

# Webinar #2

## Financial Future of the Presbytery: Options for Staffing and Structure

### Participants:

First Name	Last Name	Church/Worshipping Community/Organization
David	Bennett	First Presbyterian Church Ballston Spa
Robert	Clarke	Brunswick Church
Tim	Coombs	Trinity Presbyterian Church
Carlie	Dannunzio	Albany Presbytery Staff
Scott	DeBlock	Brunswick Presbyterian Church
Terry	Diggory	Presbyterian-- New England Congregational Church
Kevin	Dwyer	Presbyterian Church in New Scotland
Donna	Elia	First United, Hoosick Falls and TAUM
Denice	Gibson	Malta Presbyterian Church
Earl	Johnson	Honorably Retired
Kate	Kotfila	Cambridge
Linda	O'Malley	Oakwood Community Center/FUPC, Troy
MJ	Pattison	Hamilton union Presbyterian
Karen	Pollan	Delmar Presbyterian Church
Rebecca	Putman	Northville United Presbyterian Church
Daniel	Rogers	Albany Presbytery Staff
Laura	Rogers	COM / FUPC, Troy
Jennifer	Schoenfisch	Albany Presbytery Staff
Katy	Stenta	New Covenant
Susan	Strang	Christ's Church of the Hills
Shannan	Vance-Ocampo	Albany Presbytery Staff
Lynn	Brown	Spencertown
Paul	Randall	Westminster
Floyd	Barwig	Westminster
Chandlee	Gill	Albany Presbytery
Frances	Rosenau	Westminster

## **Comments typed in during the Webinar:**

**David Bennett**

Have you looked at Boston and Northern New England? They now share a clerk and resource presbyter and from what I have heard, is working extremely well!

Building trust seems to be a need within our presbytery. Might the future structure and staffing be designed to work on this? It seems to me that this may be something we need to invest in, even if temporarily.

I believe Shannan has been a driving force in addressing the trust problem - both naming it and helping us move toward a better place. Disconnection and mistrust are the same. Holy Cow is very much a scientific study and I think we need to pay attention to this.

**Scott DeBlock**

What is interest income per year on investments and what is total of principle?

What is input of Board of Trustees on the financial status going forward?

I agree with Kevin---1 and half FTE would work if possible---1/2 time clerk and full time presbyter out in congregations for relational/resourcing which Landscape has shown is vital

The second bullet in responsibilities is a mission and vision statement!

How does greater administrative presence speak to responsibilities of a presbytery to assist congregations in their mission and ministry?

**Terry Diggory**

Are presbyteries more essential for TE's than for congregations?

**Kevin Dwyer**

Could we staff with #4 with a little adjustment, may 1 1/2f FTE's

## **Denice Gibson**

"Doing more with less" - Has an analysis been done on what the current "doing" is and an assessment of the benefit of the work. Maybe doing less of ineffective work and more of effective work is the answer?

Didn't the Holy Cow research answer the question of meeting responsibility?

Meetings in their current form seem to be defined as face to face. Much of what happens in a meeting can be done over time and using technology and deadlines.

"This is so exciting," by Kate - to my point!! : )

Administration or "Expertise"? If you can articulate the specific need, members may be able to provide their expertise as a volunteer.

One choice for ordination would be to have the candidate provide a bio, sermon, statement of faith as a YouTube video that is shared with everyone. At a meeting, everyone would have experienced the candidate and would save time.

Very good point. Biking is a current trend. There are many trends that demonstrate community that churches do not currently participate in.

Earl is so right. Communication and discussion does not have to be face to face. If you look at the models of the companies that are attracting new employees, they will provide a better understanding of what is also expected of a church. Companies spend a TON of money on leadership and community. Those models will also work in the church.

My experience is that smaller groups are more effective if they have pride in who they are. Numbers are not the problem. The effectiveness of what is done that is shared/demonstrated to other communities for them to develop their own relationships is affective.

Thank you for this opportunity to contribute : ) The team and webinar is really getting smooth!

**Earl Johnson**

Leslie Scanlon has shown in a recent Outlook Article that restaffing on a GA level has not been totally successful since 2013. The staffing was reduced but the work load for those remaining was not. How do we lower costs and staff and also reduce our expectations for service and mission without making drastic changes in the essential nature of what a presbytery is?

One of the problems I see is that opportunities for presbyters to know each other are being reduced. Many businesses find that if social interaction and relationships are not nourished and sustained that the quality of work is diminished. This also impacts the trust factor. If people do not have opportunities to have close conversation they can only guess what the motives of leaders really are.

**Kate Kotfila**

As local congregations make decisions to let go of their buildings, and the presbytery sells the properties, How will that money be used? In the last 6 months around 400,000 has come in.

The money that I am talking about is not endowed or invested money

Barbara is right, no one has planned for this money or for the work necessary to help churches to do this

I believe that we will need some sort of team that will help us deal with properties. There will need some money put in reserve to do that

**Linda O'Malley**

I am thinking that geographically close churches might work together in clusters, that peer expertise be developed for most issues. Then wondering if rural churches are too far flung to be in a subgroup. This is an idea we once tried with Troy Larger Parish which never became fully fledged. Would this be worth considering? The Presbytery needs to be less hierarchical, but could potentially work with these local entities only when needed. But there would have to be significant interest in doing this... or it cannot work.

**Katy Stenta**

We are not the only institution to deal with these changes. We do disservice to consider the church in general when we dismiss this as only a religious issue. Boy Scouts, public libraries, etc. I think we need to look at nonprofits both as models and as potential partners thd more we can include other communities the better it will be.