

23 September 2009

Deans and Council for Deans– Covenant

Presbytery of Northern New York

January 1, 2010 to December 31, 2010

The overall goal of the collegial model – of which the Deaneries and Deans is an integral part - is to empower the development of healthier congregations and pastors.

The Presbytery of Northern New York voted on June 5, 2007 to establish three geographic “Deaneries” – east, central, and west – that will each be served by a “Dean.”

Deans and Deaneries: Purpose

The purpose of the Deanery, and hence, the mission of the Dean, is to help churches thrive by identifying resources to solve problems and sharing opportunities within the Presbytery; to celebrate each individual church’s identity and contribution, while furthering the relationship and connection of churches as the body of Christ. The Deans are not to do the work, rather help congregations, pastors and ministers do the work to which God has called them. To facilitate their work, Deans will receive agenda and minutes of Presbytery council, COM and other committees and working groups.

Deans’ responsibilities:

Interpret to Sessions / churches the goals and activities of Presbytery and the larger church

Act as programmatic resources to member congregations both individually and as groups of churches (ex. “Healthy Congregations,” Bible or adult studies, mission, understanding Christian stewardship)

Serve as “pastors to pastors”

Facilitate the creation of pastor / minister support groups and congregational networking

Be in communication with COM Liaisons for churches within their areas and/or the COM Moderator on appropriate issues

Deans shall attend Presbytery meetings.

Deans may attend meetings of presbytery committees and working groups upon invitation from committees, council, and working groups and/or by request from the Dean. The

Deans may not serve as members of Presbytery Council. Beginning January 1, 2011, Deans may not serve as members of the Committee on Ministry.

Deans will respect the confidentiality of information gained in the process of fulfilling these responsibilities.

Deans are accountable to their respective Deaneries and the Presbytery. They shall attend meetings with the Council for Deans. Each Dean will submit a report for the annual meeting of Presbytery.

Time expectations

Deans are expected to average 10 hours per week. This will be highly dependent upon

the issues the churches face at any given point and will require flexibility and understanding on the part of all involved to achieve a workable flow of activity.

Compensation

Deans will be offered a stipend of \$7,000 yearly, which does not include reimbursable expenses. The stipends and position will not include benefits or pension.

Reimbursable expenses to be vouchered are not to exceed \$3,000 annually for each Dean.

These may include travel at the current IRS rate, and other professional expenses.

Any variations to the compensation will be reviewed by the Council for Deans and referred to Presbytery Council for action.

Terms of Covenant and Office as Dean

This covenant is for one year beginning January 1 and concluding December 31. The covenant will be reviewed and renewed annually and approved at the fourth meeting of the presbytery.

Deans will be elected every three years. Deans may seek a second consecutive term.

Extensions beyond two terms may be granted with a majority vote of the churches in the Deanery.

The Council for Deans - Purpose

To provide support to the Deans and to enhance communication between the Deans, Committee on Ministry, and Presbytery Council.

Composition of and Terms on the Council for Deans

The Council for Deans consists of two members from both the Committee on Ministry and Presbytery Council with the Stated Clerk acting as Coordinator.

Moderating of the meetings will be rotated among members.

Members of the Council for Deans are appointed annually by the COM and Presbytery Council following the Annual Presbytery meeting.

Council for Deans responsibilities:

Oversee the selection process of Deans by the Deaneries within the Presbytery

Meet with the Deans at least quarterly as a group and individually

Facilitate resources for training and education of the Deans

Address budget requirements as they relate to the work of the Deans.

Respect the confidentiality of information gained in the process of fulfilling these responsibilities.

Provide an annual written assessment to each Dean prior to the third meeting of the Presbytery each year.

The Council for Deans is accountable to the Presbytery Council and ultimately the Presbytery of Northern New York. The COM and Presbytery Council representatives are accountable to their respective groups.