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**Report of the
STATED CLERK
PRESBYTERY OF THE JAMES
February 18, 2017**

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|-----------------------|---------------------|
| A. Temporary Clerks | Region A: |
| | Region B: St. James |
| B. Courtesy Committee | Fairfield Church |

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I. COMMUNICATIONS

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- A. All readers of presbytery minutes for the October 15, 2016 Stated Meeting have given approval. Copies are at the Stated Clerk's desk or will be e-mailed to people who request them. Commissioners from Regions A and B and will be asked to read minutes of this meeting.
 - B. The Investigative Committee 16-01 has done their investigation and "will not file charges related to the written statement of alleged sexual misconduct of a member under the jurisdiction of the Presbytery of the James."

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II. COMMISSION REPORTS

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A. THE COMMISSION OF THE PRESBYTERY OF THE JAMES APPOINTED TO ORDAIN AND INSTALL Aram Bae as Associate Pastor of First Presbyterian Church, Charlottesville, VA met Sunday October 2, 2016 at 9:30 AM at the church. A quorum was present consisting of the following:

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MINISTERS: Rev. David Forney, charge to congregation
Rev. Hyun Chan Bae, charge to pastor
Rev. Liz Forney, sermon

ELDERS: Ruling Elder David Maloney (First, Charlottesville)
Ruling Elder Elsa Falls (Second Richmond)
Ruling Elder Andrew Park (Lord Jesus Korean)

GUEST: Rev. Kendall Pearson

Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of THE BOOK OF ORDER, Aram Bae was ordained and installed as Associate Pastor, First Presbyterian Church, Charlottesville, VA

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THE COMMISSION OF THE PRESBYTERY OF THE JAMES APPOINTED TO ORDAIN AND INSTALL Seth Lovell as Associate Pastor of Olivet Presbyterian Church, Charlottesville, VA met Sunday September 18, 2016 at 3:30 PM at the church. A quorum was present consisting of the following:

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MINISTERS: Rev. Albert Connette
Rev. Todd Davidson
Rev. Lynne Clements
Rev. Stan Skreslet, Charge to Minister

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2 ELDER: Ruling Elder Ruffin King (Olivet)
3 Ruling Elder Humphrey Muraya (AFREIM)
4 Ruling Elder Nancy Lutz (First, Charlottesville)
5

6 GUEST: Rev. Fred Holbrook (Heartland Presbytery), sermon
7 Ruling Elder John Reed (Tinkling Spring Church, Shenandoah Presbytery)
8 Rev. April Cranford (Shenandoah Presbytery), Charge to Congregation
9

10 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of THE BOOK OF
11 ORDER, Seth Levell was ordained and installed as Associate Pastor, Olivet Presbyterian
12 Church, Charlottesville, VA
13

14 **THE COMMISSION OF THE PRESBYTERY OF THE JAMES APPOINTED TO ORDAIN**
15 **AND INSTALL Mark James Grussendorf as Covenant Pastor of Salem Presbyterian**
16 **Church, Studley, VA met Sunday September 25, 2016 at 3:30 PM at the church. A**
17 **quorum was present consisting of the following:**
18

19 MINISTER: Rev. Allen Fisher, sermon
20 Rev. Joseph Young
21 Rev. Rod Spencer, Moderator and Constitutional Questions
22 Rev. Cheryl Sumner
23

24 ELDER: Ruling Elder Christy Pousseau (New Hanover), Charge to Minister
25 Ruling Elder Bonnie Pearsall (Salem), Charge to Congregation
26 Ruling Elder Bill Nix (The Presbyterian Church, Fredericksburg)
27

28 GUEST: Rev. Jim Ayers (Oakland Baptist Church, Richardsville, VA)
29 Rev. Jeremy Pendergraft (Grace Church Fredericksburg, VA)
30

31 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of THE BOOK OF
32 ORDER, Mark James Grussendorf was ordained as Covenant Pastor, Salem Presbyterian
33 Church, Studley, VA
34

35 **THE COMMISSION OF THE PRESBYTERY OF THE JAMES APPOINTED TO ORDAIN**
36 **AND INSTALL Molly Spangler as Resident Pastor for UKirk at Virginia Commonwealth**
37 **University, Richmond VA met Sunday August 28, 2016 at 9:40 AM at Second Church,**
38 **Richmond. A quorum was present consisting of the following:**
39

40 MINISTER: Rev. Alex Evans
41 Rev. Kathryn Lester-Bacon
42 Rev. Nelson Reveley
43

44 ELDER: Ruling Elder Larry Palmer (Second, Richmond)
45 Ruling Elder Crystal Parker (Three Chopt)
46 Ruling Elder Ayana Willis (Ginter Park)
47

48 GUEST: Rev. Allysen Schaaf, Beth Utley, Rev. Nancy Williams-Berry
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2 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of THE BOOK OF
3 ORDER, Molly Spangler was ordained as Resident Pastor for U-Kirk, Virginia Commonwealth
4 University, Richmond, VA
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6 **THE COMMISSION OF THE PRESBYTERY OF THE JAMES APPOINTED TO**
7 **INSTALL Rev. Gary Wayne Charles as Pastor of Cove Presbyterian Church, met on**
8 **Sunday, October 30, 2016 at 11:00 a.m. at Cove Presbyterian Church, Coveseville,**
9 **Virginia. A quorum was present consisting of the following:**

10
11 **MINISTERS:** Rev. Louie Andrews (Rockfish), Moderator and Constitutional Questions
12 Rev. Brian K. Blount (Union Presbyterian Seminary), Sermon
13

14 **ELDERS:** Ruling Elder Carolyn Kelly (Westminster Charlottesville)
15 Ruling Elder Sharon Blount (Richmond Second), Charge to the Minister
16 Ruling Elder Fran Hooper (Cove), Charge to the Congregation
17

18 **GUEST:** Rev. Jill Duffield (Presbyterian Outlook)
19

20 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of the BOOK OF
21 ORDER, Rev. Gary Charles was installed as Pastor, Cove Presbyterian Church, Coveseville,
22 VA.
23

24 **THE COMMISSION OF THE PRESBYTERY OF THE JAMES APPOINTED TO ORDAIN**
25 **Eric Jensenius Douglass as Covenant Pastor of New Hanover Presbyterian Church,**
26 **Mechanicsville, VA met Sunday, October 16, 2016 at 2:30 PM at the church. A quorum**
27 **was present consisting of the following:**
28

29 **MINISTERS:** Rev. Robert A. Johnson (New Hanover), Sermon
30 Rev. Harold Breitenberg (Randolph-Macon College), Charge to the
31 Congregation
32 Rev. Mary Jane Winter (HR), Charge to the Minister
33 Rev. Charles Brown (HR), Moderator and Constitutional Questions
34

35 **ELDERS:** Ruling Elder Jim Warren (New Covenant)
36 Ruling Elder Humphrey Muraya (AFREIM)
37 Ruling Elder Christy Presseau (New Hanover)
38

39 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of the BOOK OF
40 ORDER, Eric Douglass was ordained as Covenant Pastor, New Hanover Presbyterian Church,
41 Mechanicsville, VA.
42

43 **THE COMMISSION OF THE PRESBYTERY OF THE JAMES APPOINTED TO**
44 **INSTALL Rev. James C. Dunkin as Pastor of Brandermill Church, met on**
45 **Sunday, November 13, 2016 at 10:30 a.m. at Brandermill Church, Midlothian,**
46 **Virginia. A quorum was present consisting of the following:**
47

48 **MINISTERS:** Rev. H. Carson Rhyne, Jr., Moderator and Constitutional Questions
49 Rev. Stan Skreslet (Union Presbyterian Seminary)
50 Rev. Ed Kross (Brandermill)

1
2 ELDER: Ruling Elder Scott Johnson (Brandermill) Questions to the Congregation
3 Ruling Elder Tae Eun Park (Lord Jesus),
4 Ruling Elder Deb Ellenberg (Southminster),
5

6 GUESTS: Rev. Robert Bohl (Peace River Presbytery), Sermon
7 Lane Ducker (Charlotte, NC), Charge to the Minister
8

9 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of the BOOK OF
10 ORDER, Rev. James C. Dunkin was installed as Pastor, Brandermill Church, Midlothian, VA.
11

12 **THE COMMISSION OF THE PRESBYTERY OF THE JAMES APPOINTED TO**
13 **INSTALL Rev. Kenneth D. Henry as Pastor of Westminster Presbyterian Church,**
14 **met on Sunday, November 20, 2016 at 3:30 p.m. at Westminster Church,**
15 **Charlottesville, Virginia. A quorum was present consisting of the following:**
16

17 MINISTERS: Rev. H. Carson Rhyne, Jr., Moderator and Constitutional Questions
18 Rev. Albert Connette (Olivet)
19 Rev. Aram Bae (Charlottesville First)
20

21 ELDER: Ruling Elder Richard Redding (Westminster), Charge to Congregation
22 Ruling Elder Nancy Nevill (Rockfish)
23 Ruling Elder Ann Hamric (Ginter Park)
24

25 GUESTS: Rev. Laird Stuart (Lake Michigan Presbytery), Sermon
26 Rev. Irene Pak (Presbytery of San Jose), Charge to Minister
27 Ruling Elder Donald Foster (Presbytery of San Jose)
28 Gail Wiley
29

30 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of the BOOK OF
31 ORDER, Rev. Kenneth D. Henry was installed as Pastor, Westminster Church, and
32 Charlottesville, VA.
33

34 **THE COMMISSION OF THE PRESBYTERY OF THE JAMES APPOINTED TO ORDAIN**
35 **Nicole Childress Ball as Teaching Elder in the Presbyterian Church (U.S.A.) met Sunday,**
36 **November 20, 2016 at 1:30 PM at First Presbyterian Church, Richmond, VA. A quorum**
37 **was present consisting of the following:**
38

39 MINISTERS: Rev. Mary Kay Collins (Richmond First), Charge to the Minister
40 Rev. Harold Breitenberg (Randolph-Macon College)
41 Rev. Allen Fisher (Fredericksburg), Sermon
42

43 ELDER: Ruling Elder Amy Clark (Ginter Park), Moderator, Statement of Purpose,
44 Declaration of Ordination
45 Ruling Elder Blanche Toms (Richmond First), Constitutional Questions to
46 Candidate
47 Ruling Elder Derek Koranteng (Trinity Ghanaian)
48

49 GUESTS: Rev. Richard Clore (Orange Baptist), Prayer of Ordination
50 Rev. Rhonda Nash (Hills Baptist)

1
2 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of the BOOK OF
3 ORDER, Nicole Childress Ball was ordained as a Teaching Elder, to serve as Church Relations
4 Officer at Union Presbyterian Seminary, Richmond VA.
5

6 **THE COMMISSION OF THE PRESBYTERY OF THE JAMES APPOINTED TO**
7 **INSTALL Rev. Mark Sprowl as Pastor of Laurel Presbyterian Church,**
8 **met on Sunday, December 4, 2016 at 3:30 p.m.-at Laurel Church,**
9 **Glen Allen, Virginia. A quorum was present consisting of the following:**

10
11 **MINISTERS:** Rev. Beverly Bullock, (Bott Memorial) Moderator, Constitutional
12 Questions to Candidate
13 Rev. Nancy Clark (Mechanicsville) Charge to Congregation
14 Rev. Robert Johnson (New Hanover) Sermon
15

16 **ELDERS:** Ruling Elder Duane Berger (Laurel) Charge to the Pastor
17 Ruling Elder John Kauffmann (King's Chapel)
18 Ruling Elder David Ross (Ginter Park) Constitutional Questions to
19 Congregation
20

21 **GUESTS:** Rev. Jan Humphreys (Caring Community Ministry Education)
22 Rev. Don Steele (HR)
23 Rev. Kay Steele (HR)
24

25 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of the BOOK OF
26 ORDER, Rev. Mark Sprowl was installed as Pastor, Laurel Church, Glen Allen, VA.
27
28

29
30 **CONSENT DOCKET**

31
32 Presbytery of the James, Stated Meeting #94
33 February 18, 2017

34
35 Tappahannock Presbyterian Church
36 Meeting at Essex High School
37 Tappahannock, VA
38

39 **Any item on the Consent Docket can be pulled for any reason. Simply make the request at the**
40 **appropriate time and it will be placed under the appropriate committee report. If there are other**
41 **nominees for the positions listed in the Consent Docket, request that the particular election is pulled**
42 **for nominations from the floor.**

43
44 **I. THE STATED CLERK MAKES THE FOLLOWING RECOMMENDATION:**

45 That the minutes of the October 15, 2016 Stated Meeting be approved.
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2 **II. COMMITTEE ON NOMINATIONS MAKES THE FOLLOWING**
3 **RECOMMENDATION:**

4 **A. Committee on Ministry**

5 Class of 2019, Region F, Ruling Elder Liz Snead, Southminster

6
7 **B. Mission and Service Team**

8 Class of 2019, Region F, Ruling Elder Sallie Gordon, Amelia

9
10 **III. COMMITTEE ON MINISTRY MAKES THE FOLLOWING**
11 **RECOMMENDATIONS:**

12
13 **A.** That Presbytery approve Member at Large status for Rev. Chris Mooney, 12/16/16.

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15
16 **PROPOSED AMEDMEMTS TO THE PCUSA CONSTITUTION**
17 **Amendments to the Book of Order (following page 41)**

18
19 Every two years when amendments to the Book of Order are considered by the Presbytery, the Stated
20 Clerk of the Presbytery makes comments about the amendments giving reasons for and against their
21 passage. These comments reflect the Stated Clerk’s opinion and are in no way the position of the
22 Presbytery. They are shared here in hopes of preparing Commissioners to vote on the Amendments on
23 February 18, 2017. Please see Section III of the packet for full wording of the Amendments.

24 *H. Caron Rhyne, Jr., Stated Clerk*

25
26 **AMENDMENT 16-A CHILD AND YOUTH PROTECTION POLICY**

27 This proposal would add “*and youth*” to G-3.0106 so that it is clear that protection policies required
28 for congregations and councils would be for children and youth (through age 18). It seems an appropriate
29 proposal so there is clarity that the policy is for all children and youth.

30
31 **AMENDMENT 16-B PARITY IN COMMITTEES**

32 This proposal gives some flexibility to councils above the Session for composition of committees, G-
33 3.0109. Instead of those committees being equal in numbers of teaching elders and members of
34 congregations, the language would indicate “*in numbers as nearly equal as possible.*” The deficiency in
35 this proposal is defining ‘nearly equal.’ That determination would be up to each council whereas the
36 composition being *equal* is clear. In good faith, approval would work well; but if there are reservations
37 about equal application across the church, a negative vote would be better.

38
39 **AMENDMENT 16-C ORDERED MINISTRY TITLES’ C-1 through C-5 and C-8**

40 This proposal continues the conversation of what title we use for ministers: Teaching Elders, Pastors,
41 Ministers of Word and Sacrament, etc. The argument is that the term Teaching Elder (current use) is
42 confusing to the public and even church members. While Minister or Pastor is appropriate titles to use, the
43 proposal is to return to Minister of Word and Sacrament. As a witness to the world, this language is
44 probably better than Teaching Elder. As to function of the position, Teaching Elder reflects more closely
45 the historic understanding of ministers in the Presbyterian tradition.

1
2 **AMENDMENT 16-C ORDERED MINISTRY TITLES C-6 and C-7**

3 More of an issue occurs when the title for Commissioned Ruling Elders is considered for change.
4 According to the proposal, Commissioned Ruling Elder (CRE) would be changed to Commissioned
5 Pastor. While Teaching Elder might be confusing to the public, Commissioned Pastor could be equally
6 confusing. Our understanding of Commissioned Ruling Elder is that an Elder may be commissioned to
7 pastoral service in a specific congregation, not to service in general and could be seen as a pastor like other
8 pastors. The Commissioned Pastor terminology does not communicate our current understanding of the
9 role. It seems appropriate to vote against this proposal to maintain clarity of function.

10
11 **AMENDMENT 16-D-1 RELATIONSHIP OF PERSON RENOUNCING**
12 **JURISDICTION**

13 This proposal seeks to provide some grace and possibility for reconciliation. It indicates that a person
14 who has renounced the jurisdiction of the PCUSA and no longer is under our authority due to a judicial
15 case that was not completed because of the renunciation could return to the PCUSA, ‘*rejoin the church*
16 *and resubmit to the disciplinary process.*’ There is much to be commended about this proposal. However,
17 it indicates a person may begin to participate in the work of a local congregation at this point. It seems
18 that a person should be able to participate in the life of a church and perform work AFTER the disciplinary
19 process is completed. That is not the proposal, so a negative vote could be appropriate.

20
21 **AMENDMENT 16-D-2 TIME LIMIT FOR SELF-ACCUSATION IN**
22 **DISCIPLINARY CASE**

23 This proposal indicates that a person who self-accuses in order to regain permission to perform work
24 under the jurisdiction of the PCUSA may enter the judicial process and no time limit from the time of the
25 offense will apply. This is appropriate so that the judicial process may be completed prior to one being
26 able to serve again in the PCUSA.

27
28 **AMENDMENT 16-E CERTIFIED SERVICE REQUIREMENTS**

29 This proposed amendment provides flexibility for a national certifying body to determine appropriate
30 certification requirements. The previous approach was that a handbook is required. This opens up the
31 possibility for electronic versions or other ways for certification to occur.

32
33 **AMENDMENT 16-F THE MINISTRY OF MEMBERS**

34 This proposal adds “*caring for God’s creation*” to the involvement of PCUSA members. While the
35 proposal is admirable, it moves us back in the direction of the Book of Order being a manual of operations
36 rather than a Constitution. It appears that a number of other responsibilities could be added to this list. It
37 is not clear the proposed amendment is needed.

38
39 **AMENDMENT 16-G ACCESS TO THE LORD’S TABLE**

40 This proposal removes from the Constitution that being baptized is a requirement for one to come to
41 the Table and receive the Lord’s Supper. This proposal has arguments on both sides of the discussion and
42 one has to determine how our theology is to be lived out. It would move the PCUSA to an open table for
43 the Sacrament. (NOTE: This same language is in Amendment 16-H, Replacing the Current Directory for
44 Worship. Therefore, it could be that this amendment could pass and 16-H may not pass. The proposed
45 change in this Amendment, if passed, would be in the Directory for Worship regardless of action on 16-H)

46
47 **AMENDMENT 16-H REPLACING THE DIRECTORY FOR WORSHIP**

48 After a number of years of study, this proposal is to replace the current Directory for Worship with a
49 new one. Much of the new Directory resembles the old Directory. There is the proposal that admission to
50

1
2 the Lord's Table does not require baptism. There is also a combining of various parts to have a smaller
3 Directory. The old Directory had matters about worship and Sacraments in several places where this one
4 puts them all together. Arguments for the smaller, more concise, and clearer Directory are strong.
5 Arguments against the Directory seem to center on admission to the Lord's Table.
6
7

8
9 **COMMUNICATION AND COORDINATION TEAM**
10 **(C&C TEAM and Trustees)**

11
12 **Presbytery of the James Meeting, February 18, 2017**
13

14 **The C&C Team Reports this Information:**

15 **The C&C Team Reports Taking the Following Actions:**

- 16 1. Salary increases of 3% for all POJ and Camp Hanover staff who are more than 24
17 hours/week. (NOTE: After receiving a request from the Budget Committee, the C&C
18 Team voted to rescind this action until the 2017 Budget is reviewed with anticipation of a
19 revised 2017 Budget to be presented to the June POJ Meeting.)
- 20 2. Closing POJ office December 26, 27, 28, 29 and January 2 and allowing Camp Hanover
21 staff to take four days in December or January in case there are programs at Camp during
22 this time.
- 23 3. Accepted invitation from Tappahannock Church to host the February 18, 2017, POJ
24 Meeting
- 25 4. Accepted the invitation from Fairfield Church to host June, 2017 POJ Meeting
- 26 5. Approved a grant of \$3,000 from the Peacemaking Funds for the work of "Come to the Table," an
27 initiative to improve race relationships.

28 **The C&C Team Reports the Following Items for the Consent Docket: None**
29

30 **The C&C Team Makes the Following Recommendation:**

- 31 1. That the Docket for February 18, 2017, Presbytery meeting be approved.

32 -----
33

34 **The POJ Trustees Report this Information:**

- 35 1. Learned that Louisa Church Loan was paid in full.
- 36 2. Received information that Third Church, Richmond contributed \$10,337.64 from the Stanley
37 Reed bequest to Presbyterian Frontier Fellowship as part of terms of agreement for dismissal
38 from the PCUSA.

39
40 **The POJ Trustees Report Taking the Following Actions:**

- 41 1. Use of timber funds for staff house renovations at Camp Hanover.
 - 42 2. Approved a schedule of two financial reviews followed by an audit of presbytery accounts.
 - 43 3. Approved the sale of 1.7 acres to Chesterfield County from Rivermont Church.
- 44
45

4. Approved Lease of Beulah Church Property to another congregation.
5. Approved of contract for new entrance sign at Camp Hanover.
6. Requested the General Presbyter to attempt to schedule a meeting with the Victoria Church Session and members of the Trustees to settle this matter of not paying rent.
7. Approved the Policy for use of timber sales at Camp Hanover which would combine the timber sales funds with the Capital Replacement Fund and move these funds to the Investment Portfolio for better gains. Staff is to return with a plan to use these funds for the May Trustee meeting.
8. Approved funding for Church Development to New Hanover, \$50,000 from funds received from congregations leaving the denomination.
9. Allocated \$30,000 from Montrose Church Building Funds for Small Church Emergency/Emergent Grants for 2017.
10. Approved the distribution to Swift Creek Church of funds from Chesterfield County for road widening in the amount of \$58,390.00.
11. Approved the Harris Mechanical proposal to replace Split System #2 in POJ Office.

The POJ Trustees Acting as a Commission: None

The POJ Trustees Report the Following Item for the Consent Docket: None

The POJ Trustees Make the Following Recommendations:

1. That the presbytery reduce the interest rate on the loan to Rev. Richard Haney from 6% to 4.75% for the life of the loan. (A loan was provided to Rev. Haney to purchase a house in 1991 of \$24,000. This action would reduce the amount owed to the presbytery from \$61,200 to \$52,500)

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REPORT FROM THE POJ BUDGET COMMITTEE

The Budget Committee of POJ (POJ Moderator; C&C Team Moderator; MAST Team Moderator; LCT Moderator; and General Presbyter) met on January 31, 2017, because of information which came to them a few days before that. It appears that the approved 2017 budget had an inaccurate figure in it. Our staff accountant discovered the error when she was closing the books of 2016. She discovered that the POJ subsidy to Camp Hanover (\$136,500) had been subtracted from the total expense instead of being added to it. That error resulted in a \$136,500 deficit. In addition to the small projected deficit, the total deficit is now \$151,000.

- To say the least, everyone was surprised, but met to deal with the reality. The word from the Budget Committee is that they wanted the presbytery to know this information as soon as they had discovered it. In addition, they have taken some action to work toward a solution to include the following:
- Scheduling a face-to-face meeting prior to the Presbytery meeting to look more deeply into the matter.
- Suspending staff raises effective February 1, 2017, while the matter is reviewed.

- 1 • Requesting the Communication and Coordination Team to withdraw the recommendations for staff
2 increases to the contract staff (Executive Director, Camp Hanover; Stewardship Contract;
3 Accountant Contract; General Presbyter contract).
- 4 • Notifying all Purpose Groups that they should be especially prudent in expenditures while the
5 financial matter is studied.
- 6 • Notifying the support payment ministries (Collegiate Ministries, Presbyterian Women, First Things
7 First), that support payment will continue at least for the first quarter until a solution is discovered.

8 All matters pertaining to the POJ Annual Budget will be under review as the budget review process
9 continues; the exception would be for ministries that are funded outside the POJ annual budget.

10 Encourage all congregations to consider additional financial support of the presbytery's ministries and
11 to fulfill any commitments which are made.

12 Full reporting will be made to the presbytery and a revised budget will be recommended at the June
13 Presbytery meeting. If you have questions, please be in touch with the POJ Moderator or the General
14 Presbyter.
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19 MISSION AND SERVICE TEAM

20
21 The Mission and Service Team is pleased to announce a number of important opportunities. Please read
22 the following reports for details. Disaster Relief is providing two mission trips to WV to work on home
23 rehabilitation and repairs, April 1-8 and April 9-15. The Haiti Mission Network is meeting March 10-12 in
24 Asheville, NC, and the Haiti partnership trip is May 4-11. Public Policy has a paper on Gun Violence
25 Prevention for the presbytery to consider. Self Development of People announces a certified team that can
26 receive grant applications, and World Mission is offering a mission trip to Guatemala in partnership with
27 Peaks Presbytery, August 14-21. Please read more and share these opportunities for deeper engagement in
28 mission and service with your congregation.
29
30

31 **Disaster Relief**

32
33 The Disaster Relief Purpose Group is pleased to offer two **Mission Trips to Richwood, WV**, to assist with
34 rebuilding and repair: **April 1-8** and **April 9-15**, and also a workshop on **March 11** to train others to lead
35 disaster recovery work teams.
36

37 Last summer horrific rains and devastating floods, comparable to a hurricane 3, devastated Richwood,
38 WV. This small struggling town is located in the valley of the mountains along the Cherry River. The
39 heavy rains caused flash floods that poured water down the mountain and directly through the houses. The
40 Cherry River flooded land, homes, and the only shopping center. Neither the middle school nor the high
41 school could reopen, and students have been sent elsewhere. Despair has been high, yet families have
42 banded together to be "Richwood Strong." They are reaching out to one another and to all who join their
43 efforts to rebuild.
44
45
46

1 **Come and help!** The Disaster Relief Purpose Group is inviting folks of all skill levels to support our
2 neighbors in nearby West Virginia and to participate in one of the coming **mission trips to Richwood,**
3 **WV**, where work is greatly needed to repair homes which were destroyed last summer. The first trip is
4 **April 1-8.** Brown Pearson, an elder at Southminster, is the leader. Brown has led over 25 teams to the
5 Gulf Coast and other locations. *All skill levels* are needed and welcomed. The presbytery is sharing in the
6 cost, but participants are encouraged to make a voluntary contribution of \$200, as they are able, for
7 expenses. There are places for 25-30.

8
9 The second trip is **April 9-15** with a departure from Richmond on Sunday afternoon. The leader is Ken
10 Brammer, also an elder at Southminster. This trip is especially designed for unskilled and semiskilled
11 workers, youth, and young adults with a maximum of 20 places.

12
13 Richwood Presbyterian Church has opened its facility for work teams to come. The Rev. Joan Stewart, a
14 Presbyterian minister and Union graduate, is serving as a coordinator.

15
16 *Come and support our brothers and sisters in West Virginia.* If you have a week to give, there is a place
17 for you!! You can be taught and trained in the skills you need. Orientation and preparation will be
18 provided. Contact Brown at cbpearson3@erg-homes.com

19
20 The Disaster Relief Purpose Group is offering a **Leadership Training Workshop** for any potential work
21 team leader from the churches in the presbytery. **Saturday, March 11**, at the Presbytery Office. Come
22 and learn all you need to know to effectively lead a work team from your congregation. In this way, more
23 work teams can be sent to wherever there is need.

24
25 C. Brown Pearson, Moderator

26 27 **Evangelism**

28
29 The Evangelism Purpose Group is looking forward to the year 2017. Using material discussed at the Fall
30 2016 Evangelism Event at Union Presbyterian Seminary, and other developments as well, it is anticipated
31 that the spirit of sharing God's love will be embraced among individuals and congregations throughout our
32 presbytery.

33
34 B. Ayars Lore, Moderator

35 36 **Haiti**

37
38 The Haiti Purpose Group extends a huge thank-you to every congregation and every individual who
39 contributed to the support of Cindy Corell, Presbyterian Church (USA) mission co-worker serving in Haiti
40 because of *our commitment to fully fund her*. No other presbytery has done this! In 2016 we raised
41 **\$66,887.56**, which is 80% of the total needed (\$83,000), and reflects an *increase in giving* from last year.
42 Contributions from churches outside our presbytery raised the remaining 20%. We have done a good job
43 so far, but let's keep *our commitment* to raise the *total amount* needed to send her to Haiti.

44
45 Additionally, we thank all who contributed funds to aid Haiti in the wake of Hurricane Matthew and its
46 destructive impact on the country. We are excited to report that churches in the Presbytery of the James
47 donated \$16,750 for disaster assistance.

1
2 Come and see why Cindy is in Haiti and what our Joining Hands mission partner (FONDAMA) is doing!
3 **May 4-11** is the next presbytery partnership trip to Haiti and will be led by Haiti Purpose Group leader,
4 Bill Nix, ruling elder from the Fredericksburg Church. With a goal of assembling a team of 5-7 members,
5 there are still slots open. The purpose of the trip is to learn about the work that Cindy Corell is engaged in
6 with a portion of the trip focused on seeing the effects of Hurricane Matthew and the process of recovery.
7 Participants fund a portion of the trip with the presbytery supporting the rest of the costs. If you are
8 interested in participating in this partnership trip, an application is on the POJ website. For any questions,
9 please direct them to either Bill Nix bnix@aol.com or Elizabeth McGuire
10 emcguire@thesalisburychurch.org.

11
12 **Haiti Mission Network** of the Presbyterian Church (USA) will not be held at the Big Tent in St. Louis in
13 July, but in nearby Asheville, NC, in March. This exciting event is open to everyone!!

14
15 *Haiti Mission Network gathering*
16 *March 10-12, 2017*
17 *Asheville, N.C.*

18
19 Come join other Presbyterians working in mission with the people of Haiti. The Haiti Mission Network
20 will offer time to connect with others, share stories, and meet Fabienne Jean, the new coordinator of
21 FONDAMA, the Joining Hands network in Haiti. PDA (Presbyterian Disaster Assistance) will give an
22 update on their work in Haiti helping those affected by the hurricane to recover their crops and livelihood.
23 Cindy Corell and Mark Hare will provide updates as well. The Network meeting begins with dinner on
24 Friday night and concludes Sunday afternoon.

25
26 Agricultural Mission: During this Haiti Mission Network meeting, an additional opportunity is provided in
27 conjunction with the Organic Growers School. Mission co-worker Mark Hare will share what he has
28 learned from rural families in Haiti, showing participants how families there use soil mixes made with
29 biochar for tire gardens, sack gardens and raised beds. Through the Organic Growers School, Haiti
30 Mission Network participants can attend workshops on many other agricultural techniques as well.

31
32 If you are interested in taking part in this exciting event, which is also family friendly, please contact
33 Elizabeth McGuire emcguire@thesalisburychurch.org for information on how to register, cost, and details
34 concerning travel and lodging.

35
36 Elizabeth McGuire, Moderator

37 38 **Hunger**

39
40 This past year, our Hunger Purpose Group met with Cindy Corell (our Presbytery's missionary to Haiti)
41 and Ruth Brown (PCUSA missionary to the Congo from Ginter Park Presbyterian Church). Each shared
42 how our Presbytery's Hunger Fund Grants are being used to fight hunger!

43
44 Hunger Purpose Group members are visiting local hunger fighting programs we support to see firsthand
45 the good work your gifts to the Hunger Fund do. Our newest grant went to Rockfish Presbyterian Church
46 to help their new community garden project! Chester Presbyterian Church began Grace Cafe in 2015 as a
47 free, weekly meal not just for, but *with* the poor in the community as members share a meal and friendship
48
49

1 with visitors. A \$1,500 grant in 2016 supports Grace Café and three other hunger projects through the
2 church.

3
4 Southminster Presbyterian Church offers a food pantry like many churches and serves clients with the
5 deepest respect and hospitality!

6
7 Second Presbyterian Church coordinates with volunteers from multiple congregations to offer a weekly
8 meal in downtown Richmond. In addition, they are now providing a snack supper for all who come, which
9 is critically important since Freedom House has ceased serving an evening meal. Any congregation that
10 wishes to send a serving team to assist at Second can contact Elva Mapp at eamapp@icloud.com

11
12 In 2016 your Hunger Fund gifts supported 28 local hunger programs, Stop Hunger Now events and 12
13 national-international hunger fighting efforts. The generosity of our Presbytery's churches supported
14 **\$78,830 in hunger fighting grants**, surpassing last year's total! We thank each congregation and
15 individual who is supporting the Hunger Fund with 5 cents-a-meal offerings, grants, youth projects or
16 special offerings and gifts. Beginning in April of 2017, Leslie Buchanan (lillybean.lb@gmail.com) a
17 member of Rockfish Presbyterian Church, will be the new moderator of the Hunger Purpose Group! It has
18 been my privilege to serve on the Hunger Purpose Group for the last 4 years. Keep up your good work!

19
20 Keith Johnson, Moderator

21 22 **Public Policy Witness**

23
24 The fall of 2016 was an eventful time for the Public Policy Witness Purpose Group. In November the
25 group sponsored a seminar, *Speaking Truth: Advocacy Training for People of Faith*. The event was
26 designed to introduce participants to faith-based advocacy in general, as well as to prepare them to act as
27 advocates during the upcoming 2017 session of the Virginia General Assembly. A culmination of several
28 months' planning, the well-attended seminar was held in the Early Center of Union Presbyterian Seminary
29 on Sunday afternoon, November 13, 2016. Approximately 56 people-- Presbyterians and other people of
30 faith-- gathered to hear a dynamic keynote address by community organizer, author, and practiced
31 advocate, **Kim Bobo**, Executive Director of the Virginia Interfaith Center for Public Policy.

32
33 After being inspired by Kim's presentation, participants moved into break-out sessions targeted to specific
34 legislation in three critical areas—gun violence prevention, immigration, and rapid mass transit. Sessions
35 were conducted by the following notable activists: the session on gun violence prevention by Lori Haas
36 from the Coalition to Stop Gun Violence; the session on immigration by Gustavos Angeles of the New
37 Virginia Majority and by Cynthia Reyes and Jose Galvez of the Latino Leadership Institute of the Sacred
38 Heart Center; and the session on mass rapid transit by the POJ's own Rev. Nelson Reveley of the Clergy
39 Committee for Rapid Transit. At the end of the afternoon sessions, enthusiastic comments by attendees
40 attested to the success of the event, and the purpose group deemed that its goals of educating and inspiring
41 participants to "speak truth" to Virginia policy makers had been satisfactorily achieved.

42
43 **Prevention of Gun Violence:** With the advent of 2017 the PPWPG has turned its attention to a new
44 initiative. Concerns about increasing violence in our society—violence often involving the use of guns—
45 has led the purpose group to create a statement on gun violence prevention that it is petitioning the
46 Presbytery of the James to endorse. This position paper was first published in the docket of the October,
47 2016, stated meeting of the POJ. It will be published again—with some slight revisions—in the docket of
48 the February, 2017, stated meeting. At the June stated meeting small group discussions of the position
49
50

1 paper are scheduled to take place. Then, at the October stated meeting of presbytery, the adoption of the
2 position paper will be the subject of a vote by presbytery. The Public Policy Witness Purpose Group
3 believes that, should the position paper receive the endorsement of the Presbytery as a whole, the impact of
4 our Presbyterian witness in the area of gun violence prevention will be immeasurably strengthened.

5
6 Judy Holland, Convener

8 **PREFACE TO POSITION PAPER ON GUN VIOLENCE**

9
10 Below is Public Policy Witness purpose group's position paper on gun violence. This is a work in
11 progress and has been changed slightly since its inclusion in the October packet. It is included here
12 (again) for your review and consideration. We will be discussing it at the June meeting, and we hope to
13 present it for a vote at our October meeting.

15 **A Response to Gun Violence**

16 As members of the Public Policy Witness Group of the Presbytery of the James we petition our Presbytery
17 to affirm the value of human life and the goal of peace with this position paper.

18
19 ***What we Believe:*** The gift of life and the responsibility to nurture and protect human life lies at the
20 foundation of the Christian faith. As Christians we strive to forgive, and not to avenge; retribution takes a
21 back seat to redemption; and God repeatedly delays or forswears justice to give people a second chance.
22 While these values may not be popular, living them out is the task of people of faith. Opposed to these
23 values is a culture divided politically, ethnically and economically, afraid of neighbors unlike ourselves,
24 and lured by the prospect of solving problems with violence.

25
26 ***Our position:*** Too many people die in America from gun violence. Although guns have a role in society
27 for self-protection, public safety, and sport, they are far too often used in preventable tragedy. These
28 tragedies include, but are not limited to accidents, domestic abuse, gang violence, suicide, assault and mass
29 shootings. Doing the work of Jesus Christ in the Presbytery of the James calls us to challenge the present
30 culture of gun violence in the United States.

31
32 ***What We Intend to Do:*** Therefore, Presbyterians in the Presbytery of the James are encouraged to contact
33 federal and/or state legislators and demand that they enact sensible laws that:

- 34
35
- 36 1) Require background checks for all gun sales
 - 37 2) Reinstate and strengthen bans on military-style weapons and large capacity ammunition magazines
 - 38 3) Remove restrictions on and provide increased funding for research into the causes and prevention
39 of gun-related violence.
 - 40 4) Improve enforcement of existing gun-related laws

41 The Presbytery of the James also asks its congregations to encourage conversation about gun violence with
42 a goal of raising awareness and working locally to reduce its impact.

43
44 Some resources for further study: *Gun Violence Gospel Values: Mobilizing in Response to God's Call*.
45 https://www.pcusa.org/site_media/media/uploads/acswp/pdf/gun-violence-policy.pdf . This report was
46 approved by the General Assembly of the PCUSA in 2010.

1 **Self Development of People**

2
3 A strong team is committed and certified to receive applications. They have been meeting regularly and
4 added new members. Self Development of People (SDOP) is a ministry of partnership to reflect the love,
5 justice, and empowerment of people. Funds for grants that are approved come from the One Great Hour of
6 Sharing. Your congregation’s support of this special offering is essential and provides the funds that can
7 make a difference. Core strategies of SDOP are promoting justice, building community, and seeking
8 economic equality. For more information, see materials on the display table or contact Lamar Lockhart
9 lamarala@yahoo.com

10
11 Lamar Lockhart, Moderator

12
13 **World Mission**

- 14
15 ➤ Notes with appreciation the increase in the number of churches in the presbytery that are
16 supporting Cindy Corell and Ruth Brown, and who welcomed their visits this past year while they
17 were in our midst on Interpretation Assignment. Both Cindy and Ruth were *fully supported* in 2016
18 and they count on your prayers and continued contributions for the support of their mission service.
19
20 ➤ Commends to the presbytery the opportunity to join with Peaks Presbytery in a shared mission trip
21 to **Guatemala August 14-21**, hosted by our Presbyterian Church mission partners. The focus of the
22 trip is on Caring for God’s Creation and will include planting trees with a Mayan community in a
23 reforestation project. For more information contact Mary Jane Winter mjwinter@comcast.net
24
25 ➤ Offers an invitation to all to learn more about the church in **Cuba on March 9**. The Rev. Ron
26 Bullis, pastor of Hopewell, will speak during the lunch hour about his recent visit.
27
28 ➤ Invites young adults ages 18-30 to consider serving for a year as a **YAV** or Young Adult Volunteer
29 in Mission, either in one of our church’s sites for international mission or in a site engaged in
30 mission in the United States. Scholarship funds are available.
31
32 ➤ Gives thanks for the amazing grace of God, for God’s people, and for all the ways God’s mission
33 includes us and extends far beyond our imagining.
34

35 Mary Jane Winter, Moderator

37
38 **REPORT OF THE LEADERSHIP CONNECTIONS TEAM**

39
40 **The Team Reports this Information:**

41 **Your** Purpose Groups continue their work developing and conducting a wide range of presentations and
42 activities to assist you in developing leadership within your congregations. Please check **“What’s Going**
43 **on with the Purpose Groups”** by reviewing their reports below and **“buy into”** any presentation or
44 activity that might be useful to you. We welcome a new Purpose Group into the LCT – **The Preaching**
45 **and Worship Institute Purpose Group** – CHECK THEM OUT!

46 If you are interested in forming a Purpose Group that supports leadership development, please contact Tim
47 Williams, the team moderator or a team member (**POJ web site for member names**). We will be happy

1 to walk with you through the process. Look for information about these and other Purpose Groups on the
2 POJ Website: www.presbyteryofthejames.org.

3 **HELP US!** The LCT continues to look for those subjects or topics that would be of interest to our
4 churches (ie. “writing a meaningful mission statement for your church”). We will work with you at
5 resourcing the topic or subject. Please contact a team member and let’s discuss it.

6
7 **Team Member Role:**

- 8 • Develop a strong working relationship with the purpose group.
- 9 • Serve as a resource / consultant to the purpose group leaders.
- 10 • Shape the thinking of the purpose group to have a plan to grow.
- 11 • Assist the group in defining ways to measure success.

12
13 Tim Williams
14 Leadership Connections Team Moderator
15

16 **The Team supports and encourages the following Purpose Groups:**

17 **LCT Members – 2017**

- 18
- 19 • Larry King _ RE
- 20 • Peggy Fox - RE
- 21 • Sandra Collins - TE (Vice Moderator)
- 22 • Lisa Salita - TE
- 23 • George Whipple - TE
- 24 • Hal Breitenberg – TE
- 25

Purpose Group	Purpose Group
Camp Hanover	Resource Center
Stewardship	SPIM
The Preaching and Worship Institute Purpose Group	Black Caucus
Christian Education	Presbyterian Women
Small Church Ministry	Youth Ministries
Older Adult Ministry	Collegiate Ministries
Small Church Summer Intern	

26 **The Leadership Connections Team Reports Activities for the Following Purpose Groups:**

27 **REPORT OF THE RESOURCE CENTER PURPOSE GROUP:**

28
29
30 Next most faithful steps - people of faith seek to take them, and congregations do, too!

31
32 The Resource Center is on the journey with you, too, carrying out our mission by providing YOU and your
33 church (or schools, agencies, or even you, personally) with resources for ministry in a diverse and ever-

1 changing world. The Resource Center, an ecumenical nonprofit, serves many churches and denominations,
2 three Richmond seminaries, and various church-related agencies and individuals. The Presbytery of the
3 James was one of our founding members in 1983. The Resource Center is so much more than just books,
4 videos, and curriculum. Our art and artifact collection, much of which can be borrowed by local
5 congregations, provides a wonderful dialogue starter for a class or event. The Resource Center provides
6 teaching resources for all areas of congregational life.

7
8 Upcoming events sponsored by The Resource Center:

- 9 ▪ Vacation Bible School Curriculum Fair in partnership with Cokesbury at The Resource Center on
10 Friday, February 10 from 1-5 p.m., Saturday, February 11 from 10 a.m.-2 p.m. (preview day on Thursday,
11 February 9 from 1-4 p.m.) - food & discounts!
- 12 ▪ Inclusion Concert celebrating unity in diversity through music and the arts will be held Sunday, April 23
13 at 4 p.m., Location TBA - watch the website for rehearsal info!
- 14 ▪ Teachers' Toolbox, co-sponsored by the Small Church Ministry Purpose Group and the Resource Center
15 Purpose Group, will be held at two locations in the Presbytery on Sunday, April 30 and Sunday, May 7
16 beginning at 2:30 p.m. More details forthcoming! Recent events sponsored by The Resource Center:
17 ▪ Annual Honoring Excellence in Ministry Banquet was held October 21 and honored over a dozen
18 excellent leaders nominated by their congregations! The Inclusion Choir shared joyfully in music at the
19 Honoring Excellence in Ministry Banquet in October 2016.

20 The Resource Center is a membership organization, and all congregation members may use our services,
21 not just designated members or staff. Congregational memberships are available on an annual basis at
22 nominal cost, and are based on average weekly worship attendance. Thanks to diligent cost management,
23 membership rates remain the same in 2017, having held steady for more than five years!

24 **2017 rates are:**

25 **up to 149 persons - \$75**

26 **150 - 300 persons - \$125**

27 **300 - 500 persons - \$250**

28 **Over 500 persons - \$400**

29
30 Membership fees are paid by the Presbytery of the James for any interested member congregation!
31 Interested? Would you like your church to have access to all this? No problem! Call or email to let us
32 know. Your membership begins immediately. You'll receive an application form by email requesting
33 contact information and some information about your church. You will have instant access to resources.
34 Is your church located outside Richmond? No problem there either! We regularly mail resources for
35 congregations for whom distance is a obstacle. We pay outgoing shipping; you pay to ship them back to
36 us. Curious? Check out our online catalog at www.resourcingchurches.com or call to arrange a visit. The
37 Resource Center also offers consultation services to help in identifying the right resource for your church,
38 comparing similar resources to one that fits you, or adapting resources to your context. In addition to our
39 general collection, The Resource Center had three specialized collections:

40
41 ☼ Joseph V. Nash Multicultural Collection

42 ☼ Isabel W. Rogers Women's Resource Collection

43 ☼ Naomi Wray Art Collection

44
45 Need a place for your book group or discussion group to meet? The Resource Center comfortably hosts
46 several such groups up to about 12 people. Call and let us work with you!!

47
48 Hours: 12 noon - 6 p.m. Tuesday through Friday

49 Conveniently located at: www.resourcingchurches.com

50 1500 N. Lombardy Street, Richmond, VA 23220 Phone 804.358.8306

1 on the 4th floor of Kingsley Hall, School of Theology at Virginia Union University
2 (from the traffic circle on Lombardy, take School Street past the Wilder Library/Learning Resource Center
3 and continue up the hill; Kingsley Hall is the first building on your right)

4
5 **REPORT OF THE OLDER ADULT MINISTRY PURPOSE GROUP**

6
7 Carroll Londoner, Co-Moderator (clondoner@verizon.net)
8 Lillian Rhudy, Co-Moderator (rhudys2@verizon.net)
9

10 **NATIONAL CONFERENCE:** The Older Adult Purpose Group members and 10 other Presbyterians
11 from the POJ attended the national POAMN/ARMSS (Presbyterian Older Adult Ministry/Association of
12 Retired Ministers, Spouses or Survivors that came to Richmond October 11-14, 2016. Ten (10) Partial
13 scholarships up to \$150 were made available to assist in defraying cost of this conference and all ten were
14 awarded. In all some 18 persons from the Presbytery assisted in various forms of leadership at the
15 conference including leading worship, providing resource materials on aging to the conferees, giving
16 keynote presentations, leading in break-out workshops and assisting in some of the planning and
17 evaluation efforts. Our General Presbyter and Stated Clerk, Carson Rhyne, brought greetings to the
18 conferees. Union Presbyterian Seminary was also a sponsor of the event and provided excellent
19 educational input in several portions of the conference. The evaluations of the conference were top drawer
20 indicating that the choice of Richmond with all of its historic sites, the fantastic autumn weather, and the
21 major support of the members of the Older Adult Purpose Group were heralded as being hugely helpful in
22 obtaining the positive evaluations. Lillian Rhudy provided exemplary leadership in her role as the major
23 contact person with the national headquarters of POAMN/ARMSS as she assisted them in multiple ways
24 that included identifying historic places to visit, helping arrange the bus tours to these sites, obtaining
25 resource materials on aging for the conferees and being the POJ interface between the planning group and
26 the OAPG committee. This was the third time that Lillian and Ralph Rhudy have attended this national
27 conference. To advertise, we engaged in a series of electronic email blast information pieces to POJ
28 pastors and Clerks as well as lead advertisement and publicity in the Vine, in our POJ electronic
29 information pieces and on our POJ website. These electronic blasts were responsible for the very good
30 turnout of POJ Presbyterians in support of this national conference. An article will appear in the next Vine
31 describing the conference and it will also be uploaded to the OAPG section of the POJ website.
32

33 **WEBSITE:** The OAPG has developed and enhanced its new section on the POJ website to inform
34 individuals, church professionals, and congregations on resources available to them to create a senior
35 ministry and/or locate liturgical resources available to promote “Seniors Month” in the Presbyterian
36 denomination during the month of May every year. Using your computer browser, navigate to:
37 <http://www.presbyteryofthejames.com/>, click on “Purpose Groups” (at the top of the page) and then click
38 on “Older Adults.” Please visit it often.
39

40 **PLANS FOR 2017:** The OAPG has developed its plans for 2017 that will include not only the annual
41 Camp Hanover Seniors conference in October 2017 but also plans on conducting several ½ day workshops
42 on “creating effective senior ministries in your congregation” throughout the Presbytery. These
43 workshops will provide information and strategies for congregations considering starting or enhancing
44 their senior ministries and programs to their congregants and to the community as well. Look for further
45 announcements about this new development in senior ministries throughout the Presbytery.
46

47 We are looking to grow the size of the OAPG committee by encouraging more pastors and laypersons to
48 be a part of our growing emphasis on ministry to seniors in the POJ. If you are interested in being a part of
49 this emerging social justice ministry to the aged in the Presbyterian denomination please contact either
50 Lillian Rhudy or Carroll Londoner (please see email addresses at the top of this report). If you would like

to speak with us personally about the opportunity we would be happy to meet with you personally.

Carroll A. Londoner and Lillian Rhudy, Co-Moderators

REPORT OF THE STEWARDSHIP PURPOSE GROUP

Stewardship is a wonderful word that describes how a follower of Jesus Christ faithfully travels through this life. Contained in this one word are three important biblical teachings:

- 1) God is the creator and owner of all that is.
- 2) God loves us so much that God has entrusted some of what God owns into each person’s care.
- 3) How God’s people manage what God entrusts into their care both flows from their relationship with God and impacts that relationship.

Unfortunately, we often equate stewardship with the church budget and the congregation’s bills. Far too often, we are focused on a scarcity of resources rather than an abundance of resources.

If this sounds familiar to you, I invite you to attend the following event to hear more.



Embracing Stewardship
Led by Grace Duddy Pomroy
April 8, 2017
9:00 am-1:00 pm
Cost: \$10 per person

Workshops:

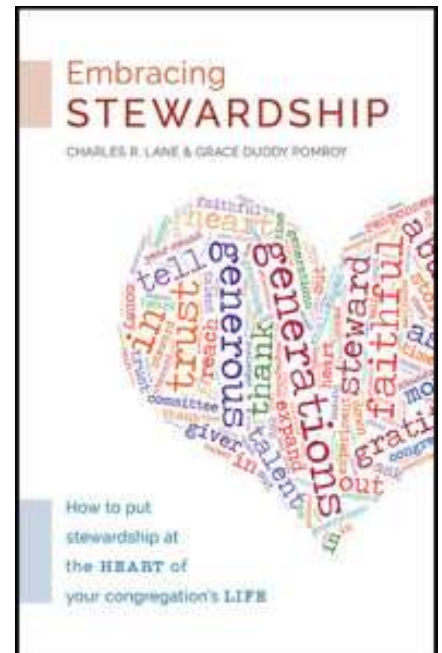
“The Good Samaritan”

We will explore biblical stewardship through the lens of the Good Samaritan and look at the “why” of stewardship and how that affects the way we and others give.

“Millennials”

We will explore generational characteristics and giving patterns focusing particularly on adults under 40. We will discuss practical strategies to engage Millennials and Generation Xers on their journey to living more grateful, generous lives.

If you would like to read more about Grace’s research in preparation for the event, you can purchase a copy of Embracing Stewardship: How to put stewardship at the HEART of your congregation’s LIFE by Charles R. Lane & Grace Duddy Pomroy for \$15.00 each at: embracingstewardship.com.



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Planned Giving

One focus for the coming year is helping congregations develop a Planned Giving Program or enhance a current Planning Giving Emphasis. Planned Giving offers us an opportunity to make an enduring statement of faith. This act of stewardship can leave an indelible mark on your church. As stewardship leaders, we can help our congregations consider the impact of even a small gift that will support the church in perpetuity. Creating an awareness of the possibilities may even help someone identify an asset they might not have considered that could be used to make a generous gift to their church.

On Sunday, January 22, a group of pastors and church leaders gathered at Chester Presbyterian Church with Olanda Carr, our Ministry Relations Office at the Presbyterian Foundation. Olanda’s presentation helped us consider the way that our will/estate plan reflects God’s grace and love on our lives and exhibits the source of our faith through our regular giving while we are alive and our legacy gift upon our death. We looked at what a congregation needs to do to be ready to accept a gift and how we share this information with our congregations. If you were unable to attend this event there will be a second event on Sunday, November 5 at First Presbyterian, Charlottesville.



Special Continuing Education Opportunity

The Leadership Institute at Union Presbyterian Seminary provides many opportunities throughout the year for continuing education. In March, I will be leading one of these seminars along with Raymond Bonwell, a colleague of mine. The seminar begins at 1:30 pm on Monday, March 20 and concludes by lunch on Thursday, March 23.



The cost for this event is \$250. *If you register by February 15, the cost is \$195.*

This seminar is titled, “**Stewardship Comes in all Sizes, Shapes, and Colors.**” Every congregation has a story to tell, a story that reveals the mission and vision of the ministry of the congregation. Our stories are different because our congregations are different. For some, the story has been growing for many years; for others, the story is new and beginning to evolve. Some churches are smaller in membership and attendance. They worship and fellowship in smaller settings while other churches have large facilities, multiple worship services, several staff, and numerous programmatic ministries. In this seminar, we will explore the many ways to tell the story and share the mission and vision of a congregation along with the various methods of talking about stewardship.

While this seminar may seem to mostly be designed for clergy continuing education, other individuals and leaders in the church are encouraged to attend. We will create a broader definition of what stewardship really means, explore the varieties of stewardship ministry in our places of ministry, study scriptural references in the Old and New Testament, learn how to tell our church’s stewardship story, look at generational understandings of stewardship and begin to embrace a deeper sense of spirituality about stewardship. For more information, go to www.upsem.edu/leadership_institute.



1
2 **Serving Your Congregation**
3

4 I am here to serve you and your congregation. I am available weekdays, evenings, and
5 also weekends to provide workshops on leadership and stewardship, retreats with an
6 emphasis on leadership and stewardship, roundtable conversations with similar
7 congregations, Bible studies, and pulpit supply. I am interested in getting to hear the story
8 of every congregation in our Presbytery and provide resources according to your specific
9 needs.



10
11 I can be reached on Tuesdays and Thursdays in the Presbytery of the James Office at 804-262-2074, ext.
12 310. You can contact me at any other time at 434-996-6032 or by email at:
13 Deborah@PresbyteryoftheJames.org.

14
15 Deborah Rexrode
16 Associate for Stewardship
17

18
19
20 **REPORT OF THE COMMITTEE ON NOMINATIONS**
21 **PRESBYTERY OF THE JAMES**
22 February 18, 2017
23

24 **I. THE COMMITTEE REPORTS THE FOLLOWING AS INFORMATION:**
25

26 A. On behalf of the Presbytery, thank you letters have been sent to the following retiring
27 Committee/Team members who completed two terms of service at the end of 2016:
28

- 29 • **Committee on Ministry:**
 - 30 ○ Louie Andrews, Teaching Elder, Rockfish
 - 31 ○ Jay Griles, Ruling Elder, Amelia
 - 32 ○ Gordon Mapes, Teaching Elder, Chester
- 33
- 34 • **Committee on Preparation for Ministry:**
 - 35 ○ Elsa Falls, Ruling Elder, Richmond Second
 - 36 ○ Jeremy Cannada, Teaching Elder, Amelia
 - 37 ○ Kathy Culley, Ruling Elder, Salisbury
 - 38 ○ Jane Govan, Teaching Elder, Honorably Retired
 - 39 ○ Elizabeth Gatewood, Ruling Elder, Charlottesville First
- 40
- 41 • **Communication & Coordination Team:**
 - 42 ○ Ronald Bullis, Teaching Elder, Hopewell First
 - 43 ○ Elizabeth McGuire, Teaching Elder, Salisbury
 - 44 ○ John Storey, Teaching Elder, Madison
- 45
- 46 • **Leadership Connections Team:**
 - 47 ○ Sandra Libhart, Teaching Elder
- 48
- 49

1
2 **B. Solicitation of Nominations for Commissioners and Alternate Commissioners to the 2018**

3 **General Assembly:**

4 The Nominations Committee is already hard at work to find candidates to serve as commissioners
5 and alternates to the 223rd PC(USA) General Assembly, to be held June 16-23 in St. Louis,
6 Missouri. Last month, we sent a letter to teaching elders and churches inviting them to submit names
7 of potential candidates. The deadline to apply is March 1. There is a nominating form on the POJ
8 website.
9

10 **C. Solicitation of Nominations for Vice Moderator of the Presbytery of the James:**

11 Later this month, the Nominations Committee will be sending a letter to teaching elders and churches
12 inviting them to submit the names of potential candidates to serve as Vice Moderator of the POJ in
13 2018. Remember that, under our recently adopted system, the vice moderator will ordinarily succeed
14 the moderator. The deadline for submissions is April 1. In an effort to balance male and female
15 Teaching and Ruling Elders serving in this position over time, we will be seeking female Teaching
16 Elder candidates this year. There is a nominating form on the POJ website.
17

18 **II. CONSENT DOCKET RECOMMENDATIONS**

19
20 The committee recommends that the following individuals be elected for service.

21
22 **Committee on Ministry**

23 Class of 2019, Region F, Ruling Elder Liz Snead, Southminster
24

25 **Mission and Service Team**

26 Class of 2019, Region F, Ruling Elder Sallie Gordon, Amelia
27

28 **III. THE COMMITTEE REPORTS THE FOLLOWING VACANCIES:**

29
30 The following vacancies exist on Committees and Teams that are filled by the Committee on Nominations:
31

- 32 • **Leadership Connections Team**
 - 33 ○ Class of 2018, Region B, Ruling Elder / Member of Congregation
 - 34
- 35 • **Committee on Ministry**
 - 36 ○ Class of 2017, Region D, Ruling Elder
 - 37
- 38 • **Committee on Preparation for Ministry**
 - 39 ○ Class of 2018, Region B, Ruling Elder
 - 40
- 41 • **Communication and Coordination Team**
 - 42 ○ Class of 2018, Region B, Teaching Elder
 - 43

44 If you are interested in any of these opportunities for service, please contact Joshua Andrzejewski,
45 Moderator, Committee on Nominations at josh3936@gmail.com.
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REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY

PRESBYTERY OF THE JAMES
February 18, 2017
Meetings of Nov 22, 2016; Jan 24, 2017

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I. THE COMMITTEE REPORTS THE FOLLOWING FOR INFORMATION:

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- A. Of the 27 persons under care on January 25, 2017, 6 are inquirers, and 21 are candidates. Of the candidates, 7 are ready to be examined for ordination pending a call.
 - B. B. Ordinations: Aram Bae, Oct 2, 2016, to Associate Pastor, Charlottesville First; Nicole Ball, Nov 20, 2016, to Church Relations Officer, Union Presbyterian Seminary; James Taneti, Dec 11, 2016, to Chaplain, North Carolina Department of Public Safety.

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II. THE COMMITTEE REPORTS THE FOLLOWING ACTIONS:

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- A. Approved the following persons' continuation in the preparation process on the basis of an annual consultation: Sarah Dennis, Kelly-Ann Rayle, and Ashley Diaz Mejias [Nov 22].
 - B. Certified the following person ready to be examined for ordination, pending a call: Brett Underdown (Fairfield).
 - C. Assigned liaisons for inquirers and candidates:
 - Sylvester Bullock for David Frost, Chad Rhodes, and Brett Underdown
 - Howard (Mack) Curle for Crystal Parker
 - David Garth for Kelly-Ann Rayle and Robin Williamson
 - Robert Johnson for Sarah Dennis and Humphrey Muraya
 - Jim Bushong for Noell Rathbun-Cook
 - Amy Clark for Susan Butterworth and Enikö Ferenczy
 - Rebekah Johns for Mark Rabideau
 - Rodney Spencer for Jessica Rathbun-Cook
 - Ruffin King for Robert Vaughan

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III. CONSENT DOCKET RECOMMENDATIONS: [None]

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IV. THE COMMITTEE MAKES THE FOLLOWING RECOMMENDATIONS: [None]

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REPORT OF THE COMMITTEE ON MINISTRY

PRESBYTERY OF THE JAMES
February 18, 2017
(October, November, December 2016 and January, 2017 meetings)

I. THE COMMITTEE REPORTS THE FOLLOWING ACTIONS:

1 A. Transferring Ministers and Educators:

- 2 1. Rev. Walter Canter, Middle Tennessee Presbytery, Pastor for Blue Ridge Church.
3 2. Rev. Donna DeSarro-Raynal, Eastern Virginia Presbytery, Covenant Pastor, Brett Reed
4 Church.
5 3. Approved Rev. Sally Ann Sisk, Greater Atlanta Presbytery, as Covenant Pastor,
6 Colonial Heights Church.
7 4. Rev. Paul Galbreath to Western NC Presbytery, Professor, Union Seminary, Charlotte
8 5. Rev. Kim Wells to Western NC Presbytery, Pastor.
9 6. Rev. Jill Duffield, Trinity Presbytery, as Editor/Publisher of Presbyterian OUTLOOK, a
10 validated ministry.
11 7. Rev. Susan Atkinson, Baltimore Presbytery, as Covenant Pastor, Tabor Church.
12 8. Rev. Marvin Lindsay to Missouri Union Presbytery as Pastor, First Church, Columbia
13 MO.
14 9. Rev. Don McLean, to Eastern Virginia Presbytery, Member at Large

15 B. Covenant Pastor I Concurrences: (up to six months):

- 16 1. Rev. Glynn Bell and King's Chapel, 10/1/16 – 3/31/17
17 2. Rev. David Wood and Chase City First, 11/1/16 – 4/30/17
18 3. Rev. David Wood and Wyllyesburg, 11/1/16 – 4/30/17
19 4. Rev. Nathan Dell and Richmond First United (covenant was modified)
20 5. Rev. Sandra Collins and Greenwood, 8/21/16 - 2/21/17
21 6. Rev. Ulysses Payne and Westminster Petersburg, 12/27/16 - 6/27/17
22 7. Rev. James Goodloe and Mattoax & Pine Grove Churches, 1/1/17 - 4/30/17
23 8. Rev. Robert Knox and Milford Church, 1/1/17 – 6/30/17
24 9. Rev. Brint Keyes and All Souls, 1/1/2017 - 6/30/17
25 10. Rev. Arch Wallace and Petersburg Second, 1/31/17 - 7/31/17
26 11. Rev. Elaine Fowler and Providence Powhatan, 1/1/17 - 6/1/17
27
28 12. Rev. Daniel Hale and Rivermont, 1/1/17 - 6/30/17
29 13. Rev. Donna DeSarro-Raynal and Brett-Reed, 1/1/2017 - 4/30/2017
30 14. Rev. Judy Thomson and St Andrews Church, 1/16/17 – 7/15/17
31 15. Rev. Mark Grussendorf and Salem Church, 1/1/17 – 7/31/17
32 16. Rev. Gay Lee Einstein and Scottsville Church, 1/1/17 – 6/30/17

33 C. Covenant Pastor II Approvals: (up to twelve months):

- 34 1. Rev. Dale Dealtrey and Olivet Church, 8/18/16 – 8/17/17
35 2. Providence Gum Spring and Rev. Karen Witt, 10/19/16 - 12/31/16
36 3. Woodlawn and Rev. Jeff Butler, 1/1/17 - 12/31/17
37 4. Rev. Shady Clark and Eastminster, 1/1/2017 - 12/31/2017
38 5. Rev. Nancy Clark and Mechanicsville, 1/1/2017 - 12/31/2017
39 6. Rev. Sarah Nave and Covenant, 9/1/16 - 8/31/17
40 7. Rev. Lindsey Williams and Kirk O'Cliff, 1/1/17 – 12/31/17
41 8. Rev. Karen Witt and Providence Gum Spring, 1/1/17 – 12/31/17
42 9. Rev. Lauren Ramseur and Bon Air, increased to 3/4 time, 9/1/16 – 8/31/17
43 10. Rev. Charles Blasdell and Mildens, 1/1/17 - 12/31/17
44 11. Rev. John Storey and Madison, 1/1/17 - 12/31/17

45 D. Appointed Session Moderators

- 46 1. Village: Rev. Cheryl Sumner
47 2. Bott Memorial: Rev. Dwight Nave

48 E. Approved Election of Pastor Nominating Committees:

- 49 1. St. Andrews Church
50 2. Louisa Church with understanding that a mission study will be completed

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2 F. Approved Interim Covenants:

- 3 1. Rev. Denise Hall and Louisa Church, 11/1/16 – 10/31/17
4 2. Rev. Liz Adam and Orange Church, 9/21/15 – 12/31/16; 1/1/17 – 12/31/17

5 G. Approved Post Graduate Intern Covenants:

- 6 1. Lawrenceville Church and Chad Rhodes. Covenant modified.
7 2. Concord and Chad Rhodes, 1/1/2017 - 6/30/2017
8 3. Ogden and Chad Rhodes, 1/1/17 - 6/30/17
9 4. Tappahannock and Victoria Murdock, 12/1/16 - 5/31/17

10 H. Approved dissolution of Pastoral Relationships:

- 11 1. Rev. Rev. Chris Mooney and FPC, Richmond, December 15, 2016

12 I. Approved Ordination/Installation Commissions:

- 13 1. Installation Commission for Rev. Ken Henry, Pastor, Westminster, Charlottesville,
14 November 20, 2016
15 2. Ordination Commission for Nicole Ball, Church relations Officer, Union Presbyterian
16 Seminary, November 20, 2016.
17 3. Installation Commission for Rev. Jim Dunkin at Brandermill Church, November 10,
18 2016, 10:30 AM
19 4. Installation Commission for Rev. Mark Sprowl, Laurel Church, December 4, 2016, 4:00
20 PM.
21 5. Ordination request from Candidate Jaechul Pi as Covenant Pastor, Burkeville Church,
22 March 11, 2017, 11 AM, at Three Chopt Church pending satisfactory completion of
23 examination at the February 2017, Presbytery meeting.

24 J. Approved the Ministry Review Guidelines for Sessions and asked they be distributed to
25 Sessions.

26 K. Approved the next five Pastor Nominating Committees to have background checks for up to
27 three finalists with Screen One

28 L. Approved Pastoral Care Fund for counseling assistance for a pastor, \$500

29 M. Approved designated pastor covenants:

- 30 a. Emporia First and Rev. Terry Woodard, 1/1/2017 - 12/31/2017
31 b. Aberdour and Rev. Terry Woodard, 1/1/2017 - 12/31/2017

32 O. COM eliminated triennial visits to Sessions. 2017 will be a year of transition with each member
33 of \COM assigned seven congregations to be in regular communication with the congregation's
34 Pastor and Clerk of Session. In addition, efforts will be made through the regular POJ budget
35 or the Vision 2020 initiative to have regional pastors beginning in 2018 for communication and
36 connection with congregations.

37 P. Approved Parish Associate Covenant for Rev. Diane Prevary and Tuckahoe, 1/1/17 - 12/31/17

- 38 a. Approved Commissioned Ruling Elder Covenant for Charles Mac McRaven and
39 Waddell Memorial, 1/1/17 - 12/31-17

40 Q. Approved request from Rev. Chuck Klotzberger to labor outside the bounds of POJ in
41 Presbytery of the Peaks as Moderator of Appomattox-Prince Edwards Church, Prince Edward,
42 VA.

43 **II. CONSENT DOCKET RECOMMENDATIONS:**

- 44 A. That Presbytery approve Member at Large status for Rev. Chris Mooney, 12/16/16.

45
46 **III. THE COMMITTEE MAKES THE FOLLOWING RECOMMENDATIONS:**

- 47 A. That Candidate Jaechul Pi, POJ, be examined for ordination as Covenant Pastor at
48 Burkeville Church. (pp. 32)
49 B. That Candidate Victoria Murdock, Wyoming Presbytery be examined for ordination as
50 Covenant Pastor at Tappahannock Church. (pp.35)

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2
3 **Susan Biedenbender Atkinson**

4
5 **Employment Type:** Full-time/Part-time

6 **Ecclesiastical Status:** Teaching Elder

7 **Presbytery Membership:** Presbytery of Baltimore

8 **Ordination Date:** 3/21/2004

9 **Formal Education:** Masters of Divinity: 2004 Union – PSCE (Now: Union Presbyterian Seminary)

10
11
12 Bachelors of Science in Interdisciplinary Studies (emphasis in Religion, Women’s Studies, and
13 Counseling, : 2000 Mississippi State University

14 **Continuing Education:** Nov. 6 -2004 Presbytery Leadership Event – Building Healthy Congregations,
15 Roanoke, VA

16 Oct. 3-6-2005 You Can Teach an Old Dog New Tricks –based on Becoming a Blessed Church–
17 Union-PSCE, Richmond, VA

18 Oct. 2005 Presbytery Leadership Event, Roanoke, VA

19 Nov. 8-10-2005 Pastoral Care and Counseling with Angry People, Andrew Lester, Union-PSCE,
20 Richmond, VA

21 Jan. 23-25-2006 Sprunt Lectures at Union-PSCE, Richmond, VA

22 Mar 3-4-2006 Conflict Management Workshop at Camp Hat Creek, Brookneal, VA

23 Oct. 2-4-2006 Prepare/Enrich, marriage counseling, Union-PSCE, Richmond, VA

24 Nov. 2006 Presbytery Leadership Event

25 Oct. 8-10-2007 Small Church Ministry, Rev. Charlie Brown, Union-PSCE, Richmond, VA

26 Oct. 2007 Presbytery Leadership Event, Roanoke, VA

27
28 May 5-7-2008 Sprunt Lectures, Union-PSCE, Richmond, VA

29 May 25-30-2008 Reclaiming the Text, Montreat Conference Center, Black Mountain, NC

30 Oct. 21-2008 Presbytery of the Peaks Pastor’s Retreat, Smith Mountain Lake -Dealing with
31 Difficult People, Finding Sabbath

32 Oct. 2008 Presbytery Leadership Event, Roanoke, VA

33 May 6-8-2009 Sprunt Lectures, Union-PSCE, Richmond, VA

34 May 10-20-2009 Rehoboth retreat in Scotland-time at Iona Community, historical Presbyterian
35 sites in Edinburgh

36 Oct. 2009 Presbytery Leadership Event

37 Nov 13-2009 Marcus Borg Lecture, Lynchburg, VA

38 Aug. 22-Oct 23-2010 Sabbatical, Manteo, NC – read books and reflected on ministry at current
39 church and on call to future ministry

40 Feb. 21- 23-2011 Small Church Ministry, Rev. Andy Pappas, Union Presbyterian Seminary,
41 Richmond, VA

42 Oct. 9- 2014 Attended Presbytery required class in Towson on “Boundaries”

43 Oct. 13 -16 -2014 More than None” continuing education event at Montreat, NC

44 July 27-30 - 2015 EQ/HR Conference in Knoxville, TN

45 **Experience:** Solo Pastor, +10 years

46 Pastor, yoked/parish, 3 ½ years

47 Campus Ministry, 10 years (not ordained)

48 **Geographic Choices:** Virginia

49 **Languages:** English

50 **Clergy Couple:** No

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Compensation and Housing: \$45,000, Manse or Housing Allowance

Work Experience: February 2013 – present Pastor: Presbyterian Church of Havre de Grace, Havre de Grace, MD less than 100
February 2013- June, 2016 Pastor: (Yoked) Deer Creek Harmony PC and Presbyterian Church of Havre de Grace, Havre de Grace, MD less than 100
March 2004-January 201 Pastor: Diamond Hill Presbyterian Church, Gladys, VA less than 100 rural
February 2004 Office Worker: Union-PSCE Development Office
June 1 - August 17, 2003, Pastoral Student Intern: Lawrenceville Presbyterian Church, Lawrenceville, VA; Less than 100-town
June – August 2002 10 wks. Chaplain Intern: VCU-MCV Hospital Systems, Trauma 1 hospital with 10 Intensive Care Units and the largest emergency department in the area, Richmond, VA
June 1989- June 1999 Director: Presbyterian (USA) Campus Ministry at Mississippi State University, Starkville, MS University of 14000+ (mostly Baptist) students, Two groups PCF and Quest. PCF averaged 12 members, Quest averaged 20-40 members. Newsletter to 200 students; Town of 12,000 non-students
May 1993-May 1996 Director: Ecumenical Ministries at Mississippi University for Women, Columbus, MS; University of 2000 students, group averaged 10-15 students. Town of 30,000 non-students with Air Force base
1990-1999 Secretary: First Presbyterian, Osborn Presbyterian, and Trinity Presbyterian Churches, Starkville, MS; filled in for absent secretaries, and during the summer one of the secretaries was on maternity leave.
Fall 1988-May 1989 Sales Associate: Sears Catalogue Store, Starkville, MS
Feb. 1973 – April 1976 Teller/Bookkeeper: The Bank of Franklin, Franklin, VA Service to the Church:

Please list your other service to the Church or denomination for the past 10 years:

Worked with local soup kitchen called Grace Place preparing meals, feeding the poor, and distributing food. Talked with patrons and did some pastoral counseling.
Preached and served Communion for Citizen’s Care Nursing Facility in rotation with other pastors in the area 2013-Present
Presbytery of Baltimore Personnel Committee 2013-Present
Presbytery Of the Peaks (POP) Committee on Preparation for Ministry 2011-2013- serving as liaison for a candidate
POP Nominating Committee for Interim Associate Presbyter 2010
POP Christian Education and Leadership Development 2007-2010 – helped plan annual leadership events
POP Youth Task Force 2006-2007 – developed strategies for reaching youth within the Presbytery
POP Cooperative Ministries Committee – Campus Ministry Workgroup 2005-2007- helped promote Westminster Foundation to fund ministry,- promoted Campus Ministry in church and community
POP Presbyterian Pilgrimage Spiritual Director Fall 2008

- Preached, gave talks on theology, counseled with participants
- Officiated Communion for Presbytery Meetings and for Annual Presbyterian Women’s Meeting

1
2 **Describe a moment in your recent ministry that you recognize as one of success and fulfillment.**
3

4 I came to my current church in February 2013. The church has several young families, a few
5 families with teenagers, and some more mature members. One of the requests made of me when I arrived
6 was to revive a “youth group.” After meeting with 2 very shy young ladies, one extremely shy young
7 man, an enthusiastic young lady, a high school theatre young man, and a fellow who was outgoing but had
8 never spoken in public before, I went home scratching my head as to what kind of program we could pull
9 together that would encompass all the different personalities. After a few pizza/movie nights, we found
10 common ground. I planned a night for them to help bake apple cakes for the local apple festival and then
11 began working on a play for Maundy Thursday. With a little coaxing, I soon had every part cast. The
12 oldest member of our congregation declared with tears in his eyes, “That was the best depiction of the
13 Passion Story I’ve ever seen!” Later in the year, the Youth led an entire worship service, which included
14 providing a children’s message and a message for the congregation. I felt truly blessed by God that the
15 group found joy in serving the church!
16

17 **Describe the ministry setting to which you believe God is calling you.**
18

19 Everyone has a gift or talent given by the Holy Spirit to be used in service by Christ. With gentle
20 instruction, guidance, and patience, people can learn how to use their gifts. A church where members want
21 to use their God-given gifts to serve Christ is an exciting church. A church that is open to music and drama
22 is appealing because music touches the soul, and reaching out with new and interesting forms of
23 communication can be fun. However, that does not mean one must toss the baby out with the bath water.
24 The traditions of the PC(USA) are inspiring and comforting. Throughout my ministry, I have found that
25 we are co-learners and co-teachers. Reformed theology forms our foundation. Presbyterians also believe
26 we are constantly being reformed. Listening to the experiences of other denominations and faiths keeps us
27 open to God’s revelation to us through those around us. A church that wants to reach out to others avoids
28 becoming self-centered. Nurturing our flock is important, but we must also be aware of the lost and
29 homeless around us, both literally and figuratively. Members need to be fiscally responsible but trusting
30 enough to be generous when God leads us to be. During my years as Director of Campus Ministries, I
31 learned to roll with the punches and to be flexible. I also learned through the years that a competent and
32 cheerful office administrator is always helpful to a pastor.
33

34 **What areas of growth have you identified in yourself?**
35

36 I have discovered two main areas of growth in myself. Self-differentiation has been hard for me in the
37 ordained ministry because the church has always been like home to me. I had to learn to separate my own
38 desire to be part of the family and my call to be the authority of the family. I choose to be an authority
39 rather than an authoritarian, which is hard for some to grasp. I had to learn that, like in parenting, some
40 situations call for discussion while others call for a leader to make a concise executive decision with
41 firmness and love.

42 The second is like unto the first in that I had to learn when people are unmovable it is best to “dust off your
43 feet and move on,” without assuming responsibility for their failure to learn or move.
44

45 **Describe a time when you have led change.**
46

47 Upon arriving at my first call in central Virginia, I was greeted by a friendly group of folks who were used
48 to doing things the way they had always done them. The normal call to find more young families to come
49 to church was present but, at the same time, young people were to be seen but not heard, church was to be
50 a place of stoic posture, and “new” was almost a bad word. After nine years of gentle prodding, we had a

1
2 children's choir, youth group, and the young people reading scripture every Sunday on which they sang.
3 Several young adults were leading small groups and speaking in church, and we had praise songs mixed in
4 with the classic, traditional hymns. One young woman who was in her late twenties when I arrived was
5 so shy that I had to stand beside her and put my hand on her back to get her through an announcement
6 about Relay for Life. When I left, she was not only leading small groups but had gotten a job working in a
7 local hospice agency. Missions had changed to include working in a local mission, Gleaning for the World,
8 packing boxes to be sent to foreign missions, the choir singing in local care facilities, and giving clothes
9 away each year to those in need. We built an outdoor pavilion and worshiped outdoors several times a
10 year to be a witness in the rural community. For a while, we joined with two other
11 churches to provide youth groups with more members in each age group. Each year we rotated with those
12 two churches on one other one to host and lead community Thanksgiving Services, Ash Wednesday
13 Services, and Lenten Services.

14
15 **Sexual Misconduct Self-Certification Statement:**

16
17 I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained or is pending
18 against me for sexual misconduct; and I have never resigned or been terminated from a position for
19 reasons related to sexual misconduct.
20

21 I have read this certification and release from and fully understand that the information obtained may
22 be used to deny my employment or any other type of position from the employing entity. I also agree that I
23 will hold harmless the employing or judicial authority or any other entity from any and all claims,
24 liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.
25
26

27
28 **Margaret Jill Duffield**

29
30 **Employment type:** Not Actively Seeking, but open to a call, Open to both.

31 **Geographic Choices:** Virginia

32 **Ecclesiastical Status:** Teaching Elder

33 **Membership Presbytery:** Trinity

34 **Ordination Date:** 8/2/1998

35 **Formal Education:** University of North Carolina at Greensboro, BA

36 Union Presbyterian Seminary, MDiv

37 Austin Presbyterian Seminary, DMin

38 **Continuing Education:** Convocation of Christian Leaders, Duke Divinity School

39 Currently a part of this group

40 Collegeville Institute, writing workshop, October, 2014

41 Associate Church Press conferences and workshops, 2015, 2015

42 **Minimum Effective Salary:** \$50,000

43 **Position Types & Experience Levels:** Solo Pastor, 5-10 years

44 Head of Staff (Multi-Staff Pastor, who supervised two or more teaching elders and other staff, 0-2
45 years.

46 Head of Staff (who supervised one teaching elder and other staff, 0-2 years.

47 Associate Pastor (Christian Education) 2-5 years

48 Associate Pastor (Youth), 2-5 years

49 Pastor (church planter, new church development, new worshipping community) No experience.
50

1
2 Pastor (Transformation/Redevelopment) No experience.

3 Seminary Staff, 2-5 years.

4 **Languages:** English

5 **Leadership Competencies:** Compassionate, Helpful, Preaching and Worship Leadership, Spiritual
6 Maturity, Teacher, Communicator, Public Communicator, Advisor, Bridge Builder, Personal
7 Resilience.

8 **Training/Certification:** Clinical Pastoral Education Training

9 **Clergy Couple:** False

10 **Housing Type:** Housing Allowance

11
12
13 **Work Experience:**

14 Editor/publisher, *The Presbyterian Outlook*, Richmond, VA. Feb. 2015-present.

15 Acting Head of Staff, Shandon Presbyterian Church, Columbia, SC, 2014-2015

16 Associate Pastor, Shandon Presbyterian Church, Columbia, SC, 2011-2014

17 Parish Associate, Unity Presbyterian Church, Fort Mill, SC 2010-2011

18 Pastor, Tirzah Presbyterian Church, Waxhaw, NC 2005-2010

19 Associate Director of Advancement, Union Presbyterian Seminary, Charlotte, NC, 2005-2006

20 Associate Pastor, First Presbyterian Church, Greenwood, SC, 1998-2001.

21 **Other Services:**

22 Commissioner to 219th General Assembly

23 Served on search committee for ED of Bethelwoods Camp and Conference Center.

24 Volunteer worship leader for summer camp at Bethelwoods, 2007, 2008, 2009

25 Served on Providence Presbytery Committee on Ministry.

26 Served on Education Division of Providence Presbytery

27 Moderator of Providence Presbytery, 2011

28 Served on Division of Governing Bodies, Trinity Presbytery

29 Served on the board of *The Presbyterian Outlook*.

30
31 **Describe a moment in your recent ministry that you recognize as one of success and fulfillment.**

32
33 In my first year as editor of *The Presbyterian Outlook*, I was honored to win the Associate Church Press,
34 “Best of Christian Press” James Solheim Award for Editorial Courage for my editorial, “Safety Last.” The
35 editorial addressed the global reaction to the refugee crisis and argued that, for Christian’s, safety is our
36 last concern and radical welcome is our call. While much of the reaction to the editorial was positive, it
37 also prompted much anger. Given that it was published the same day as the terrorist attacks in San
38 Bernadino, there were many who felt my words were wrongheaded. It was an important lesson in saying
39 what I felt called to say, not what I thought people wanted to hear. While I hope I had been prophet from
40 the pulpit many times, the publication of this editorial was on a larger, more public state. I learned, and
41 continue to learn, how to make God’s Word the plumb line for my writing, prayerfully seeking to rightly
42 hear the Spirit’s signal, regardless of other noise.

43
44 **Describe the ministry setting to which you believe God is calling you.**

45
46 I believe I am currently called to be the editor/publisher of *the Presbyterian Outlook*. I do believe that I
47 will eventually be in a position where I can preach weekly again. I miss being in a church setting, offering
48 pastoral care, leading worship, preaching and teaching and collaborating with church leaders and staff.

49
50 **What areas of growth have you identified in yourself?**

1
2 The role has cast in great relief my need for courage, steadfastness and the ability to be non-anxious. I
3 want to be liked and likeable, however, I am called to first and foremost be faithful regardless of the cost. I
4 pray daily to follow Jesus Christ, seek the leading of the Holy Spirit, and put nothing before God. I fail
5 daily, but God keep working on me!

6
7 In addition, I am honoring skills needed to be the head of an organization. These include managing
8 finances and staff, casting a vision, relating to a board, and making decisions and taking responsibility for
9 those decisions.

10
11 I am working on embracing the fluid environment of both the church and publishing. We are in a time of
12 great change with no sure or easy solutions to large challenges. Being hopeful is critical, as is having a
13 sense of humility and humor. Asking for help, seeking out advice, hearing criticism, are all areas of
14 growth, too.

15
16 **Describe a time when you have led change.**

17
18 As acting head of staff in a thousand member church I found myself leading during a time of conflict
19 surrounding a capital campaign and proposed changes to the sanctuary. A design proposal had been made
20 to move a window in the chancel and the proposed met with a multitude of opinions. If the issue couldn't
21 be resolved the capital campaign would staff and all the needed initiatives that went along with it would
22 not be completed. I worked hard to equip the ruling elders through spiritual practices, Bible study, and
23 learning about systems theory, a retreat and time together focused on trust and community building. I also
24 planned and led congregation wide opportunities for questions, answers and listening. We also had two
25 ruling elders available to talk with anyone who wished to share their thoughts after multiple worship
26 services. It was a tumultuous time with no resolution certain. Through working intentionally with leaders,
27 remaining open to any outcome, staying connected to those of all "sides," and prayer, the Session made a
28 decision that was a compromise. While not everyone got exactly what they wanted, everyone felt included
29 in the process and heard. The congregation returned to the renovated sanctuary just recently and I have had
30 a number of people contact me to express their joy in the new space.

31
32 **Statement of Faith:**

33
34 I believe in the Triune God who created all and called it good. God's word means the world is good in a
35 divine declared way that cannot be undone. Everyone is created in God's image and proclaimed good. We
36 are called to view others first and foremost through this God-image-created-good-lens. Sin is real. "Total
37 depravity" describes not only what I read the paper, but what I see in the mirror. I can never be sin-less.
38 Through the sacrifice of Jesus Christ, his life, death and resurrection, I am forgiven, freed, and given new
39 life. When I pray, "Lord, have mercy on me, a sinner," God answers with the gift of God's only Son. I
40 cannot forget the price paid for this new life of mine and the world. Jesus was arrested, torture and
41 executed to spare me condemnation, estrangement and death. The cross is the place where God's love and
42 justice meet. The empty tomb and risen Lord proof positive that God's promise of life abundant and
43 eternal is sure. There will come a time when crying and mourning are no more, when justice rolls down
44 like waters, and the lion and lamb will be down together. Until then the Holy Spirit breathes, burns,
45 speaks, shakes up human assumptions, breaks down dividing walls, and drives us to the wilderness and
46 back so we might discern and do the will of God. The Spirit consumes our dross and do the will of God.
47 The Spirit consumes our dross, gives us words that aren't our own and are often unwelcome in the world.
48 The Spirit is subversive, compelling us to stand with widows, aliens, orphans, the least and the last. We are
49 to go where Jesus went, to those on the margins, eating with tax collectors, touching the unclean,
50 preaching the Good News to those hungry in body and soul. The Spirit goes ahead of us, sends us, and

1 sustains, us, until Christ comes again. While we wait in hope, God does not leave us orphaned. With the
2 Holy Spirit, we are given the Church, the Body of Christ, the household of God, the communion of saints.
3 The church is the provisional outpost of the Kingdom, a witness to the world, however flawed, of the will
4 of God. We are to make manifest the one faith, hope and baptism into which we were baptized, forgiving
5 one another as Christ has forgiven us, bearing one another's burdens, speaking the truth in love,
6 proclaiming the saving grace of God in word and deed, devoting ourselves to the "apostles' teaching and
7 fellowship, to the breaking of bread and the prayers." Christ has given the church the sacraments of
8 baptism and the Lord's Supper. In baptism, we are engrafted in Jesus Christ, cleansed of our sin "reborn
9 into newness of life and into the fellowship of Christ." In the Lord's Supper, we are welcomed by Christ
10 and nourished for service. We recall Christ's last meal with his disciples and remember Christ's death until
11 he comes again. We are lifted into the presence of the ascended Christ and given a foretaste of the
12 heavenly banquet. The church is also given the rich and relentless gift of scripture. The Bible is God's
13 inspired, living word and God's word to me.

14
15 **Sexual Misconduct Self-Certification Statement:**

16
17 I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained or is pending
18 against me for sexual misconduct; and I have never resigned or been terminated from a position for
19 reasons related to sexual misconduct.

20
21 I have read this certification and release from and fully understand that the information obtained may
22 be used to deny my employment or any other type of position from the employing entity. I also agree that I
23 will hold harmless the employing or judicial authority or any other entity from any and all claims,
24 liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.

25
26
27
28 **Jaechul Pi**

29
30 **Employment type:** Full-time

31 **Ecclesiastical Status:** Candidate

32 **Presbytery Membership:** James

33 **Candidacy Date:** 8/27/13

34 **Church Membership:** Three Chopt Presbyterian Church

35 **Formal Education:** Union Presbyterian Seminary, Richmond, VA, Master of Divinity (2015)

36 Texas A&M University (College Station, TX): Bachelor of Business Administration Management
37 (2010)

38 Del Mar College (Corpus Christi, TX): Associate in Arts—Business Administration (2008)

39 **Continuing Education:** Chaplain Initial Military Training (CIMT) (Fort Jackson, SC) in 2014.

40 Annual Recreation Workshop (ARW) (annual Conference (Montreat, NC) in 2012

41 Police Regional Chaplain Conference, various cities, VA

42 **Certification/Training:** Clinical Pastoral Education. Patient Counseling, Level 1 CPE at Virginia

43 Commonwealth Univ. Medical Center, Richmond, VA (2014)

44 **Experience:** Chaplain, 2-5 years.

45 **Geographic choices:** USA

46 **Leadership Competencies:** Compassionate, Preaching and Worship Leadership, Lifelong Learner,

47 Teacher

48 **Communication:** Bilingual

1 **Organizational Leadership:** Contextualization, Culturally Proficient, Entrepreneurial, Strategy and
2 Vision

3 **Interpersonal Engagement:** Bridge Builder

4 **Languages:** English, Korean

5 **Clergy Couple:** No.

6 **Compensation and Housing:** Minimum effective salary \$40,000, housing allowance.

7 **Work Experience:** Post Graduate Intern Covenant Pastor, Burkeville Presbyterian Church, Burkeville,
8 VA, 50, rural, 2015-present.

9
10 Chaplain Candidate, The United States Army Reserve, 2015-present

11 Parish Internship, Ashland Presbyterian Church, Ashland, VA, 50-100, suburban, 2014

12 Clinical Pastoral Education, Virginia Commonwealth University, Medical Center, Richmond, VA,
13 2013

14 Korean Language & History Teacher, Corpus Christi Korean School, Corpus Christi, TX, 2007-
15 2008

16 Math Tutor and Project Assistant, Del Mar College, Corpus Christi, TX, 2006-2007

17 Squad Leader, Republic of Korea Army, South Korea, 2002-2004

18 Factory Worker, Refining Factory, South Korea, 2002

19 **Service to the Church:** Guest preaching at local churches, Teaching Sunday School/Leading bible Study
20 Sessions, Officer Training for incoming officers (new elders and deacons), serving as choir director
21 member/section leader/choir secretary. Participated in mission works such as Food Pantry, and
22 CARITAS as a volunteer. Serving as President of Korean Student Association of Union
23 Presbyterian Seminary.

24
25 **Describe a moment in your recent ministry that you recognize as one of success and fulfillment.**

26
27 One of the most important values that my father, a ruling elder in a Presbyterian Church, has demonstrated
28 to me is to give care for people in ministry. Specifically, he pays more attention to those who are
29 marginalized while he also makes everyone feels that they are important to him. This has become one of
30 my core values in ministry. I try to make notes of the names of folks, their family members, and the
31 contents of conversations so that I can pray for them. Also, I try to make visits when folks are in hospitals
32 or when there is death in the family. I have done such ministry not only to my own parishioners but also to
33 the folds from my home church or the Soldiers in the Army Reserve. Among these visits, two of them
34 come to my mind. Both cases were similar that the conditions of the patients were very serious with
35 different outcomes. I did not know both of the patients or the family members very well. I prayed with
36 them sincerely as I felt I was led by the Spirit. To this day, the family members talk about and thank me
37 for the prayers that were lifted up which gave them comfort and peace during the very difficult time. As I
38 hear these testimonies, I am very thankful to God for the compassionate heart and commitment that are
39 given to me which has resulted in success and fulfillment in ministry. All I can do is give thanks and praise
40 God's name for what God has done through my prayers and visits.

41
42 **Describe the ministry setting to which you believe God is calling you.**

43
44 I have been blessed with the ministry opportunities that came along since the beginning of my seminary
45 education during the last 5 years. Starting with the visiting folds in Hermitage for Pastoral Care class
46 project, the parish internship at Ashland, the CPE at VCU Medical Center, pulpit supply in many
47 congregations around Richmond area including my home church at Three Chopt, the military chaplaincy
48 through Army Chaplain Candidate program and the current Covenant Postgraduate Internship at
49 Burkeville, all of these have made me learn and grow as a pastor. Through these ministries, I found myself
50 spending much time in preparation for sermons and in visiting folks. I also found the correlation of these

1 two, which I focus the most in my ministry, is the care of the people whom God has brought to me. It does
2 not matter whether in the Army chapel or at a local church, I try to bring the genuine interpretation of
3 God’s words for each congregation. At the same time, whether struggling soldiers or sick parishioners, I
4 try my best to make myself available to bring them a set of listening ears, affirming handshakes, calm
5 presence, and warm hugs and mostly to give earnest prayers to God with them. I am writing to go and
6 serve God and the people of God in the ministry God calls me.

7
8 **What areas of growth have you identified in yourself?**

9
10 I was overwhelmed by the thought of preaching every Sunday with possible other weekday worship
11 services when I first sensed the call into ministry. Writing a sermon for a preaching class took me weeks at
12 first, and I couldn’t see how other preachers prepare so many sermons in a short period of time so often.
13 However, as I prepare sermons more frequently, I have become more effective in preparation (i.e. exegesis
14 and research), so writing a sermon has become less overwhelming in general though the pressure from the
15 sense of the responsibility as a preacher remains. At the same time, as I study the scriptures in depth, I
16 have been amazed by the meaning of the scripture passages as the Holy Spirit grants me the understanding
17 of the words. It has become a joy for me to share such discovery with others. This is also true for worship
18 leading, administrative parts of church business and pastoral care for people. Growing in these capacities
19 has been such a blessing for me and ministry.

20
21 Another growth is in my personality. I am a kind person who does not wait much but has to execute tasks
22 that are given to me right away. This character has been a great merit, yet could make me impatient if
23 things are not done as quickly as I wish. However, as I see how things work in God’s time, not always
24 necessarily done instantly, I have become more patient. This helps ease my mind and see what God is
25 doing around me in God’s time in God’s way.

26
27 **Describe a time when you have led change:**

28
29 When I was in a CPE program at VCU Medical Center, there was a group of us who were interns, and we
30 had discussion sessions together regularly to share verbatim and feedback among the interns as well as
31 with the supervisor. It was still in the beginning phase of the program, so we were not comfortable to
32 openly discuss our thoughts. I believe it was the first sharing of my verbatim, and while I cannot share the
33 details for the privacy matter, what the supervisor commented after my presentation was quite
34 complimentary. He commented that I brought a dynamic of the group out of the shell and opened a new
35 horizon and possibility of the group discussion by sharing my thoughts and own vulnerability. From that
36 point on, I felt the group became closer and got to share each other’s thoughts at a deeper level.

37
38 **Statement of Faith**

39
40 I believe in the triune God: God the Father, Jesus Christ the son, and the Holy Spirit. The three persons in
41 the Trinity have equal power and glory. God is omniscient, omnipotent, and omnipresent. God is the
42 creator of the universe and all things in it. I believe God is love, righteous, and everlasting.

43
44 I believe in Jesus Christ who was conceived by the Holy Spirit and was born of the Virgin Mary. He
45 possesses both full humanity and divinity; therefore, he has a human body the same as us but is free from
46 sin. I believe that Jesus died on the cross to redeem the sins of human beings, is seated at the right hand of
47 God the Father—after being resurrected from the dead and ascended into heaven—and will come again to
48 judge the living and the dead.

1 Human beings, who are created in the image of God, were estranged from God by our sinful nature. I
2 believe we should have fallen into eternal damnation because of our sin, but have been redeemed by the
3 grace of God through Jesus Christ.

4
5 I believe in the Holy Spirit, who is the spirit of God. The Holy Spirit resides in us, and leads us to be close
6 to God. I believe the Holy Spirit continuously works even in this moment to help us live the life that God
7 wants us to live as the children of God.

8
9 I believe the sixty-six books of the Old and New Testament are recorded by the inspiration of the Holy
10 Spirit. I believe the Holy Scripture, which is the Word of God, contains truth and is both sufficient and
11 authoritative for us to believe and follow.

12
13 I believe there are two sacraments: Baptism and the Lord's Supper. They are the testimonies of the grace
14 of God for the people of God. Through Baptism, we recognize that we are adopted as children of God
15 among the community of believers, expressing God's covenantal washing and gathering into a community
16 of faith and love. Through the Lord's Supper, we are continuously supplied spiritual food and are helped to
17 nurture faith and to seal God's grace through Christ in us.

18
19 I believe we are called to worship God, to proclaim the gospel, to serve others in need, and to celebrate
20 the sacraments collectively as Christ's church, of which Jesus Christ is the head. I believe the kingdom of
21 God will be expanded through the church, the body of Christ. Christ is calling us into his Church. I believe
22 our faith grows through the church, the gathered community of believers.

23
24 **Sexual Misconduct Self-Certification Statement:**

25
26 I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained or is pending
27 against me for sexual misconduct; and I have never resigned or been terminated from a position for
28 reasons related to sexual misconduct.

29
30 I have read this certification and release from and fully understand that the information obtained may be
31 used to deny my employment or any other type of position from the employing entity. I also agree that I
32 will hold harmless the employing or judicial authority or any other entity from any and all claims,
33 liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.

34
35
36 **Victoria Gay Murdock**

37
38 **Employment type:** Full-time

39 **Ecclesiastical Status:** Candidate

40 **Presbytery Membership:** Presbytery of Wyoming

41 **Candidacy Date:** 5/3/14

42 **Church Membership:** United Presbyterian Church, Laramie, WY

43 **Formal Education:** BA in Spanish, Indiana U, 1979

44 MSW, U. South Carolina, 1995

45 PhD, U. South Carolina, 2003

46 MDiv, union Presbyterian Seminary, 2015

47 **Continuing Education:** Clinical social work practice and admin/community practice courses: 20

48 hours/year 1995-present; Evangelism Conference 2016; POAMN Older Adult Conference, 2016;

49 POJ Clerk of Session Training, 2016.

1 **Certification/Training:** Clinical Pastoral Education, 1 unit, Sarasota Memorial Hospital, Sarasota, FL.:
2 Licensed Clinical Social Worker (LCSW), 1995-present.

3 **Experience:** First Ordained Call

4
5 **Geographic Choices:** Maryland, North Carolina, Wyoming, South Carolina, Virginia

6 **Leadership Competencies:** Compassionate, Hopeful, Preaching and Worship Leader, Spiritual Maturity,
7 Teacher.

8
9 **Communication:** Communicator, Public Communicator

10 **Interpersonal Engagement:** Interpersonal Engagement, Motivator

11 **Languages:** English

12 **Clergy Couple:** No

13 **Minimum Effective Salary:** \$40,000

14 **Housing Type:** Manse or Allowance

15 **Work Experience:** Post-Graduate Intern in Covenant, Tappahannock Presbyterian Church, 6/1/16 to
16 present.

17 Supply Preacher, Richmond, VA region, churches under 100, rural, suburban and urban, 2015-
18 2016.

19 E. T. George Award for Excellence in Homiletics, Worship, and Public Speaking, awarded by
20 Union Presbyterian Seminary.

21 Parish Intern, Henrico, VA, church size 100-250, suburban, 2014-2015

22 Non-parish Intern, Independent and Assisted Living Facility, Richmond, VA, urban, agency size-
23 1000 residents, 2014

24 Assistant Professor, Associate Professor and Director of the Division of Social Work, University of
25 Wyoming, Casper and Laramie, WY, 2003-2012.

26 Clinical Social Worker and Clinical Director, Florence Crittenton Programs, Charleston, SC, 1995-
27 2000

28 Elementary School Teacher of Spanish and Music, Sarasota, FL, 1988-1992

29 Director of Music, Presbyterian and Methodist Churches in FL and SC, church sizes fewer than
30 100 to 300, 1979-1996.

31 Business Co-Owner, Sarasota, FL, 1976-1990

32 **Services to Church:** Member, Presbytery of the James Older Adult Purpose Group, 2016: Facilitator,
33 Older Adult Bible Study, Mechanicsville and Richmond, VA, 2014: Facilitator, Women's Bible
34 Study, Mechanicsville, VA, 2012-2014: Organist/pianist/choir director (on rotation), Encampment,
35 WY, 2006-2009.

36
37 **Describe a moment in your recent ministry that you recognize as one of success and fulfillment.**

38
39 Mrs. N. was 89 years old when I joined midweek class called "How to Pray" at the church where I
40 interned. Attendance at her class was small, and sometimes I was the only class member there. She and I
41 enjoyed prayer and conversation together over the weeks, and I felt her support as I tackled the coursework
42 of my final year of seminary. Then she began attending the adult Sunday school class I had been leading
43 for several months. She became an active member of my class, contributing from her wisdom and
44 experience; the group learned and laughed and engaged with Mrs. N. It was a joy for me to see
45 relationships across generations around the table as we studied together. Mrs. N brought with her a grace
46 that seemed to soothe the group when difficult moments arose; by the end of the year, I knew that I have
47 given a gift. Here is a line from a poem she wrote for me when I graduated: "You touched my soul, you're
48 so sincere; with you there is no guile. Keep your heart upon your sleeve, telling the world what you believe
49 while greeting with a smile."
50

1 **Describe the ministry setting to which you believe God is calling you.**

2
3 I believe God is calling me to serve as the Pastor of a small church. As a beginner in ministry, I believe
4 that there would be daily opportunities to learn from and with the church members and the larger
5 community. My experiences working in both small and larger churches, as well as my professional life as
6 a social worker, teacher, and administrator will support my pastoral work, but it is the mutual sharing of
7 our common faith in worship, mission and pastoral care in the small church setting that calls to me. I
8 imagine that there might also be a larger church seeking a Pastor or Associate Pastor who is particularly
9 suited to be a pastoral care role, to a ministry with older adults, or in a counseling role, or using my gifts of
10 clinical individual and family work, group work, and community work as well as my administrative skills.

11
12 **What areas of growth have you identified in yourself?**

13
14 When I began seminary in 2012, I felt that I had no idea how to proclaim the good news nor if I could be
15 able to do so well. I have “observed myself” grow into proclamation with every prayer, every sermon,
16 every liturgy and Scripture reading, and in every planning session for worship, study and fellowship. I am
17 excited to continue this growth.

18
19 Another area in which I have moved from zero to knowledge and skill to a feeling of excitement and joy is
20 in interpreting Scripture. As daunting as it is to discover each week what the lectionary holds for me, I
21 have found a pattern emerging of joy, then confusion, and then joy again as the exegesis and interpretation
22 come together. May these skills grow!

23
24 Finally, after 20 years of professional social work as a practitioner, administrator and teacher in a secular,
25 humanistic context, I am delighted to have been called by God to work openly in my Christian faith. I had
26 doubts during the discernment process . . . maybe I really didn’t belong in ministry after all; maybe God
27 wanted me to continue serving as a postgraduate intern, I am so grateful to feel that God does want me
28 right where I am today: responding to a call to go where God delights to send me.

29
30 **Describe a time when you have led change.**

31
32 I grew up in the music ministry of my childhood church, singing in the children’s choir and then, as a
33 teenager, singing with the adult choir and leading a youth worship service on Sunday mornings. Making
34 music in praise of God was so fulfilling that I continued it as part of my work for about 20 years during
35 adulthood. On several occasions, I accepted jobs as a music/choir director at churches where the choirs
36 were quite small and discouraged. It was my job to welcome those who came to practice, working hard
37 with them and laughing and praying our way through hard parts and hard times. After a while the choir
38 grew, and bell choirs, children’s choirs and youth orchestral groups were formed. We performed adult and
39 kids cantatas and hymn sings with Scripture lessons, hymn stories and sometimes even costumes. Adults
40 became trios and ensembles and soloists, and youth and adult instrumentalists accompanied the organ and
41 the choir. I believe that the people who sang and played, no matter how few in number, know that I
42 (representing the church) believed in them, and they served the Lord with joy and confidence. That sense
43 of moving forward in faith and not dwelling on the size of the group or on a few “missed notes” has served
44 me across many settings. I believe change is Spirit-driven, but human leadership can embody that sense of
45 trust and risk-taking for good.

46
47 **Statement of Faith**

48
49 I believe in God, the Creator of heaven and earth. I believe that does is all-powerful and all-loving, always
50 with us. I believe that God is love, and that our highest calling as creatures made by our Creator to

1 is to love and serve God and neighbor. All that we have and all that we are has been provided by God and
2 belongs to God; we are to tend God's garden.
3

4 I believe in Jesus Christ, God's only Son, our Lord. I believe that Jesus Christ is the Son of God, fully
5 human and fully divine, the only path to salvation, our Savior and brother. I believe that God is made
6 known to us in the life, death and resurrection of Jesus Christ. His sacrificial life and his death on the cross
7 makes us whole as he forgives our sin, redeeming us and reconciling us to God by grace. In the
8 resurrection of Jesus Christ, God overcomes the power of death and evil. We are assured of eternal life
9 through the death and resurrection of Christ. Reconciliation with God is not secured through our own
10 efforts.
11

12 I believe in the Holy Spirit. The Spirit guides, nurtures and sustains us as we live out our earthly lives. The
13 Spirit of God, present at Creation, present now and present forever, is at work among us, illuminating our
14 understanding and inspiring our actions. In the Trinity of God, Christ, and Spirit, we have a model of how
15 we are called to live out our lives in love on earth.
16

17 I believe in the Holy Scriptures of the Old and New Testaments as the inspired word of God to us. These
18 holy writings are the authority by which we live as Christians. We also look to the Book of Confessions
19 and the Book of Order for theological and practical wisdom passed down to us to guide the church. Being
20 the church that is reformed and always reforming, according to the word of God, we commit to taking a
21 stand on social justice issues that will unbind and free people, as we attempt to be faithful to God's will.
22

23 I believe in the Sacrament of Baptism as an outward sign of our status as a beloved child of God, dying
24 and rising with Christ into new life. I believe in the Sacrament of the Lord's Supper as a memorial meal of
25 reconciliation instituted by Christ. I believe in the power of prayer, communal and personal, spoken and
26 sung and silent, that unites us with one another and with the Triune God.
27

28 I believe we are saved by the grace of God in Christ through faith and not by works; in thanksgiving for
29 this saving grace, our mission is to love and serve our neighbor, informed by our worship of the living
30 God. I believe we are servants of the least of these among us. I believe that the connective work of the
31 Presbyterian Church USA encourages collaboration among people, and the power and the peace possible
32 in the local and global community. I believe that as the church community worships and serves, we are the
33 body of Christ in the world. Our Confessions, grounded in the Scriptures, along with prayer and mission
34 work, inform our pastoral care of God's people. Our life of worship and work together in the church, as the
35 body of Christ, demonstrates our belief in the Triune God.
36

37 **Sexual Misconduct Self-Certification Statement:**
38

39 I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained or is pending
40 against me for sexual misconduct; and I have never resigned or been terminated from a position for
41 reasons related to sexual misconduct.
42

43 I have read this certification and release from and fully understand that the information obtained may
44 be used to deny my employment or any other type of position from the employing entity. I also agree that I
45 will hold harmless the employing or judicial authority or any other entity from any and all claims,
46 liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.
47
48
49
50

2016 Intents

Church	Total Intent	SMS Actual	Per Cap Act	POJ Annual Budget Act	DMS Actual
Aberdour Presbyterian Church	1,420.00		520.00		900.00
African Evangelical International Ministries	0.00	350.00			
All Souls Presbyterian Church	750.00	750.00			
Amelia Presbyterian Church	1,000.00	1,000.00			1,300.00
Ampthill Presbyterian Church	5,500.00	5,500.00			
Ashland Presbyterian Church	3,300.00	2,550.00	750.00		2,150.00
Bethany Presbyterian Church	0.00			300.00	
Bethesda Presbyterian Church	250.00	250.00			
Bethlehem Presbyterian Church	3,000.00	2,000.00			1,400.00
Beulah Presbyterian Church	0.00				
Blackstone Presbyterian Church	4,000.00	1,825.87	1,124.13		4,600.00
Blue Ridge Presbyterian Church	1,200.00	1,200.00			200.00
Bon Air Presbyterian Church	34,400.00	33,000.00			1,400.00
Bott Memorial Presbyterian Church	2,250.00	2,250.00			
Brandermill Church	2,950.00	10,000.00			443.20
Brett-Reed Memorial Church	5,500.00	5,500.00			100.00
Burkeville Presbyterian Church	425.00	425.00			
Byrd Presbyterian Church	3,200.00	3,200.00			
Campbell Memorial Presbyterian Church	8,200.00	4,000.00			4,200.00
Charlottesville First Presbyterian Church	30,000.00	30,000.00			3,700.00
Chase City First Presbyterian Church	0.00				
Chester Presbyterian Church	34,800.00	30,000.00	4,800.00		
Colonial Heights Presbyterian Church	2,000.00			2,000.00	826.35
Concord Presbyterian Church	2,400.00	2,000.00	400.00		
Cove Presbyterian Church	3,000.00	3,000.00			
Covenant Presbyterian Church	3,750.00	3,750.00			
Culpeper Presbyterian Church	14,000.00	11,004.00			4,050.00
Eastminster Presbyterian Church	5,000.00	5,000.00			
Ebenezer Presbyterian Church	450.00	250.00			
Emporia First Presbyterian Church	4,063.00	3,500.00	563.04		
Fairfield Presbyterian Church	9,600.00	6,400.00			
Forest Hill Presbyterian Church	6,375.00	1,500.00	244.00	1,500.00	6,500.00
The Presbyterian Church	73,500.00	55,000.00		2,000.00	12,120.00
Gayton Kirk Presbyterian Church	1,000.00	1,000.00			
Genito Presbyterian Church	2,400.00	2,400.00			

Ginter Park Presbyterian Church	10,657.00	8,657.00		2,000.00	6,450.26
Gordonsville Presbyterian Church	1,200.00	1,200.00			
Grace Covenant Presbyterian Church	4,200.00	4,200.00			
Greenwood Presbyterian Church	2,000.00	1,416.69		583.35	
Gregory Memorial Presbyterian Church	4,100.00	3,400.00			
Hartwood Presbyterian Church	4,000.00	4,000.00			
Hawkins Memorial Presbyterian Church	500.00	500.00			
Hebron Presbyterian Church	0.00				
Hopewell First Presbyterian Church	0.00	500.00			
King's Chapel Presbyterian Church	4,800.00	4,800.00			200.00
Kirk O'Cliff Presbyterian Church	2,592.75	2,165.25	427.50		0.00
Lakeside Presbyterian Church	2,150.00	2,150.00			
Laurel Presbyterian Church	4,800.00	4,800.00			893.75
Lawrenceville Presbyterian Church	0.00				
Lord Jesus Korean Presbyterian Church	28,000.00	2,000.00			
Louisa Presbyterian Church	2,000.00	500.00		1,000.00	1,740.45
Madison Presbyterian Church	6,000.00	6,000.00			
Mattoax Presbyterian Church	664.22		164.22	500.00	
Meadows Presbyterian Church	14,000.00	14,000.00			
Mechanicsville Presbyterian Church	0.00				
Milden Presbyterian Church	3,500.00	3,500.00			
Milford Presbyterian Church	3,200.00	3,200.00			
Mitchells Presbyterian Church	1,600.00	1,200.00			400.00
New Covenant Presbyterian Church	400.00	400.00			
New Hanover Presbyterian Church	7,500.00	8,508.49			1,256.10
Oak Grove Presbyterian Church	600.00	200.00	200.00		200.00
Ogden Presbyterian Church	0.00	450.00			
Olivet Presbyterian Church	13,000.00	9,000.00			5,000.00
Orange Presbyterian Church	0.00	3,000.00			300.00
Overbrook Presbyterian Church	2,500.00	2,500.00			75.00
Petersburg Second Presbyterian Church	1,100.00	1,100.00			
Pine Grove Presbyterian Church	239.10		39.10	200.00	
Praise The Lord Presbyterian Church	0.00				
Providence Forge Presbyterian Church	8,000.00	6,185.76	1,814.24		
Providence Presbyterian Church, Gum Spring	2,000.00	2,000.00			
Providence Presbyterian Church, Powhatan	0.00				
Pryor Memorial Presbyterian Church	300.00	300.00			

Rennie Memorial Presbyterian Church	300.00	1,050.00			100.00
Richmond First Presbyterian Church	96,000.00	90,000.00			6,658.50
Richmond First United Presbyterian Church	1,000.00	1,500.00			
Richmond Second Presbyterian Church	58,000.00	47,000.00		1,000.00	12,000.00
River Road Presbyterian Church	20,000.00	20,000.00			
Rivermont Presbyterian Church	100.00			100.00	
Rockfish Presbyterian Church	17,212.00	12,617.00	1,940.00		2,500.00
Rosewood Presbyterian Church	0.00				
Salem Presbyterian Church	500.00	500.00			
Salisbury Presbyterian Church	46,000.00	40,000.00			6,000.00
Sandston Presbyterian Church	5,500.00	5,500.00			
Scottsville Presbyterian Church	0.00	500.00			
South Hill Presbyterian Church	2,000.00	2,000.00			
South Plains Presbyterian Church	8,150.00	3,650.00		500.00	4,500.00
Southminster Presbyterian Church	18,000.00	18,000.00			2,010.00
St Andrews Presbyterian Church	9,385.00	3,481.00			
St James Presbyterian Church	300.00	300.00			100.00
Summit Presbyterian Church	6,000.00		1,800.00	2,400.00	1,800.00
Swift Creek Presbyterian Church	14,000.00	9,500.00			5,500.00
Tabor Presbyterian Church	4,000.00	4,100.00			
Tappahannock Presbyterian Church	0.00	15,858.00			
Three Chopt Presbyterian Church	22,950.00	23,774.66			
Thyne Memorial Presbyterian Church	500.00	600.00			
Trinity Presbyterian Church	0.00				
Trinity Ghanaian Fellowship	600.00	700.00			
Tuckahoe Presbyterian Church	29,000.00		3,195.00	20,300.00	8,505.00
Village Presbyterian Church	2,340.00	3,120.00		780.00	
Waddell Memorial Presbyterian Church	1,000.00	1,000.00			
Wesley Presbyterian Church	0.00				
Westminster Charlottesville Presbyterian Church	72,500.00	72,500.00			
Westminster Petersburg Presbyterian Church	750.00	500.00	250.00		
Westminster Richmond Presbyterian Church	8,500.00	8,500.00			
Woodlawn Presbyterian Church	2,700.00	600.00		2,100.00	500.00
Woodville Presbyterian Church	1,500.00	1,500.00			
Wylliesburg Presbyterian Church	500.00		282.00	218.00	
Zion Hill Presbyterian Church	250.00	250.00	200.00		
Totals	854,823.07	719,038.72	18,713.23	37,481.35	110,578.61