLAND**  
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**DECEMBER 31, 2024 AND 2023**

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128A Hempstead Ave  
Lynbrook, NY 11563  
**T 718-413-2341**

## **INDEPENDENT ACCOUNTANTS' REVIEW REPORT**

To the Board of Trustees of  
The Presbytery of Long Island  
109 Udall Road  
West Islip, NY 11795

### ***Report on Financial Statements***

We have reviewed the accompanying financial statements of the Presbytery of Long Island (a non-profit organization), which is comprised of statement of assets, liabilities and net assets as of December 31, 2024 and 2023, and the related statements of support received, expenses paid and changes in net assets and, cash flows for the years then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of organization management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

### ***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair representation of financial statements that are free from misstatement whether due to fraud or error.

### ***Accountants' Responsibility***

Our responsibility is to conduct the review engagements in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with the accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

Page 2 – Independent Accountants’ Review Report

***Accountants’ Conclusion***

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with accounting principles generally accepted in the United States of America.

***Basis of Accounting***

We draw your attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements are prepared in accordance with accounting principles generally accepted in the United States of America.

***Supplementary Information***

The supplementary information included on page 12 is presented for purposes of additional analysis and is not a required part of the basic financial statements. The information is the representation of management. We have reviewed the information and, based on our review, we are not aware of any material modifications that should be made to the information in order for it to be in accordance with the accrual basis of accounting. We have not audited the information and, accordingly, do not express an opinion on such information.

***EBS & Associates***

**EBS & ASSOCIATES**

Certified Public Accountants

June 13, 2025

Lynbrook, NY

**THE PRESBYTERY OF LONG ISLAND**  
**STATEMENT OF ASSETS, LIABILITIES AND NET ASSETS**  
**AS OF DECEMBER 31,**

	<u>2024</u>	<u>2023</u>
<b><u>ASSETS</u></b>		
Cash and cash equivalents	\$ 478,036	\$ 514,538
Investments - at fair value	4,470,767	4,327,462
Certificate of Deposit	46,657	45,474
Accounts receivable	<u>38,214</u>	<u>54,740</u>
TOTAL ASSETS	<u>\$ 5,033,674</u>	<u>\$ 4,942,215</u>
<b><u>LIABILITIES AND NET ASSETS</u></b>		
<b>LIABILITIES</b>		
Accounts payable	\$ 31,294	\$ 36,750
Payroll liabilities	<u>-</u>	<u>-</u>
TOTAL LIABILITIES	<u>31,294</u>	<u>36,750</u>
Net assets without donor restrictions	<u>5,002,380</u>	<u>4,905,465</u>
TOTAL NET ASSETS	<u>5,002,380</u>	<u>4,905,465</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 5,033,674</u>	<u>\$ 4,942,215</u>

See Independent Accountants' Review Report  
and Notes to Financial Statements

**THE PRESBYTERY OF LONG ISLAND**  
**STATEMENT OF SUPPORT RECEIVED, EXPENSES PAID**  
**AND CHANGES IN NET ASSETS**  
**FOR THE YEARS ENDED DECEMBER 31,**

	<u>2024</u>	<u>2023</u>
<b>SUPPORT RECEIVED</b>		
Church support	\$ 802,366	\$ 1,236,012
Investment income - net	<u>490,771</u>	<u>299,685</u>
TOTAL SUPPORT RECEIVED	<u><u>1,293,137</u></u>	<u><u>1,535,697</u></u>
<b>EXPENSES PAID</b>		
Personnel	335,701	307,117
Church Support	137,182	70,654
Office	20,388	65,190
Repairs and maintenance	45,291	75,182
Mission partnership	359,126	244,897
Special offerings	41,152	53,044
Bad Debt Expense	110,715	143,233
Per capita	94,030	98,613
Councils and committees	52,638	103,426
TOTAL EXPENSES PAID	<u><u>1,196,221</u></u>	<u><u>1,161,355</u></u>
<b>SUPPORT RECEIVED</b>		
LESS EXPENSES PAID	96,915	374,342
CHANGE IN OPENING EQUITY	<u>-</u>	<u>-</u>
CHANGE IN NET ASSETS	96,915	374,342
Net Assets - January 1	<u>4,905,465</u>	<u>4,531,123</u>
New Assets - December 31	<u><u>\$ 5,002,380</u></u>	<u><u>\$ 4,905,465</u></u>

See Independent Accountants' Review Report  
and Notes to Financial Statements

**THE PRESBYTERY OF LONG ISLAND**  
**STATEMENTS OF CASH FLOWS**  
**FOR THE YEARS ENDED DECEMBER 31,**

	<u>2024</u>	<u>2023</u>
CASH FLOW FROM OPERATING ACTIVITIES		
Change in net assets	\$ 96,915	\$ 374,342
Adjustments to reconcile changes in net assets to net cash (used in) provided by operating activities:		
Realized (gain)	16,526	78,442
on sale of investments	(143,304)	(298,673)
Change in assets and liabilities		
Accounts Payable	(5,456)	5,891
Payroll liabilities	-	(23,263)
Net cash (used in) provided by operating activities:	(35,318)	136,739
CASH FLOWS FROM INVESTING ACTIVITIES	(1,184)	(1,012)
CASH FLOWS FROM FINANCING ACTIVITIES	-	-
Net change in cash	(36,502)	135,727
Cash and cash equivalents - Beginning of year	514,538	378,811
Cash and cash equivalents - End of year	\$ 478,036	\$ 514,538

See Independent Accountants' Review Report  
and Notes to Financial Statements

**THE PRESBYTERY OF LONG ISLAND**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2024 AND 2023**

**NOTE 1: NATURE OF ACTIVITIES**

The Presbytery of Long Island, located in West Islip, New York, is the regional governing body of the Presbyterian Church affiliated congregation in Nassau and Suffolk Counties of Long Island. It consists of all the minister members of the Presbytery, and elected commissioners from each of the member churches. The Presbytery of Long Island serves as the administrative offices for all Presbyterian churches in Nassau and Suffolk Counties of Long Island, New York.

Program Fund

The Program Fund is the general fund utilized for the operations of the Presbytery of Long Island. Additionally, the Program Fund is utilized to pay Per Capita to sponsoring Presbyteries of Long Island, as well as offerings and donations to other churches.

Special Funds

The Special Funds is a group of funds that have been specifically designated for various purposes to support the objectives of the Presbytery of Long Island. Special funds are used to designate money for support of other churches, special missions, work groups, building maintenance, reconstruction, and other church partnerships. Special Funds are set aside at the discretion of the Board of Trustees and the funds are invested in short-term investments or money market accounts.

**NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

Recently Issued Accounting Pronouncements

In August 2016, The Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ASU No. 2016-14, Not-for-Profit Entities (Topic 958): Presentation of Financial Statements for Not-for-Profit Entities. The objective of the new guidance is to improve the current net asset classification requirements, and the information presented in financial statements and notes about a not-for-profit entity's liquidity, financial performance, and cash flows. The main provisions of this update will require a not-for-profit to present on the face of the financial statements for two classes of net assets, rather than for the currently required three classes. The Organization has implemented the new guidance for the years ended December 31, 2024 and 2023 to reflect net assets without donor restrictions and net assets with donor restrictions. There were no net assets with donor restrictions for the years ended December 31, 2024 and 2023.

**THE PRESBYTERY OF LONG ISLAND**  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023

**NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

Estimates

Management uses estimates and assumptions in preparing financial statements in accordance with U.S. GAAP. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Actual results could differ from those estimates.

Cash and Cash Equivalents

For purposes of the statement of cash flows, the Presbytery of Long Island considers all highly liquid financial instruments with an original maturity of three months or less when purchased to be cash equivalents.

Liquidity of Financial Assets

The Presbytery of Long Island's financial assets consisted of cash and cash equivalents and short-term investments. There are no donor-restricted net assets. The Presbytery of Long Island is substantially supported by investment income from its short-term investments. Financial assets are generally available for general and administrative expenses within one year. As part of the Presbytery of Long Island's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures and other obligations come due. In addition, the Presbytery of Long Island invests cash in excess of requirements in investments.

**THE PRESBYTERY OF LONG ISLAND**  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023

**NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

Investments

The Presbytery of Long Island's investments in marketable securities are carried at fair value. Accordingly, unrealized gains and losses on investments held at the end of the reporting period are reflected in the Presbytery of Long Island's changes in net assets. Dividends and interest are recorded when earned as required under accounting principles generally accepted in the United States of America.

Loans Receivable

Loans receivable is stated at net realizable value. Interest on loans receivable is recorded when earned. Loans receivable is written down to net realizable value when management believes it is more likely than not that such loans will not be collected (allowance method).

Property and Equipment

Property, furniture and equipment are carried at the cost initially spent to acquire the assets. They are depreciated over their estimated useful life. Land is carried at cost and is not depreciated. Repairs and maintenance is expensed as incurred.

Tax Status

The Presbytery of Long Island qualifies as a tax-exempt not-for-profit organization under a group of exemption held by the Presbyterian Church (U.S.A.). Accordingly, no provision for federal or state income taxes is required. Additionally, the Presbytery of Long Island does not have any separate annual reporting requirements to the IRS.

Subsequent Events

The Presbytery of Long Island has evaluated subsequent events through June 13, 2025, the date on which the financial statements were available to be issued, for possible recognition or disclosure in the financial statements.

**THE PRESBYTERY OF LONG ISLAND**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2024 AND 2023**

**NOTE 3: INVESTMENTS**

The fair value of the Presbytery of Long Island's investments as of December 31, 2024 and 2023 was \$4,470,767 and \$4,327,462 respectively.

Investment gain as of December 31, 2024 and 2023 were \$490,771 and \$299,685 respectively and was comprised of interest, dividends and realized losses.

**THE PRESBYTERY OF LONG ISLAND**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2024 AND 2023**

**NOTE 4: GUARANTEES**

The Presbytery of Long Island is a guarantor on a series of loans held by various member churches. The guarantees could require the Presbytery of Long Island to fund debt service on these loans in the event that the church cannot meet its obligations.

	<u>Balance Outstanding as of</u>	
	<u>December 31, 2024</u>	<u>Remaining Term</u>
<u>Mortgages</u>		
Shelter Island Presbyterian Church Shelter Island, NY	\$35,623	9 years
Bellmore Presbyterian Church Bellmore, NY	3,598	4 years
First Presbyterian Church Amagansett, NY	8,655	2 years
Valley Stream Presbyterian Church Valley Stream, NY	54,717	8 years
Valley Stream Presbyterian Church Valley Stream, NY	62,630	9 years
First Presbyterian Church Freeport, NY	19,838	3 years

	<u>Balance Outstanding as of</u>	
	<u>December 31, 2023</u>	<u>Remaining Term</u>
<u>Mortgages</u>		
Shelter Island Presbyterian Church Shelter Island, NY	\$38,908	10 years
Bellmore Presbyterian Church Bellmore, NY	12,441	5 years
First Presbyterian Church Amagansett, NY	12,998	3 years
Valley Stream Presbyterian Church Valley Stream, NY	60,672	9 years
Valley Stream Presbyterian Church Valley Stream, NY	68,302	10 years
First Presbyterian Church Freeport, NY	26,642	4 years

**THE PRESBYTERY OF LONG ISLAND**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2024 AND 2023**

**NOTE 5: RISKS AND UNCERTAINTIES**

Cash and cash equivalents are maintained at financial institutions and, at times, balances may exceed federally insured limits. The Presbytery of Long Island has not experienced any losses related to these balances. As of December 31, 2024, there was no cash in excess of insured limits.

The Presbytery of Long Island's investments are held primarily in brokerage accounts, which are insured by the Securities Investor Protection Corporation (SIPC) up to \$500,000 per customer, including a maximum of \$250,000 for cash accounts, in the event of the broker's insolvency. The total amount of cash and securities in excess of SIPC limits was \$3,970,770 as of December 31, 2024 and \$3,827,462 as of December 31, 2023.

The Presbytery invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially impact the Presbytery's financial position.

**THE PRESBYTERY OF LONG ISLAND**  
**SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF SUPPORT RECEIVED AND EXPENSES PAID BY FUND**  
**FOR THE YEAR ENDED DECEMBER 31, 2024**

<b>Net Assets - Designated for:</b>			
	<b>2024</b>		
	<u>Total</u>	<u>Program Fund</u>	<u>Special Funds</u>
<b>SUPPORT RECEIVED</b>			
Per capita	746,886	\$ 746,886	
Special offerings	55,479		55,479
Investment income - net	490,771		490,771
<b>TOTAL SUPPORT RECEIVED</b>	<b>1,293,137</b>	<b>746,886</b>	<b>546,251</b>
<b>EXPENSES PAID</b>			
Personnel	335,701	335,701	
Church Support	137,182	137,182	
Office	20,388	20,388	
Repairs and maintenance	45,291	45,291	
Mission partnership	359,126	359,126	
Special offerings	41,152	-	41,152
Bad Debt Expense	110,715	110,715	
Per capita	94,030	94,030	
Councils and committees	52,638	52,638	-
<b>TOTAL EXPENSED PAID</b>	<b>1,196,221</b>	<b>1,155,070</b>	<b>41,152</b>
<b>SUPPORT RECEIVED</b>			
LESS EXPENSES PAID	\$ 96,915	\$ (408,183)	\$ 505,099

**THE PRESBYTERY OF LONG ISLAND**  
**SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF SUPPORT RECEIVED AND EXPENSES PAID BY FUND**  
**FOR THE YEAR ENDED DECEMBER 31, 2023**

<b>Net Assets - Designated for:</b>			
	<b>2023</b>		
	<u>Total</u>	<u>Program Fund</u>	<u>Special Funds</u>
<b>SUPPORT RECEIVED</b>			
Per capita	1,181,895	1,181,895	
Special offerings	54,117		54,117
Investment income - net	299,685		299,685
TOTAL SUPPORT RECEIVED	1,535,697	1,181,895	353,802
<b>EXPENSES PAID</b>			
Personnel	307,117	307,117	
Church Support	70,654	70,654	
Office	65,190	65,190	
Repairs and maintenance	75,182	75,182	
Mission partnership	244,897	244,897	
Special offerings	53,044		53,044
Bad Debt Expense	143,233	143,233	
Per capita	98,613	98,613	
Councils and committees	103,426	103,426	
TOTAL EXPENSED PAID	1,161,354	1,108,310	53,044
SUPPORT RECEIVED			
LESS EXPENSES PAID	\$ 374,343	\$ 73,585	\$ 300,758

**Committee On Ministry (COM)**

Appendix G – pp 115 - 123

**Presbytery of Long Island Stated Meeting September 16, 2025 - West Islip**

**Items for Action**

**2026 Compensation package**

**MOTION:** The Committee on Ministry recommends to the Presbytery the 2026 Compensation Program.

**At its meeting on April 8, 2025**

**Information**

**MSP** The Committee approved the **transfer of Rev. Michael Hafele's membership** from the Presbytery of Shenandoah to the Presbytery of Long Island.

**Agreements and Terms of Call**

**MSP** The Committee approved the **Extended Pulpit Supply Agreement with the session of the Roslyn Presbyterian Church and Rev. James Barnum, starting on May 1, 2025, and ending on October 31, 2025.** In addition to preparing and leading weekly worship on Sundays at 10 a.m., the Pastor will fulfill the following responsibilities: moderate Session meetings and support the Session and staff, which includes paid staff such as the Administrative Assistant, Director of Music, and Sexton. The Pastor will primarily work from his home office and will have flexible hours. This service is expected to require approximately 15 hours per week. The Church will compensate the Pastor with \$2,500 per month, to be paid directly to the Board of Pensions. Additionally, optional travel for worship, meetings, Bible study, funerals, weddings, and visitation will be reimbursed at the IRS rate directly to Rev. Barnum. Three Sundays are designated for vacation, and two Sundays are allocated for study leave. NYS Sexual Harassment Prevention Training is mandated annually. PRC 09/2024  
 Boundary Training is required every three years. PLI 10/2023  
 Child Sexual Abuse Prevention Training is required every three years. PLI Praesidium Academy 09/2025 (EPSP start date May 2025)

**MSP** The Committee approved the call of **Rev. Michael Hafele to serve as Installed Pastor of the Westhampton Presbyterian Church**, effective May 11, 2025, under the following terms

Time	Full Time	Tax-Deferred Invest. (403 B) paid by Church	\$ 1,000
Cash Salary	\$ 68,000	Tax-Deferred Invest. (403 B) withheld by Clergy	NA
Free Use of the Manse	\$ 36,000	Automobile Expense Reimbursement	IRS standard rate
SECA Tax	\$ 8,491.50	Pastoral Ministry Expense Reimbursement	\$ 1,000
Utilities	\$ 7,000	Continuing Ed Expense Reimbursement	\$ 1,750
Pension	\$ 8,840	Continuing Education days	14 days, including 2 Sundays
Death & Disability	\$ 1,040	Vacation days	30 days, including 8 Sundays
Medical	\$20,600	Family Leave	As per the 2025 Compensation program
Dental	Yes	Moving Expenses	TBD
NYS Sexual Harassment Prevention Training required annually		06/2025 PRC	
Boundary Training is required every three years			
Child Sexual Abuse Prevention Training required every three years		04/2025 Prasideum Academy	

**At its meeting on May 13, 2025**

**Information**

**MSP** The Committee approved, if the way be clear, for **Rev. Wade Pond to moderate the Huntington Station/Bethany Session** during Rev. James Rea's Sabbatical Leave in June and August.

**MSP** The Committee approved the **transfer of Rev. Kirsty Dickson-Maret's** membership from the Presbytery of Cayuga-Syracuse to the Presbytery of Long Island.

**MSP** The Committee approved the **transfer of Rev. Heather Brannon's** membership from the Presbytery of Northeast New Jersey to the Presbytery of Long Island.

**Agreements and Terms of Call**

**MSP** The Committee approved the renewal of the Temporary Supply Pastor Agreement and Terms between the **Session of the First Presbyterian Church of Freeport and Evangelical Lutheran Church of St. Stephen and Rev. Moira Ahearne, April 20, 2025 - April 19, 2026 ( Freeport -F/ St. Stephen - S)**

Time	Part Time 25 hrs (20-F 5-S)	Tax-Deferred Invest. (403 B) paid by Church	\$1,020 - F
Cash Salary	\$13,000 - S	Tax-Deferred Invest. (403 B) Withheld by Clergy	NA
Free Use of Manse	\$25,000- F	Automobile Expense Reimbursement	NA
Housing Allowance	\$2,500 - F	Pastoral Ministry Expense	NA
Full Utilities	\$3,500 - F	Continuing Ed Expense Reimbursement	\$1,750 - F
SECA Tax	NA	Continuing Education days	2 weeks
Pension	\$3,230 - F	Vacation days	1 month
Death & Disability	\$570 - F	Family Leave	as per PLI policy
Medical	\$17,080 - F		
Dental	\$1,700 - F		
NYS Sexual Harassment Prevention Training required annually		12/2024 PRC	
Boundary Training is required every three years		10/2023 PLI	
Child Sexual Abuse Prevention Training required every three years		05/2024, Prasidium Academy	

**MSP** The Committee approved the new call of the **Rev. Kirsty Dickson-Maret to serve as Temporary Supply Pastor of the Middle Island Presbyterian Church, effective July 7, 2025- July 6, 2026**, with the following terms:

Time	¾ time - 30 hours per week	Tax-Deferred Invest. (403 B) paid by Church	\$750
Cash Salary	\$42,915	Tax-Deferred Invest. (403 B) Withheld by Clergy	NA
Free Use of Manse	\$30,000	Automobile Expense Reimbursement	NA
Housing Allowance	\$2,500	Pastoral Ministry Expense	\$375
Full Utilities	\$7,580	Continuing Ed Expense Reimbursement	\$1,312
SECA Tax	\$5,983	Continuing Education days	14 days, including 2
Sundays			
Pension	\$4,742	Vacation days	30 days, including 5 Sundays
Death & Disability	\$558	Family Leave	as per PLI policy
Temporary disability	\$275	Moving Expenses	\$3,500 quote
Medical	\$18,410		
Dental	\$1,260		
NYS Sexual Harassment Prevention Training required annually		12/2024 PRC	
Boundary Training is required every three years		10/2023 PLI	
Child Sexual Abuse Prevention Training required every three years		05/2024, Praesidium Academy	

**MSP** The Committee approved the call of the **Rev. Heather Brannon to serve as Interim Pastor of the Bellmore Presbyterian Church, effective August 1, 2025**, with the following terms:

Time	Full time	Tax-Deferred Invest. (403 B) paid by Church	\$2,000
Cash Salary	\$67,917	Tax-Deferred Invest. (403 B) Withheld by Clergy	NA
Free Use of Manse	\$44,400	Automobile Expense Reimbursement	\$500
Housing Allowance	\$2083	Pastoral Ministry Expense	\$3,000
Full Utilities	\$4500	Continuing Ed Expense Reimbursement	\$1,750
SECA Tax	\$9095.85	Continuing Education days	14 days including 2 Sundays
Pension	\$7956	Vacation days	30 days, including 5 Sundays
Death & Disability	\$1404	PLI recommendation not more than 10 days over the service to denomination 7 days +1 Sunday with advance notice to session no carryover for unused.	
Medical	\$14,976		
Dental	\$920		
Family Leave	as per PLI policy	Moving Expenses	\$3500( quote)
NYS Sexual Harassment Prevention Training required annually		12/2024 PRC	
Boundary Training is required every three years		10/2023 PLI	
Child Sexual Abuse Prevention Training required every three years		05/2024, Praesidium Academy	

**At its meeting on June 10, 2025**

**Information**

**MSP** The Committee approved to appoint the **Rev. Candace Whitman as the COM-appointed moderator for the Session of Selden Presbyterian church.**

**MSP** The Committee approved to appoint the **Rev. Wade Pond as the COM-appointed moderator for the Session of First Presbyterian Church of Mineola**

**MSP** The Committee approved to refer pastors from **Edge City Church to the CPM** so they can discuss what they need to fill the pulpit in Mineola.

**MSP** The Committee approved to allow the **Roslyn Session**, after speaking with their liaison, Wade, to call a congregational meeting to **elect a PNC** to call a Pastor.

**Agreements and Terms of Call**

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

Time	Full time	Tax-Deferred Invest. (403 B) paid by Church	\$1,000
Cash Salary	\$22,000 (Presbytery \$4000)	Tax-Deferred Invest. (403 B) Withheld by Clergy	NA
Free Use of Manse	\$33,000	Automobile Expense Reimbursement	as per PLI policy
Housing Allowance	NA	Pastoral Ministry Expense	\$50
Full Utilities	\$4,450	Continuing Ed Expense Reimbursement	\$1,500
SECA Tax	\$2,000	Continuing Education days	2 weeks
Pension	Presbytery	Vacation days	1 month
Death & Disability	Presbytery	Family Leave	as per PLI policy
Medical & Dental	Presbytery		

NYS Sexual Harassment Prevention Training required annually	11/2024 PRC
Boundary Training is required every three years	10/2023 PLI
Child Sexual Abuse Prevention Training required every three years	11/2024 Praesidium Academy

**At its meeting on July 8, 2025**

**Information**

**MSP approved the Pulpit Supply Policy (attached)**

**MSP approved the COM Initial guidelines for approving elders to preside at The Lord’s Supper:**

1. Those eligible are:
  - a. Ruling elders who have taken or will complete within 6 months a presbytery-approved course on preaching, have completed a presbytery-approved course on Communion, and are approved for pulpit supply in the presbytery; or
  - b. Ruling elders currently under care to become a Commissioned Ruling Elder who have completed courses in preaching and worship and sacraments.
2. Ruling elders approved to preside at The Lord's Supper must report to the Stated Clerk of the presbytery after each time that they administer the sacrament.
3. A ruling elder may not preside at The Lord’s Supper more than quarterly in any one congregation.

**MSP approved Elder Vickie DeFriest from the First Presbyterian Church of Southold for the Pulpit Supply List to preach only.**

**MSP to approve raising the Pastor Continuing Ed to \$2000 a year for the 2026 Compensation Program**

**MSP to approve the addition of “(please see page 6 of the 2026 Compensation Program and Terms of Call Instructions for specifics of Continuing Education Expenses and Time)” on the Terms of Call Worksheet PART VI: question 2.**

**MSP to approve the suggested revisions to the Sabbatical Policy.**

**MSP The Committee on Ministry recommends that the 2026 Compensation Program, as revised, be submitted for approval at the September 16, 2025, Stated Presbytery Meeting.**

**MSP approved the Bridgehampton Presbyterian Church Plumb Line and authorized the Bridgehampton congregation to elect a PNC and to move forward with a search for a full-time pastor.**

**MSP approved the Session of the Presbyterian Church of Islip to continue in the process of forming a pastoral relationship. Any Terms of Call / agreement are to be submitted to the COM for final approval.**

**Agreements and Terms of Call**

**MSP approved the New Temporary Supply Pastor Agreement between the Session of the Community Presbyterian Church of Merrick and Rev. Joan Finck for May 1, 2025, through April 30, 2026 (Rev. Finck’s relationship with the Merrick congregation to date has been as an EPSP) at the following terms.**

Time	Part-time – 10 hours	Tax-Deferred Invest. (403 B) paid by Church	NA
Cash Salary	\$ 23,400	Tax-Deferred Invest. (403 B) Withheld by Clergy	NA
Housing Allowance	\$ 2,000	Automobile Expense Reimbursement	NA
SECA Tax	NA	Pastoral Ministry Expense Reimbursement	NA
Pension	NA	Continuing Ed Expense Reimbursement	NA

Stated Meeting of the Presbytery of Long Island September 16, 2025 - West Islip / Presbytery

2025-120

Death & Disability	NA	Continuing Education days	NA
Medical	NA	Vacation	30 days, including 5 Sundays as per the PLI
Dental	NA	Family Leave	as per the PLI Family Leave Policy For Clergy
Temp Disability	NA	Moving Expenses	NA
NYS Sexual Harassment Prevention Training is required annually	6/2024	PLI	
Boundary Training is required every three years.	3/2024	UCC	
Child Sexual Abuse Prevention Training is required every three years	4/2025	PLI	

**MSP** approved the renewal of the Temporary Supply Pastor Agreement between **the Session of Christ's First Presbyterian Church in Hempstead and Rev. Monica DaCosta for July 1, 2025, through June 30, 2026**, at the following terms.

Time	Part-time – 20 hours	Tax-Deferred Invest. (403 B) paid by Church	NA
Cash Salary	\$ 22,215	Tax-Deferred Invest. (403 B) Withheld by Clergy	NA
Housing Allowance	\$ 15,454	Automobile Expense Reimbursement	\$1200
SECA Tax	\$ NA	Pastoral Ministry Expense Reimbursement	\$250
Pension	NA	Continuing Ed Expense Reimbursement	\$1500
Death & Disability	NA	Continuing Education days	NA
Medical	NA	Vacation	30 days, including 5 Sundays as per the PLI
Dental	NA	Family Leave	as per the PLI Family Leave Policy For Clergy
Temp Disability	NA	Moving Expenses	NA
NYS Sexual Harassment Prevention Training is required annually	6/2024	PLI	
Boundary Training is required every three years.	3/2024	UCC	
Child Sexual Abuse Prevention Training is required every three years	4/2025	PLI	

**MSP** approved the new Temporary Supply Pastor Agreement between the Session of Iglesia Presbiteriana Evangelica Nueva Vida Malverne and Rev. Janice Moore for July 1, 2025, through December 31, 2025, at the following terms.

Time	Part-time – 15 hours	Tax-Deferred Invest. (403 B) paid by Church	\$1250
Cash Salary	\$ 250	Tax-Deferred Invest. (403 B) Withheld by Clergy	NA
Housing Allowance	\$ 12,500	Automobile Expense Reimbursement	
SECA Tax	\$ 938	Pastoral Ministry Expense Reimbursement	\$250
Pension	NA	Continuing Ed Expense Reimbursement	\$500
Death & Disability	NA	Continuing Education days	
Medical	NA	Vacation	15 days, including 4 Sundays as per the PLI
Dental	NA	Family Leave	as per the PLI Family Leave Policy For Clergy
Temp Disability	NA	Moving Expenses	NA
NYS Sexual Harassment Prevention Training is required annually	4/2025	PLI	
Boundary Training is required every three years.	9/2024	UCC	
Child Sexual Abuse Prevention Training is required every three years	6/2024	PLI	

**MSP** to approve **extending the EPSP for Rev. John Lee and the Presbyterian Church of Islip** from March 31, 2025, to December 31, 2025.

**MSP** to approve **extending the existing Temporary Supply Agreement for Rev. Kerry Riddle and Westminster United Presbyterian Church** from August 15, 2025, to December 31, 2025.

**At its meeting on August 12, 2025**

Information

**MSP: The Installation Service and Commission of the Rev. Michael Hafele, Westhampton** Presbyterian Church. 90 Meeting House Rd, W Hampton Bch, NY 11978 on Sunday, September 21st at 4:00 PM.

Minister Members

The Rev. Kate Jones Calone, EP and Stated Clerk of PLI

The Rev. Dr. Charles Cary, Retired PLI

The Rev. Dr. Ann Van Cleef, First Presbyterian Church of Greenport, PLI

The Rev. Jon Rodriguez, East Hampton Presbyterian Church PLI

The Rev. Edwin Andrade, Riverside Presbyterian Church, National Capital Presbytery

Elder Members

Elder Ellen Gove, Moderator of PLI

CRE, Pastor Gustavo Sanchez, Primera Iglesia Presbiteriana NCD PLI

Elder Richard Schneider, Westhampton Presbyterian PLI

Elder TBA

Ecumenical Representative

The Rt. Rev. Chris Jubinski, Rector of St. Mark's Episcopal Church, Westhampton Beach

**MSP** The Committee concurred with the **mutual dissolution of the Installed Pastoral Relationship with Rev. Chester Easton and the Session at First Presbyterian Church of Mineola**, 182 1st St, Mineola, NY 11501, for August 31, 2025, as per the Congregational meeting on July 20, 2025

**MSP** The Committee accepts the request from **Rev. Chester Easton to retire, effective August 31, 2025**, his last Sunday at the First Presbyterian Church of Mineola, 182 1st St, Mineola, NY 11501.

**MSP** The COM approved the document **Guidelines Regarding the Use and Maintenance of the Manse**, with recommended amendments, to be sent back to the Trustees for their final approval. (attached)

**MSP** That until the Committee on Preparation for Ministry provides **guidance on the non-PCUSA pastors** that Mineola has requested to serve as **pulpit supply**, the following guidelines will be in place:

1. They may not moderate session or other meetings. COM has appointed Rev. Wade Pond as moderator for the Mineola session.
2. They may not preside at the sacraments (communion or baptism), ordain or install officers, or teach new member or Confirmation classes. The church will need to secure a PCUSA pastor, CRE, or trained elder for those responsibilities.

**No Agreements and Terms of Call**

## PULPIT SUPPLY GUIDELINES FOR COM

Presbytery of Long Island

Approved July 8, 2025

- A. **Purpose:** The purpose of these guidelines is to help COM discern qualified candidates for our pulpit supply list of Long Island Presbytery. These guidelines are meant to be a helpful tool for COM members to streamline the approval process and encourage more candidates to apply. These guidelines should be reviewed regularly by COM and updated or revised as needed.
- B. **Requirements for all candidates** desiring to serve on the pulpit supply list for the presbytery:
1. Completed pulpit supply application with resume
  2. Experience preaching and leading worship, preferably in a Presbyterian congregation
  3. Trinitarian faith statement guided by the *Constitution of the Presbyterian Church (USA) Part 1: Book of Confessions*, with a Reformed understanding of the sacraments if the candidate desires to be approved to preside over Baptisms or Communion when churches request it
  4. Name and contact information for pastor and/or denominational leader
  5. Background check
  6. Satisfactory interview with COM, the COM moderators, and/or designated representatives from COM
  7. Sermon sample (written)
- C. **Required for all candidates while serving as pulpit supply:**
1. Completion of Boundary Training (every 3 years)
  2. NYS Sexual Harassment Prevention Training (every year)
  3. Child Sexual Abuse Prevention Training (every 3 years)
- D. **The following are *examples* of pulpit supply candidates whom COM would routinely approve**, provided B and C are met. This is NOT an exhaustive list.
1. Ministers of Word and Sacrament of the PC(USA) who are members of our presbytery, and ruling elders commissioned in our presbytery, or ordained ministers of denominations included in the Formula of Agreement (Evangelical Lutheran Church in America, United Church of Christ, and Reformed Church in America) with approval from their denominational leaders.
  2. Seminary students or graduates who are under care in our presbytery, who have taken a preaching class and preached in a church
  3. Elders ordained in the PC(USA) with preaching experience and who have completed a seminary or presbytery-hosted preaching class
- E. **In the case that candidates seeking to preach in our presbytery do not meet the requirements for the pulpit supply list**, they may still be considered for *occasional* pulpit supply by invitation from individual churches, with the approval of their Sessions. Their names will not appear on the presbytery website. Those invited to speak in Presbyterian congregations

may be interfaith or ecumenical clergy or laypeople, such as those representing a mission that the congregation may desire to support. In this occasional situation, a Presbyterian teaching or ruling elder would be approved by Session to lead the worship service.

**F. Definitions/More Information:**

1. “Examples of mainline Protestant denominations include the Presbyterian Church (USA), the United Methodist Church, the Reformed Church in America, the Episcopal Church, the United Church of Christ, and the Evangelical Lutheran Church in America.” For more information about “mainline Protestant denominations,” see research guide from Louisville Seminary’s library: <https://lpts.libguides.com/denominations/Mainline>
1. *Formula of Agreement*: In 1997, four churches of Reformation heritage –Evangelical Lutheran Church in America, Presbyterian Church (USA), Reformed Church in America, and United Church of Christ—entered into a formula of agreement when they “identified doctrinal consensus, desiring to bear visible witness to the unity of the Church, and heard the call to engage together in God's mission.” From *The Orderly Exchange of Ordained Ministers of Word and Sacrament* (Revised 2000, 2004, and 2018) at <https://pcusa.org/resource/formula-agreement>

**2026 COMPENSATION PROGRAM AND TERMS OF CALL INSTRUCTIONS**  
**PRESBYTERY OF LONG ISLAND**

Appendix H – pp 124 - 132

Dear Pastors and Churches,

As our presbytery continues to navigate the changes in the Board of Pensions program, as well as shifts in the varied types of pastoral leadership in our congregations, you will see significant changes to the structure of the 2026 Terms of Call worksheet, in addition to the usual updates that happen year to year in our compensation program. We hope that these changes provide clearer guidance as you develop or renew terms of call and pastoral agreements.

One important change that you will notice: we will now use the title “Covenant Pastor” to refer to pastors in positions that we previously called “Temporary Supply Pastors.” This new language reflects that many of our “Temporary Supply Pastors” are faithfully serving congregations for many years. A “Covenant Pastor” will be any Minister of Word and Sacrament or Commissioned Ruling Elder who has an agreement to serve in pastoral leadership with a congregation for a year or more.

Additionally, you will notice that our guidance around medical and pension benefits remains the same for this year as last year, with the exception that we now require some new Covenant Pastor agreements to include the Board of Pensions Covenant Package, which provides access to pension and income protection plans.

We anticipate that beginning in 2027, the costs of medical benefits will require more flexibility in how compensation is structured, and we will communicate throughout next year as we consider how our presbytery will adjust our compensation program to address those realities.

Please review this document and the Terms of Call worksheet carefully. Our presbytery staff and the Committee on Ministry are always available to help with any questions, and our Board of Pensions representative, Carrie Mitchell, will be attending the September presbytery meeting to speak about the Board of Pensions programs and offer consultations to churches and pastors.

Finally, please be sure that you are attentive to the deadlines this fall for renewing employer agreements and enrolling in the Board of Pensions. It is very important that churches carefully review agreements and pastors ensure their enrollment is up to date and accurate. We strongly encourage churches and pastors to call the Board of Pensions as you are completing these tasks to walk through the process with a representative.

Thank you for your faithful ministry here in the Presbytery of Long Island.

**Index of Changes and Highlights for the 2026 Compensation Program**

**1. The minimum Cash Salary for a full-time Installed Pastor with 0 years of experience.**

- **Living in a Manse:** must be \$58,937 - 3% INCREASE FROM LAST YEAR -\$57,220
- **Not living in a Manse:** must be \$88,289 - 3% INCREASE FROM LAST YEAR \$85,717

*The minimum cash salary must be increased by one-half of one percent for each year since a pastor's ordination, up to 30 years.*

*The minimum cash salary must be increased by \$2,000 for Churches with 151-350 members, \$4,000 for Churches with 351-500 members, or \$6,000 for Churches with over 500 members.*

It is recommended that all calls be increased annually at least by the Social Security Cost-of-Living Adjustment (COLA). COLA is generally announced in October. The projected COLA adjustment for 2026 is 2.5%,

2. All initial **Terms of Call** (for Installed Pastors) and initial or renewed Terms of Call (for Covenant Pastors) must be discussed with and reviewed by our presbytery Treasurer and then approved by the Committee on Ministry (COM).
3. **"Covenant Pastor"** will replace the title Temporary Supply Pastor.
4. Guidance regarding **Sick Leave** has been added.
5. **All new Covenant Pastors whose call is 20 hours a week or more and who are eligible for the Board of Pensions must, at a minimum, include the Covenant Package from the BOP.** Churches 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. We encourage all existing calls that do not include the Covenant Package to consider adding that package.
6. In this document, whenever the word 'pastor' is used, it includes **CREs who are currently pastoring a church.**
7. This document includes clarification of required minimums **for all pastors serving 20 hours or more per week** with respect to:
  - Continuing Education Expenses and Time
  - Pastoral Ministry Expenses
  - Vacation Time
  - Sabbatical Leave

**PRESBYTERY OF LONG ISLAND**  
**COMPENSATION AND TERMS OF CALL INSTRUCTIONS**

**PART I: SALARY +**

**Line 1 - Annual Cash Salary for pastors living in a manse:** Taxable income and is included in the calculation of effective salary for Board of Pensions purposes.

**Housing Expenses: (amount designated by pastor)**

An amount designated by the pastor prior to the beginning of the calendar year as expenses related to the upkeep of the manse that are excluded from taxation. The amount must be approved by the session prior to the beginning of the calendar year, and such approval must be recorded in the minutes. The pastor is responsible for keeping records of expenses.

**Line 2 - Fair Market Rental Value:**

- Tax Purposes Only:
  - The annual fair market rental value is excluded from income tax, but it is subject to SECA tax.
- BOP Plan Dues Calculations Only:
  - For new calls, the manse amount entered into the online Effective Salary Calculator is 30% of the other Effective Salary fields. Please refer to the BOP Effective Salary calculator for details.
  - For existing calls, the manse amount MAY be changed to 30% as described above.

**Line 3 - Utilities:** For all pastors in manses, heat, electricity, water, and communications services (e.g., internet, landline telephone, basic cable) must be provided by the Church. Utilities paid directly by the Church are excluded from income tax and BOP Plan dues, but are subject to SECA tax.. Other utilities paid by the pastor may be included in the Manse Allowance. Cell phone services are reimbursed under professional expenses.

**Lines 4 or 9 - SECA Tax Reimbursement:** (Self-Employment Contributions Act) 7.65% of lines 1+2+3 or 7+8 above. Since this amount is additional income for the pastor, it is subject to income tax and SECA tax, but it is not included in the calculations for dues under BOP Plans.

**Lines 5 or 10 - Defined Contribution:** A church may contribute to a 403(b) plan for its pastor. A minimum church contribution of \$1,000 is required for all full-time Installed and Interim pastors living in a manse.

**Lines 6 or 11 - Other:** additional income (please explain)

**Line 7 - Annual Cash Salary for pastors Not in a manse:** Taxable income and is included in the calculation of effective salary for Board of Pensions purposes.

**Line 8 - Housing Allowance:** For pastors **NOT** living in manses, the pastor can designate a portion of their cash salary as a Housing Allowance, which is excluded from taxation. Housing Allowance expenses may include rent, mortgage, property taxes, insurance, utilities, and maintenance. Housing allowance is an exclusion from income tax, but is included in calculations for SECA and BOP Plan dues.

**Line 9 - SECA Tax Reimbursement:** see Line 4

**Line 10 - Defined Contribution:** see Line 5

**Line 11 - Other:** see Line 6

## **PART II PENSION AND BENEFITS**

- “Pastors working 20 or more hours/week can have access to any benefits offered through the Board of Pensions. Ministers working less than 20 hours a week can have access to Dental, Vision Eyewear and the Retirement Savings Plan (the 403b plan offered in partnership with Fidelity).
- To calculate the effective salary for the BOP, please use the [Effective Salary Calculator](#).
- For benefit decision-making, eligibility, and costs, please use the [Decision Guide for Minister Benefits](#). **For churches with pastors currently in the Transitional Pastor Participation plan, the church and pastor should be sure to work through the Decision Guide to assess the cost difference between the Transitional Pastor’s Participation Package and the Congregational Pastors Package, which will shift each year.**

### **Line 12 - Health Insurance & Pension:**

- **Installed & Interim Pastors** (*full-time and part-time, 20 hrs a week or more*)
  - 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 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 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.
- **Covenant Pastor** (*former Temporary Supply Pastor*)
  - Through 2026, all existing terms of call that provided medical coverage in 2025 for Covenant Pastors and their families must provide the same level of coverage for all family members as in 2025 through either the BOP or another available plan at no cost to the pastor.
  - Terms of call for new Covenant 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 for new Covenant Pastor relationships.
  - All terms of call and medical plans must be approved by the COM for 2026 and may not reduce medical coverage or Effective Salary.
  - All new Covenant Pastors working 20 hours or more per week who are eligible for the Board of Pensions must, at a minimum, include the Covenant Package from the BOP. Churches 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.
  - We encourage all existing calls that do not currently include the Covenant Package to consider adding it.
- **Non-BOP medical coverage**
  - Providing non-BOP medical benefits will affect the calculation of IRS withholding tax, SECA tax, and effective salary for the Board of Pensions. Pastors and churches considering this option should

consult a tax advisor and the Board of Pensions for more information.

**Line 12a - BOP Transitional Pastor Participation (TPP):** Available only to pastors who currently participate in the TPP and will end in 2027. It provides pension, death & disability, and EAP benefits for the pastor, as well as medical coverage for the entire family. Pastors and churches should use the Decision Guide for Minister Benefits Calculator to decide whether the TPP or the CPP is the better option for 2026.

**Line 12b - BOP The Congregational Pastors Package (CPP):** Available to pastors serving 20 hours plus per week, this plan provides pension, death, and disability benefits, along with EAP benefits and medical coverage. We recommend that non-installed pastors compare BOP and non-BOP options to determine what is best for both the pastor and the congregation. Additional coverage for family members can be offered under this plan (see Line c).

**Line 12c - BOP medical coverage for family members:** A flat-rate medical coverage for family members, available through CPP via BOP. We recommend that pastors and congregations compare BOP and non-BOP options to determine what is best for the pastor and the congregation.

**Line 12d - The BOP Covenant Package:** Available to pastoral leaders serving 20 hours plus per week, provides pension, death, and disability benefits, as well as EAP benefits.

**Line 12e - Non-BOP medical coverage for a Non-Installed pastor:** More cost-effective options for health care may be available outside of the Board of Pensions. Decisions about medical coverage should not be based solely on cost, but should ensure that the pastor has adequate coverage for their specific situation.

**Line 12f - Non-BOP medical coverage for family members:** More cost-effective options for health care may be available outside of the Board of Pensions. Decisions about medical coverage should not be based solely on cost, but should ensure that the pastor and their family have adequate coverage for their specific situation.

**Lines 12g and 12h - Other benefits paid by the Church or Pastor:** Additional forms of insurance are 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 provided by an entity other than the BOP. The BOP also offers Flexible Spending Account (FSA) and Health Savings Account (HSA) Programs, which are managed separately on behalf of the Church. Churches may provide access to these programs. Dues for additional benefits may be paid by the Church, the pastor, or shared.

**Line 12i - Defined Contribution: (withheld by the Clergy)** It 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 pastors with no requirement for minimum hours worked.

#### **PART IV REIMBURSABLES**

**Line 13 - Mileage Expenses:** Reimbursement for actual mileage incurred on Church business may be reimbursed based on the current IRS standard mileage rate and should operate under an accountable reimbursement plan. Pastors are responsible for tracking their eligible IRS mileage deductions.

**Lines 14 and 18 - Continuing Education Expenses and Time** *for all pastors serving 20 Hours or more per week*

- **Financial:** A minimum of \$2,000 per year must be provided for continuing education. This amount may accumulate for up to three years with prior Session approval. A report of the continuing education activity must be submitted afterward. Unused funds are not payable upon the dissolution of the call and may not be carried over beyond three years.
- **Time Allowance:** Continuing Education must include a minimum of 14 days per year, including 2 Sundays. This time may be accumulated for up to three years with prior Session approval.
- **Reimbursement:** Continuing education expenses will be reimbursed to the pastor upon submission of appropriate documentation. Unused continuing education time or funds are not payable upon dissolution of the call.

**Line 15 - Pastoral Ministry Expense** *for all pastors serving 20 Hours or more per week*

A minimum of \$500 for expenses related to pastoral ministry, including books, journals, vestments, entertainment, and cell phone, under an accountable reimbursement plan.

**Line 16 - Moving Expenses** (New calls and agreements only.) Full and reasonable. Moving expenses are subject to taxes but not to BOP plan dues.

**Line 17: Other Expenses:** Please explain.

**PART VI ANNUAL LEAVE AND VACATION**

**Line 18: Continuing Education Time:** see Line 13

**Line 19 - Vacation Time** *for all pastors*

30 days, including 5 Sundays. After 10 years in the 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.

**Line 20: Family Medical Leave:** see [Family Medical Leave Policy](#)

**PART V: REQUIRED TRAININGS** *for all pastors*

**Line 21:** New York State Sexual Harassment Prevention Training (required annually by New York State and PLI)

**Line 22:** Boundary Training (G-3.0106) (required every three years)

**Line 23:** Child Sexual Abuse Prevention Training (G-3.0106) (required every three years)

Every three years, the presbytery will host a mandatory in-person training session to complete all required training. New Calls must complete the training within 3 months of their start date.

**OTHER REQUIRED NON-COMPENSATION ITEMS FOR PASTORS**

**Sick Leave**

Churches should establish a policy for sick leave for all employees, including pastors, that is consistent with NYS law. Ten sick days annually is suggested. Churches should be aware of and in contact with the presbytery when temporary disability and/or long-term disability may be available in situations of extended absence for illness or injury.

**Jury Duty** *for all pastors*

In accordance with state law, employees 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 normal working hours.

**Sabbatical Leave** *for all pastors serving 20 Hours or more per week*

As the Presbytery of Long Island has long recommended, Pastors, Commissioned Ruling Elders, and Certified Christian Educators are entitled to a compensated (full pay and benefits) Sabbatical Leave of 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.

LINK TO SABBATICAL LEAVE GUIDELINES

**Workers' Compensation, DBL & PFL** *for all pastors*

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.

**Board Of Pension - Total Effective Salary** <https://www.pensions.org/calc/totalSalary>

<b>Annual Cash Salary *</b>	Line 1 or 7
<b>Housing Allowance</b>	Line 8
<b>Employing Organization Contributions</b>	Line 5 or 10
<b>Bonus</b>	
<b>SECA</b>	Do not enter
<b>Other</b>	Line 6 or 11
<b>Manse</b>	Line 2

**PRESBYTERY OF LONG ISLAND  
TERMS OF CALL WORKSHEET FOR 2026**

Forms are to be submitted to the COM by the Clerk of Session after approval by Session or Congregation.  
Please reference the 2026 Compensation package and instructions to complete

Name \_\_\_\_\_ Ordination/Commissioned Date \_\_\_\_\_  
 Church \_\_\_\_\_  
 Effective Start Date \_\_\_\_\_ End \_\_\_\_\_ Full-time \_\_\_ Part-time \_\_\_ Hrs./Wk. \_\_\_\_\_  
 Type of Call: Installed Pastor \_\_\_\_\_ Covenant Pastor(non-Installed) \_\_\_\_\_ CRE \_\_\_\_\_  
 Number of active members \_\_\_\_\_ Pastor living in the Manse Yes \_\_\_ No \_\_\_\_\_

PART I: SALARY +		Full-time Pastor		Part-time Pastor	
		Installed	Non Installed	Installed	Non Installed
<b>PASTORS LIVING IN A MANSE</b>					
1	Annual Cash Salary				
	Housing Expenses <i>(an amount designated by the pastor and approved by the session from the cash salary above)</i>				
2	Fair Market Rental Value				
3	Utilities <i>(church paid)</i>				
4	SECA Tax Reimbursement 7.65% of lines 1 + 2 +3				
5	Defined Contribution (403B) paid by the Church <i>(Minimum \$1000/required for pastors in manses)</i>				
6	Any other additional income <i>(please explain)</i>				
<b>PASTORS LIVING IN OWN HOME OR RENT</b>					
7	Annual Cash Salary				
8	Housing Allowance <i>(amount designated by pastor and approved by the session)</i>				
9	SECA Tax Reimbursement 7.65% of lines 7 + 8				
10	Defined Contribution (403B) <i>(paid by the Church)</i>				
11	Any other additional income <i>(please explain)</i>				
<b>PART II PENSION AND BENEFITS</b>					
12	<i>See instructions for assistance with valuations or decision-making.</i>				
12 a	BOP Transitional Pastors Participation <i>(ends Dec 31, 2027)</i>				
12 b	BOP Congregational Pastors Package <i>(CPP)</i>				
12 c	BOP medical coverage for family members <i>(only w/CPP)</i>				
12 d	BOP Covenant Package				
12 e	Non-BOP medical coverage <i>(Non-Installed pastors)</i>				
12 f	Non-BOP medical coverage for family members				
12 g	Other benefits paid by the Church				
12 h	Other benefits paid by the Pastor				
12 i	Defined Contribution (403B) <i>optional, withheld by the Clergy</i>				
<b>PART III: REIMBURSEMENTS</b> <i>see instructions for minimums</i>					
13	Mileage Expenses				
14	Continuing Ed Expenses				
15	Pastoral Ministry Expense				
16	Moving Expenses <i>(for new calls)</i>				
17	Other Expenses				
	<b>TOTAL COMPENSATION PACKAGE</b> <i>(lines 1, 2 &amp; 3-16)</i>				
<b>PART IV: ANNUAL LEAVE AND VACATION</b> <i>for all pastors serving 20 hours plus per week</i>					
18	Continuing Education Time <i>(Min 14 days, incl 2 Sundays)</i>				
19	Vacation Time <i>(Min 30 days, incl 5 Sundays)</i>				
20	Family Medical Leave	12 weeks may not be prorated			
<i>Continued on the back</i>					

<b>PART V: REQUIRED TRAININGS</b> <i>for all pastors and CREs members</i>		<b>Date</b>	<b>Provided by</b>
21	New York State Sexual Harassment Prevention Training <i>(required annually)</i>		
22	Boundary Training <i>(required every three years)</i>		
23	Child Sexual Abuse Prevention Training <i>(G-3.0106) (required every three years)</i>		

**PART VI: To be completed by ALL pastors RENEWING a Call**

1. Part of your compensation package is your continuing education time and money. How did you use them in the previous year?

2. Are you carrying over continuing education days from a prior year(s)? If so, how many? How are you planning on using these days? Has the session approved the carryover? *(Please see page 6 of the 2026 Compensation Program and Terms of Call Instructions for specifics of Continuing Education Expenses and Time)*

3. *"The Presbytery encourages that up to but no more than ten days of vacation time be rolled from one year into the next calendar year. 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."*  
Have you had the opportunity to take your entire vacation in the previous year? If not, please explain what would allow you to find more time for vacation and refreshments.

4. Is the Church behind in payment of your compensation or benefits *(salary, pension, 403b contributions, etc)*  
No \_\_\_\_\_ Yes \_\_\_\_\_ if yes, explain below.

\_\_\_\_\_  
Session/Congregation approval date

\_\_\_\_\_  
Clerk of session signature

\_\_\_\_\_  
Pastor Signature

\_\_\_\_\_  
COM Approval

Background Ck	EP Vetted	PLI Treasurer	Clerk of Session	Pastor	COM
<i>First Time Calls Only</i>					
date	date	date	date	date	date

**Report of the Board of Trustees**

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**Presbytery of Long Island Stated Meeting September 16, 2025 - West Islip****Items for Actions:**

**Motion:** That the Presbytery of Long Island approves the sale of certain real property known as 140 McNair Street, Brentwood, Suffolk County, State of New York (Section 114; Block: 3; Lot: 102) by the First Spanish Presbyterian Church of Brentwood to Benjamin Haghani for the purchase price of \$320,000, which is less than the appraised fair market value of \$385,000.00, according to the terms and conditions in the contract of sale entered into by the Session.

The Trustees met on June 18, 2025, via Zoom.

Present: Rev. Ida Rosario, Rev. Steve Adkison, Elder Bill Phillips, Elder Candace Breen Warren, Rev. Paul Lent, Elder Natasha Jean-Louis, Treasurer Charlaïne Apsel, EP / Stated Clerk Kate Jones Calone

- The meeting opened with prayer.
- **MSP:** Approve the minutes from 4/23/25 meeting
- The Trustees held a consultation with United Presbyterian Church of Levittown and Massapequa about beginning a process to sell their church building. Representing the church were Rev. Katie Mulligan, Elder Maria Studer, Elder Marilyn Rodahan, Elder Janice Kincaid, and Elder Robert King. They shared that the church has recently completed a discernment process through Project Regeneration. After discussion, the Trustees provided much thanks and encouragement to the congregation for their faithful discernment.
- The presbytery Treasurer, Charlaïne Apsel, shared that she receives many emails regarding shareholder votes but does not have the capacity to engage.
- The Trustees received updates on: E. Moriches property, the Shinnecock manse project, the sale of the Glen Cove property, the Remsenburg church property, the Valley Stream Presbyterian Church, the pending sale of the Center Moriches manse, the marketing of the Brentwood PIPH property for sale, the potential scheduling of oral argument in the Central Huntington litigation, and the network of church property committee chairs.
- Charlaïne reported that she continues to work on a presbytery Financial Operating Manual / Treasurer's Manual.
- Kate reported that she attended a conference via Zoom hosted by the New York State Council of Churches regarding faith-based affordable housing.
- **MSP** to Adjourn. The meeting closed with prayer.

The Trustees met on September 3, 2025, via Zoom.

Present: Rev. Ida Rosario, Rev. Steve Adkison, Elder Bill Phillips, Elder Candace Breen Warren, Rev. Paul Lent, Elder Natasha Jean-Louis, Elder Amelia Chin, Treasurer Charlaïne Apsel, EP / Stated Clerk Kate Jones Calone

- The meeting opened with prayer.
- **MSP:** Approve the minutes from the 6/18/25 meeting

- Charlaine shared that she would need to move some of the Glen Cove investment funds to pay ongoing expenses for the Glen Cove property.
- The Trustees received updates on: E. Moriches property, Glenwood Landing manse, and the Remsenburg church property.
- Shinnecock manse project: Bill P. reported that the church is considering whether to do a complete rebuild rather than a renovation. They do not yet have concrete numbers on the cost.
- Glen Cove: Kate updated on the status of contract negotiations with a potential buyer.
- Sweet Hollow: Rev. Wade Pond, pastor of the Sweet Hollow congregation, sent the Trustees an update via email regarding the sale of a portion of their property to Suffolk County. The county had done an environmental study, which appeared to generate no concerns. The final resolution will be voted on at the November meeting of the Suffolk County Legislature. The closing on the property likely will be early 2026.
- Valley Stream: Natasha J-L reported that the Valley Stream Administrative Commission has temporarily turned over management of the church building to the South Asian Presbyterian Fellowship, which has been worshipping in the building. Charlaine is working with the Fellowship on financial processes. The manse will be sold separately.
- Center Moriches: Bill P. reported that the sale of the manse is pending title
- PIPH: Ida R. updated the Trustees that a contract for sale was signed and the congregation approved the sale. **MSP** (7-0 vote): That the Trustees of the Presbytery of Long Island approve the sale of 140 McNair Street, Brentwood NY 11717, by the First Spanish Presbyterian Church of Brentwood, Inc., to Benjamin Haghani for \$320,000, and recommend approval to the presbytery at its September 16, 2025 standing meeting.
- The Trustees discussed the potential sale of property held by FPC Northport. The Trustees discussed and will consider the matter again when the church has a formal offer.
- Port Jefferson: The Trustees discussed a potential parking lot easement and provided feedback regarding their concerns. Trustees Natasha J-L and Candy B-W will be in touch with the Port Jefferson session to discuss further.
- Collaboration for Christ: Bill P. reported on the group's discussions regarding whether to explore group purchasing. The Trustees provided feedback.
- **MSP**: to approve, following edits made by the Committee on Ministry, the final version of a manse agreement.
- **MSP**: to approve the revised agreement between Roslyn and the Growing Tree Nursery School.
- The Trustees received the proposed updates to the Provisional Asset Policy and a report from the Enduring Witness Team.
- The Trustees receive information about a draft revision of the presbytery's bylaws.
- The meeting adjourned with prayer.

**Committee on Nominations Report****Presbytery of Long Island Stated Meeting – September 16, 2025**

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**Items for Actions:****\*Motion** – To approve the submitted slate of the Committee on Nominations

<b>COMMITTEE</b>	<b>CLASS OF</b>	<b>RECOMMENDATION</b>
Shepherding Council Member-at-Large	'28	CRE Magalene McClarrin, Roosevelt
Committee on Ministry	'28	Elder David Brackett, Freeport
Committee on Ministry	'28	Rev. James Cubie, Mattituck
Committee on Ministry	'28	Elder Vickie DeFriest, Southold
Committee on Ministry	'28	Rev Samuel Shin, Great Neck
Trustees	'28	Elder Natasha Jean-Louis, Deer Park
Trustees	'28	Rev. Stephen Adkison, Shelter Island
General Assembly Commissioner		Elder Don Adams, Selden
General Assembly Commissioner		Elder Shavonne Smith, Shinnecock
General Assembly Commissioner		Rev. Dr. Karen Crawford, Smithtown
General Assembly Commissioner		Rev Samuel Shin, Great Neck
Committee on Preparation for Ministry	'28	Rev. Kerry Riddle, West Islip
Social Witness Committee	'28	Elder Karen Murray, Southold
Social Witness Committee	'28	Rev. Monica DaCosta, Hempstead

**Report of the Committee on Representation  
Presbytery of Long Island Stated Meeting – September 16, 2025**

G-3.0103 Participation and Representation The councils of the church shall 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).

Each council shall develop procedures and mechanisms for promoting and reviewing that body’s implementation of the church’s commitment to inclusiveness and representation. Councils above the session shall establish by their own rule committees on representation to fulfill the following functions: to advise the council regarding the implementation of principles of unity and diversity, to advocate for diversity in leadership, and to consult with the council on the employment of personnel, in accordance with the principles of unity and diversity in F-1.0403. A committee on representation should not be merged with another committee or made a subcommittee of another committee.

<b>Total available positions</b>	145				
<b>Total filled positions</b>	137				
<b>Total persons</b>	73				
<b>Total persons who responded</b>	52 (as of Aug 27, 2025)				
<b>Demographics of those who responded</b>					
Ordination Status	Clergy	26	Race Ethnic group	Asian/Pacific Islander/ South Asian	2
	Elder	25		Black/African American/ African	9
	Layperson	1		Hispanic/Latino-a/ Caribbean	4
Gender	cisgender female	28		Native American/Alaska Native/ Indigenous	0
	cisgender male	17		Middle Eastern/ North African	0
	transgender female	0		White	35
	transgender male	0		Multiracial	1
	non-binary/genderqueer	1		no response	1
	Other (1 female, 1 male)	2		Highest level of school completed	Less than a high school degree.
no response	4	High school degree or equivalent			0
Age Group	25 or under	0	Some college but no degree		1
	26-40	4	Associate degree		1
	41-55	23	Bachelor degree		7
	56-70	24	Graduate degree (e.g., Master’s, PhD, M.D.)		43
	71+	1	no answer		0
	no response	0			
A person with a disability	Yes	3			
	No	49			
Geographical area	Nassau	19			
	Western Suffolk	17			
	Eastern Suffolk	16			

**Report of the Stated Clerk**  
**Stated Meeting of Presbytery – September 16, 2025 - West Islip**

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**Actions**

**The Stated Clerk presented the following motions:**

1. **Motion:** That the Presbytery approve the minutes of the Stated Meeting held on May 3, 2025
  
  2. **Motion:** Presbytery dates for 2026
    - Tuesday, February 3, 2026 @ 6:00 PM - Zoom
    - Saturday, May 2, 2025 @ 9:00 AM - In person, Location TBD
    - Tuesday, September 15, 2026 @ 10:00 AM - In person, Sisters of St. Joseph campus, Brentwood
    - Saturday, November 21, 2026 @ 9:00 AM - In Person, Old First Huntington
- 

**Information**

**Written Reports**

Moderators Team: The Moderators met on June 16 and September 8 to discuss the mission and work of our presbytery.

Valley Stream Administrative Commission attached

Glen Cove Administrative Commission: The Glen Cove AC continues to explore potential buyers for the Glen Cove church property and the manse formerly used by the Glen Cove and Glenwood Landing churches.

We did not receive reports from the following Committees and Administrative Commissions:

- Yaphank Administrative Commission
- Garden City Administrative Commission
- Committee on Preparation for Ministry
- Personnel Committee

**Presbytery Day / Stated Meeting**

Saturday, November 15, 2025, at 9:00 AM - In person, Northport, plus Presbytery Day led by the PC(USA) Office of Innovation (see attached flyer to share with your congregations).

**Mini Retreat for pastors and CREs**

Our presbytery is hosting a mini-retreat for pastors and CREs on Thursday, October 2, 2025, 10 am - 2 pm, at First Presbyterian Church, Smithtown (175 E Main Street, Smithtown, NY 11787). Lunch is included. For more information or to RSVP, contact the presbytery office.

**Annual Session Minutes Review**

- The following Church HAVE submitted their 2024 Minutes for review:  
Baldwin, Brentwood, Bridgehampton, Brookhaven, Center Moriches, Deer Park, East Hampton Springs, Elmont, Hempstead, Huntington First, Levittown, Mattituck, Melville, Middle Island, Northport, Oyster Bay, Port Jefferson, Roosevelt, Roslyn, Setauket, Shelter Island, Smithtown, Southold, Westhampton, and West Islip.
  
- The following Churches HAVE NOT submitted their 2024 Minutes for review:  
Amagansett, Babylon, Bellmore, PIPH Brentwood, Cutchogue, East Hampton First, Freeport, Garden City,

Great Neck, Greenlawn, Huntington Station, Islip, Malverne, Malverne Nueva Vida, Merrick, Mineola, Montauk, New Hyde Park, NHP Korean United, Oceanside, Sag Harbor, Selden, Southampton First, SH Shinnecock, and Yaphank

For congregations that did not participate in the scheduled minutes reading dates, please contact the presbytery office ([laurie@presbyteryofli.org](mailto:laurie@presbyteryofli.org)) for information about how to finalize your 2024 minutes and to receive the latest minutes packet and checklist for 2025, which you will need to prepare your 2025 minutes.

### **Training requirements**

- As a reminder, all active minister members of the Presbytery, CREs, inquirers/candidates, and those on the pulpit supply list have annual training requirements. The following people (listed by last name) have training to complete or report before the end of 2025. If you are unsure about what training you are missing, please contact the Presbytery office for details: [laurie@presbyteryofli.org](mailto:laurie@presbyteryofli.org).  
Ministers: Adkison, Ahearne, Arnold, Bae, Barnum, Cary, Choi, Clemons-Jones, J. Crawford, Cubie, DaCosta, Finck, Griffin, Hafele, Jennings, Jong, Kelley, Lent, Means, Morgan, Pond, Rea, Rodriguez, Roth, Saunders, Shin, Smith, Stuart, Van Cleef, Vione, and Walrond  
CREs: Brackett, Fernandez, Hanly, King, and Sanchez  
Pulpit Supply: Swensen
- Also, a reminder: Practical Resources for Churches has developed a set of Boundary Training modules for sessions that are designed as short videos and discussion questions that can be used as part of a regular session meeting. You can find those here: Boundary Training Modules for Sessions <https://presbyteryofli.com/presbytery-resources/>

### **Classes for Ruling Elders on Preaching and Presiding at the Table**

In collaboration with the presbyteries in New Jersey, our presbytery has now offered one preaching class for ruling elders (titled "Preaching God's Word in the World") and one class on presiding at the communion table. A new preaching class began on Thursday, September 11th, and will run for six weeks on Zoom. So far, two of the elders from the preaching class (Vickie DeFriest and Jean Hrbek) have applied to and been approved for our pulpit supply list, one of whom also took the communion class and is authorized to preside at the table (Vickie DeFriest). We are very excited about nurturing the tremendous gifts of our ruling elders, and we are grateful they are willing to assist our churches with much-needed pulpit supply. We look forward to authorizing more ruling elders following the next round of classes.