

**PRESBYTERY OF SOUTHERN NEW ENGLAND**  
**REGULAR MEETING OF THE PRESBYTERY ROUNDTABLE**  
**April 4, 2019**

The Roundtable of the Presbytery of Southern New England met in the Smart Room of the Westminster Presbyterian Church in West Hartford, Connecticut. The meeting was called to order with prayer and opening devotions at 9:35 a.m. by the Co-Chair of the Roundtable, Elder Anne Carney.

A **QUORUM** was present.

*Present were:* David Van Dyke, co-chair of Roundtable; Anne Carney, co-chair of Roundtable; J. C. Cadwallader; Jenny Davis; Sean Miller (via teleconference); Doug Ray; Paulo Ribeiro; Barbara Riihimaki; Art Riihimaki; Ruth Smalt, Vice-Moderator of the Presbytery (via teleconference); Virginia Smanik; Chris Tate, Moderator of the Presbytery (via teleconference); Tom Taylor, Presbytery Treasurer; Dick Hasbany.

*Also present were:* Ex-Officio members: the Rev. Shannan Vance-Ocampo, General Presbyter; and the Rev. David Baer, Stated Clerk.

*Excused were:* Ralph Reynolds and Kevin White

The Rev. David Baer, the Stated Clerk, presented his report, in which he discussed concerns shared by a commissioner to Presbytery about the items of business addressed at Presbytery meetings. The commissioner identified a number of what he saw as pressing concerns relating to the Presbytery's mission, and expressed the hope that these could be addressed at future meetings. Members of the Roundtable, after some discussion, asked the co-chairs to identify ongoing priorities of the Roundtable in reports to the Presbytery, and to encourage members of the Presbytery and its churches to make use of Open Space gatherings and the Getting Connected newsletter to advocate for and organize in support of other important ministry areas.

The Stated Clerk presented a proposed docket for the May Stated Meeting. He agreed to extend the docket from an adjournment at 7:00 p.m., as originally planned, to 7:30 p.m., in order to allow for a worship service which will include the celebration of Communion and the installation of the Moderator and Vice Moderator. The Roundtable received the invitation of the Wilton Presbyterian Church to host the November Stated Meeting, and suggested a host for the September meeting, which the Stated Clerk will contact.

The General Presbyter, the Rev. Shannan Vance-Ocampo, presented her report to the Roundtable. Following the anti-racism training, she said, we may begin to notice gaps between our lived reality and the possibilities and hopes we discovered on the retreat. She invited members of the Roundtable to share the gaps they have noticed. There ensued an extended discussion of members' responses to the training event, the quality of our collegial relationships, and opportunities for promoting anti-racism in the life of the Presbytery. She also mentioned the importance of electing a new Treasurer, following the end of the current Treasurer's term in May. The Presbytery has received an additional \$10,000 of the grant for the Martin Luther King

Community Presbyterian Church of Springfield, for a total of \$20,000.

The co-chair of the Roundtable, the Rev. David Van Dyke, led a conversation about restructuring the Nurturing Committee. Many of the sub-units of this Committee have become less active, and the hoped-for integration and coordination of their work has not materialized. He invited suggestions aimed at aligning the structure of this area of the Presbytery's ministry with our goals. Some possibilities suggested:

- Inviting Crossroads to consult with the Mission/Vision Team about continuing anti-racism work within the Presbytery, and bringing this effort into conversation with Roundtable. We will pursue a meeting in early June between Roundtable, Mission and Vision, and Jessica Vasquez-Torres of Crossroads.
- When it comes to doing mission as a presbytery, the Roundtable could focus on connecting meetings of the Presbytery to active mission, in the model of General Assembly's offering and march to end cash bail.

The Rev. Jenny Davis, the chair of the Personnel Committee, gave her report, in which she reviewed her committee's work on a new staffing structure for the Presbytery. In doing its work, the Committee has looked at staffing structures in other presbyteries throughout the Synod of the Northeast. Ms. Vance-Ocampo and Mr. Baer, who serve as members of the Presbytery staff, excused themselves for the conversation that followed.

After extensive conversation, upon a motion properly made and seconded, the Roundtable **VOTED** to **APPROVE** the following changes to the staffing model, effective January 1, 2020:

2020 Personnel Option 3	hours/week	Cash Compensat*	Med./Tax	vacation	other TOC*	Value of E+F	hrly salary
EP - Shannan	40	\$ 83,200.00	39,520	4 wks vaca	2 wks study	\$ 9,600	40.00
SC - David Baer	16	\$ 24,960.00	1,742	4 wks vaca		\$ 1,920	30.00
Communications/Administration	15	\$ 19,500.00				\$ -	25.00
Bookkeeper	10	\$ 13,000.00	0			\$ -	25.00
		Total sal/frg to Presby ->	181,922				

\*do not include reimburseable expenses connected to the position (e.g., mileage, GA travel, technology)

Reducing OM and BK makes room for EP to go up to 40 hours per week.

BK calculations assume vacation is paid. If not hourly rate is 34.93

In addition, notwithstanding these changes, the current Office Manager may, if she so chooses, continue in her present position from January 1, 2020, until April 30, 2020, subject to the following annualized terms:

2020 Personnel Option 1	hours/week	Cash Compen	Med./Tax	vacation	other TOC*	Value of E+F	hrly salary
OM - Pam Garner	20	\$ 35,526.40	16,697	7 wks vaca	4 pd PY days/3 per	\$ 5,124	34.16

Changes in terms of compensation for the Stated Clerk and the General Presbyter are the prerogative of the Presbytery, and will therefore be presented to Presbytery for approval at the May Meeting.

The Rev. J. C. Cadwallader reviewed the work of the Administrative Commission for the Valley Presbyterian Church of Brookfield, Connecticut. The Commission is entering a phase of its work which will entail less regular activity. The air quality on the first floor of the building continues to preclude the use of this part of Valley Church's facilities. The good news is that testing has revealed that the oil remains under the footprint of the building, and that it is not moving. Russ Direnzo, the Licensed Environmental Professional engaged by the Presbytery, has asked for an abatement of the Significant Environmental Hazard report previously filed with the State of Connecticut. In essence, the building is acting as a cap, shielding the oil from runoff and preventing its further dispersal. There is an ongoing need for regular monitoring of the oil, to ensure that it does not move and contaminate the well water of this or neighboring properties. Alternatively, the building could be torn down and the contaminated soil could be removed, at considerable expense. It is the Commission's sense that the best course is simply to continue monitoring the oil.

The Commission has also taken to heart its charge from the Presbytery to "[i]nquire into and become an agent of reconciliation in any internal tensions that are present that disturb the peace, unity, and purity of the congregation's life," and has shared its observations with the Committee on Ministry regarding some challenges related to leadership and inter-personal dynamics it has observed in the course of its work.

When the expenses are totaled, the Commission will have spent roughly \$60,000 of the Presbytery's funds on testing, remediation, and legal services related to the oil spill.

The Commission will continue to hold original jurisdiction of the management of the church's property on behalf of the Presbytery, at the very least through the arrival of an interim pastor.

Elder Art Riihimaki gave the report of the Nominating Committee. The Committee has identified three people who are willing to serve on the Board of Trustees, and is hard at work searching for nominees to fill vacancies in other.

In accordance with the Bylaws of the Presbytery, 6.05-I, The Roundtable **VOTED** to **PLACE IN NOMINATION** the Rev. Chris Tate for Chair of Nominating Committee. This nomination will come before the Presbytery at the May meeting, during the report of the Roundtable.

Elder Lisa Baker (Springfield: MLK) is unable to attend the meeting of the Synod of the Northeast's Mission and Ministry Commission. The Stated Clerk of the Synod has asked the Roundtable to designate one of the other two nominees as an alternate. Elder Art Riihmaki is unable to attend the meeting. The Stated Clerk agreed to ask Elder Doug Ray whether he can attend Synod Commission, and the Roundtable agreed that, in the event he is unable to represent the Presbytery, Ms. Vance-Ocampo may do so, as she lives in Albany, where the meeting is to take place.

Elder Barbara Riihimaki presented the report of the Committee on Ministry. The Committee is bringing a proposed policy on parental leave to the Presbytery at the May meeting. The policy will be *advisory*, describing certain best practices for parental leave and encouraging our congregations to include them in terms of call for their ministers.

The Roundtable considered a request for the NEXT Church organization, which provides resources to many of our congregations. Upon a motion properly made and seconded, the Roundtable **VOTED** to **AUTHORIZE** a donation of \$1,000 of undesignated mission funds for NEXT Church.

The Roundtable considered the timing of its August meeting. The meeting will be held a week later than last year, on August 18.

The Roundtable adjourned at 1:40 p.m., led in closing prayer by the General Presbyter, the Rev. Shannan Vance-Ocampo.

Respectfully submitted,

-signed-

Rev. David A. Baer, Stated Clerk

DRAFT