

**Presbytery of the James, 100th Stated Meeting
October 20, 2018 – Lord Jesus Korean Church
Richmond, Virginia**

Report of the

STATED CLERK

**PRESBYTERY OF THE JAMES
October 20, 2018**

NOMINATIONS

- A. Temporary Clerks Region E:
 Region F:
B. Courtesy Committee Three Chopt Church, Richmond, VA

COMMUNICATIONS

- A. All readers of presbytery minutes for the June 12, 2018, 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 E and F will serve as Temporary Clerks today and will be asked to read minutes of this meeting.
- B. The Lilly Foundation has responded to our grant proposal for ministerial cohort groups and decided not to fund the proposal. While disappointed, we learned there were 600 proposals for the Foundation to consider. Many thanks for a lot of hard work to Rev. Gary Charles, Rev. Jill Duffield, Rev. Beverly Zink-Sawyer, and Rev. Rebekah Johns
- C. The presbytery rejoices in the 175-year history of the Hebron Church, Goochland County. Read about this history on page 5.

COMMISSION REPORTS

A. THE COMMISSION OF THE PRESBYTERY OF THE JAMES APPOINTED TO INSTALL Rev. Sarah Marsh Schutte as Pastor of Milford Presbyterian Church, of Milford, VA, met Sunday, May 20, 2018 at 3:00 p.m. at Milford Presbyterian Church, Milford, VA. A quorum was present consisting of the following:

MINISTERS: Rev. Brint Pratt Keyes (Overbrook), Moderator, Constitutional Questions
 Rev. Richard Haney (Validated Frontier Fellowship), Sermon
 Rev. Esther Choi (Richmond First), Charge to the Minister

ELDERS: Ruling Elder Edythe West (Milford)
 Ruling Elder Christy Presseau (New Hanover)
 Ruling Elder Jim Leskey (Tuckahoe)
 Ruling Elder George Atwell (Milford)

GUESTS: Pastor Jose Martinez (Hispanic Fellowship at Milford), Prayer in Spanish

1 Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the BOOK
2 OF ORDER, Rev. Sarah Marsh Schutte was installed as Pastor of Milford Church,
3 Milord, VA
4

5 **B. THE COMMISSION OF THE PRESBYTERY OF THE JAMES APPOINTED**
6 **TO ORDAIN AND INSTALL David Thomas Frost, as Pastor of Swift Creek**
7 **Presbyterian Church, Moseley, VA met Saturday, September 22, 2018, at 3:30**
8 **PM at Swift Creek Presbyterian Church, Moseley, VA. A quorum was present**
9 **consisting of the following:**

10
11 **MINISTERS:** Caitlin Deyerle (Southminster), Charge to the Minister
12 Beverly Bullock (MAL), Prayer of Ordination/Installation
13 Peter Smith (MAL), Charge to the Congregation
14

15 **ELDERS:** John McE. Garrett (St James), Moderator; Constitutional Questions
16 Howard Curle (Hebron)
17 Craig Amis (Swift Creek)
18 Jennifer Weddle (Southminster)
19

20 **GUESTS** Rev. Tom Frost (Cunningham UMC, Palmyra, VA), Sermon
21

22 Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the BOOK
23 OF ORDER, Rev. David T. Frost was ordained and installed as Pastor of Swift Creek,
24 Moseley, VA
25

26
27 **C. THE PERMANENT JUDICIAL COMMISSION WILL ISSUE A REPORT ON**
28 **CASE 17-01**
29

30 **D. THE GREENWOOD COMMISSION REPORT:** (See page 7)
31
32
33

34 **The Stated Clerk makes the following recommendations for the Consent**
35 **Docket:**
36

- 37 A. That the minutes of the June 12, 2018 Stated Meeting and the August 7, 2018
38 Called Meeting be approved
39 B. That the balancing of commissioners for 2019 for presbytery meetings be
40 approved. (See page 3)
41

42 ++++++

**PRESBYTERY OF THE JAMES
BALANCING OF COMMISSIONERS
FOR 2019**

In accordance with G-3.0301

1
2
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4
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6

1. Ministers of Word and Sacrament¹		
Validated (136), Members at Large (15)	151	
Minus some for cause ²	-7	
Subtotal	144	144
Honorably Retired (104), of whom we count 14 for balancing	14	
Subtotal	14	14
Total		158

7
8

1. Ruling Elders		
Elected by 103 ³ sessions as commissioners to presbytery (G-3.0202a)		
4 commissioners from each of 4 congregations having 900 or more members	16	
3 commissioners from each of 3 congregations having 600 to 899 members	9	
2 commissioners from each of 23 congregations having 148 to 599 members	46	
1 commissioner from each of 73 congregations having 147 or fewer members	73	
Subtotal	144	144
Enrolled by presbytery during terms of elected service to presbytery or its congregations (G-3.0301)		
New Church Development		
Moderators ⁴ of POJ, Teams, or Committees	2	
RE's commissioned ⁵ to do pastoral work	2	
Certified Educators ⁶ who are ruling elders and congregation members (G-2.1103b)	10	
Subtotal	14	14
Total		158

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¹ Following G-2.0503, we designate three categories of ministers: Validated (includes both those serving in a congregation and those serving in specialized, non-parish ministries), Member at Large, and Honorably Retired. Numbers of minister members are given as they were on 2018 August 22.

² Because they are unable to attend meetings: Fernando Cascante (Florida), Joshua Choi (California), Stephen Cobb (Disability), Douglas Fenton (Disability), Inock Kim (Korea), Mark Valeri (Missouri); Because they lack voice and vote: Christopher Thomas (Washington).

³ Includes Chase City First, Wylliesburg, and Greenwood.

⁴ Linda Coye (CPM), Kenna Payne (Trustees).

⁵ Charles McRaven, Humphrey Muraya.

⁶ Gloria Cauthorn, Carol Dunlap, Marian English, Barbara Flynt, Marcia Hale, Bruce Harvey, Marilyn Johns, Ann Knox, Leigh Anne Ring, Daniel Wiard.

**RULING ELDERS FROM EACH CONGREGATION
JANUARY 1, 2019 TO DECEMBER 31, 2019**

Four Ruling Elder Commissioners from congregations having 900 or more members:

Charlottesville First, Fredericksburg, Richmond First, Salisbury.

Three Ruling Elder Commissioners from congregations having from 600 to 899 members:

Richmond Second, River Road, Westminster Charlottesville.

Two Ruling Elder Commissioners from congregations having 148 to 599 members:

Bon Air, Brandermill, Campbell Memorial, Chester, Culpepper, Fairfield, Gayton Kirk, Ginter Park, Grace Covenant, Lord Jesus, Madison, Meadows, New Hanover, Olivet, Providence Forge, Rockfish, Southminster, St. Andrews, Summit, Swift Creek, Three Chopt, Tuckahoe, Westminster Richmond.

One Ruling Elder Commissioner from congregations having 147 or fewer members:

Aberdour, All Souls, Amelia, Amphill, Ashland, Bethesda, Bethlehem, Blackstone, Blue Ridge, Bott Memorial, Brett-Reed Memorial, Burkeville, Byrd, Chase City First, Colonial Heights, Concord, Cove, Covenant, Eastminster, Ebenezer, Emporia First, Forest Hill, Genito, Gordonsville, Greenwood, Gregory Memorial, Hartwood, Hawkins Memorial, Hebron, Hopewell First, King’s Chapel, Kirk O’Cliff, Lakeside, Laurel, Lawrenceville, Louisa, Mattoax, Mechanicsville, Milden, Milford, Mitchells, New Covenant, Oak Grove, Ogden, Orange, Overbrook, Petersburg Second, Pine Grove, Praise the Lord, Providence Gum Spring, Providence Powhatan, Pryor Memorial, Rennie Memorial, Richmond First United, Rivermont, Rosewood, Salem, Sandston, Scottsville, South Hill, South Plains, St. James, Tabor, Tappahannock, Thyne Memorial, Trinity, Village, Waddell Memorial, Westminster Petersburg, Woodlawn, Woodville, Wylliesburg, Zion Hill.

Average Attendance per Stated Meeting of Ministers & Ruling Elders 2010-18
2018 Figures are averages of attendance at only the Feb and June stated meetings

Year	All Ministers	H.R. Ministers	All R.E.s	R.E.s from Sessions
2010	115	17	132	124
2011	113	14	133	125
2012	105	10	128	119
2013	105	9	111	104
2014	97	8	108	104
2015	99	11	109	103
2016	92	7	97	91
2017	99	13	87	82
2018	101	11	102	94

**Churches underlined have changed status since the last balancing of commissioners.*

Short History of Hebron Presbyterian Church

For much of the early history of Hebron, the source used was The History of Hebron Presbyterian Church written by Dr. Ben Lacy Rose in 1993.

Hebron Presbyterian Church in Manakin-Sabot, Virginia was started in 1843 and was initially called Dover Presbyterian Church. A three member commission from West Hanover Presbytery organized the church on November 10, 1843 and the minutes from the November 25, 1843 West Hanover Presbytery meeting reported that the church consisted of twelve members with two elders. Services were held in the houses of members as plans for a sanctuary moved forward.

The new sanctuary was built in 1846 and is still in use today. The dedication service, which took place on Saturday, April 4, 1846, was conducted by the pastor-elect, Rev. James M. Allen. On May 1, 1846 the church's name was changed to Hebron Presbyterian and on May 17, 1846 Rev. Allen was installed. The church grew from twelve to twenty-six members by 1850.

The original piece of land upon which Hebron Church stands was purchased in May 1845 from Thomas Woodson. William Wight, Thomas Curd, John Trevilian and John Sampson were listed as trustees in the Goochland court Order Book where the deed was recorded. The land for the cemetery was given to the church by Mrs. R. W. Bendall in 1928.

Byrd Presbyterian and Hebron Presbyterian are the only two Presbyterian churches in Goochland County. Byrd was organized in 1748 and during the 175 years the two churches have existed together, they shared a pastor for 65 of those years. When the two churches shared a pastor, morning worship services were held at each church on alternate Sundays.

Session records during the decades of the 1850s - 1870s show that there was continued worship and activity at the church during those decades. However, by 1882, membership had fallen off to such an extent that the members began regular Sabbath worship at St. Mary's Episcopal Church with only an occasional (5th Sabbath) service at Hebron. This continued until 1892 when Mr. J. Spencer Smith began regular monthly preaching at Hebron and the church was reorganized in July, 1893.

Hebron grew slowly. In 1902, there were 14 members. That number had grown to 18 members by 1904. Attendance at worship was reported as "good", but there was no Sunday school. The Rev. Ned Campbell left Hebron in 1906 and Dr. William Campbell, secretary of the Bible Society of Virginia, was given powers of evangelist for Hebron and Byrd churches. Under his tutelage, a series of students from Union Theological Seminary preached during the next decade. The students would take the train from Richmond on Saturday, spend the night with Dr. & Mrs. William Holman, conduct services at Hebron and then ride the train back to Richmond on Monday morning. (*Hebron's Fellowship Hall is named for Dr. & Mrs. Holman.*) Also during those years, East Hanover Presbytery would assign minister members to conduct annual evangelist services at Hebron. These men, known as "missionary appointments", were highly successful, resulting in the church growing to 46 members by 1919.

In September 1932, Rev. W. T. McDonald became pastor of Hebron. He was also pastor at Byrd Church and of two churches in Powhatan County, Providence and Genito. He preached at

1 Hebron on the 2nd and 4th Sundays of each month. Rev. McDonald’s pastorate was the longest
2 in Hebron’s history at that time, lasting until 1948, and one of the most fruitful. The church
3 prospered under his leadership. Two pastors served both Hebron and Byrd over the next few
4 years: Rev. James Marrow (1950-1954) and Rev. Douglas Paulson (1954-1955). The Rev.
5 Donald Goshorn was pastor at Hebron from 1956 - 1960. UTS students and visiting ministers
6 preached from 1960-1965, when Dr. Holmes Rolston began serving Hebron. He preached until
7 1974. Rev. Randolph Graham preached from 1975-1976, then Dr. Harold Minor preached from
8 1976-1981.

9
10 Dr. Ben Lacy Rose, a retired professor from Union Theological Seminary, became Hebron’s
11 pulpit supply in January 1982 and preached at Hebron until 1998. During his tenure, church
12 membership grew to over 132 members. A new Fellowship Hall and a three classroom
13 education building was built in 1989.

14
15 Dr. Rose retired in 1998 and Dr. Bob Fuller was called to be Hebron’s full time pastor. During
16 his tenure, the congregation grew to over 200 members, the Fellowship Hall was expanded and a
17 multiple classroom education wing was added to the church. The three existing classrooms were
18 converted into two offices and a meeting room/library. Dr. Fuller left Hebron in 2002.

19
20 Dr. Charles Brown & Dr. Walter Mann served as Interim ministers at Hebron from 2003 to 2004.
21 Hebron Day School, a Christian pre-school program that serves up to 31 children in a half-day
22 format began in January 2004.

23
24 In 2004, Dr. David Wood was called to pastor at Hebron. Dr. Wood’s ministry at Hebron lasted
25 until 2011. Dr. Walter Mann and Dr. Charles Brown again served as Interim ministers at Hebron
26 until 2014, at which time the Rev. Allen Pickett became Interim minister at Hebron.

27
28 Rev. Connie Weaver was called to full time ministry at Hebron in February of 2018.

29
30 During the last twenty-five years at Hebron, the life of the church has substantially changed from
31 a quiet little church that was only open for services on Sunday. The Hebron Youth is an active
32 group with an ever changing cast of outstanding young people who embrace annual mission trips
33 and service activities. The music program at Hebron features a talented choir and sponsors
34 special music programs during the year. A vibrant Vacation Bible School in the summer draws
35 scores of children and volunteers from around the county. Mission opportunities within our
36 county are supported by volunteers and the church’s tithe, as are mission opportunities nationally
37 and abroad. We are grateful for Hebron’s history and eagerly anticipate God’s plan for us in the
38 future.

39
40 *Submitted by Mr. Howard Curle, Jr.*
41 *Treasurer*

1 A Brief Report of the Administrative Commission to Greenwood Presbyterian Church

2
3 After being constituted by the Presbytery of the James at its February 2018 meeting,
4 the Administrative Commission for Greenwood Church met with Greenwood's session,
5 listened to the session's story and concerns, and took over the duties of the session.
6 Acting as the session, the AC recommended to the COM and the presbytery the hiring
7 of T. Wes Moore, as a Covenant 1 minister to serve the church for 6 months ending 2 Dec.
8 2018. Mr. Moore continues to effectively serve the congregation

9
10 A listening session was scheduled for all members of the congregation, and regular worship
11 attendees who are not members, to tell their stories and voice their grievances and concerns
12 to the entire commission. The commission then met several times on its own, and devised a
13 plan of action aimed at restoring the congregation to sufficient health to be able to function on its
14 own once again. This plan included having a professional counselor lead one or more
15 reconciliation sessions with the congregation, to be followed by a course of training on Christian
16 community and Presbyterian polity, to be taught by Mr. Moore. The plan was presented at a
17 subsequent congregational meeting and the first reconciliation session scheduled with Dr. Carol
18 Schweitzer.

19
20 As a result of the time spent with the congregation, Dr. Schweitzer opined that the congregation
21 seemed to have irreconcilable differences that she did not believe would be resolved by further
22 sessions with her, and that she could not see those involved successfully continuing as a church.
23 After further meetings, the AC met again with the congregation on 30 September 2018, sharing
24 both Dr. Schweitzer's thoughts, and the commission's concurrence with her conclusion.
25 After responses of regret and sadness from several of the church's members, those present
26 agreed with the commission's conclusion that the church needs to close.

27
28 Members expressed interest in continuing to worship through the end of 2018, and requested that
29 their current covenant pastor be allowed to continue for the additional four Sundays of 2018
30 beyond his current contract. The commission has asked two elders of the church to meet with
31 the commission as advisors, going forward, and both have consented.

32
33 Accordingly, the Administrative Commission requests that the presbytery grant an expansion of
34 powers to the commission, to include recommending the closure of Greenwood Church.

35
36 Regards,

37
38 John

39
40 Rev .Dr. John W. Turner, Moderator,
41 Greenwood Administrative Commission

CONSENT DOCKET

Presbytery of the James, Stated Meeting #100
October 20, 2018

Lord Jesus Korean Church
Richmond, Virginia

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

I. The Stated Clerk makes the following recommendation for the Consent Docket:

- A. That the minutes of the June 12, 2018 Stated Meeting and the August 7, 2018 Called Meeting be approved
- B. That the balancing of commissioners for 2019 for presbytery meetings be approved. (See page 3)

II. The Communication and Coordination Team

- A. That the Woodville Session be granted an exception for three years of having to rotate Elders. (The request comes because of a smaller membership.)
- B. That the following persons be elected to the Committee on Nominations:
 - 1. Class of 2021, Moderator, Ruling Elder Pat Valentine, South Plains
 - 2. Class of 2021, Vice Moderator, Rev. Denise Hall, Providence Powhatan
 - 3. Class of 2021, Region A, Rev. Walter Canter, Blue Ridge
 - 4. Class of 2021, Region B, Rev. Rebekah Johns, HR
- C. That the following persons be elected to the Committee on Representation:
 - 1. Class of 2021, Moderator, Rev. Nancy Summerlin, HR
 - 2. Class of 2021, Member-at-Large, Ruling Elder Rosa Oden, First United

III. The Committee on Nominations

The committee recommends that the following individuals be elected for service. All who are elected to serve as members of the class of 2021 (and those positions that are starred*) will begin service on January 1, 2019. Those elected to other class years are being elected to fill out uncompleted terms and will begin service immediately upon election.

Communication and Coordination Team

*Class of 2020, Moderator, Ruling Elder Kenna Payne, Westminster Richmond
Class of 2021, Vice Moderator, Minister of Word & Sacrament Rev. Shannon Waite, UMW
Class of 2021, Trustees Moderator, Minister of Word & Sacrament Rev. Steve Starzer, Fairfield
Class of 2021, Region A, Ruling Elder Steven Hicks, Mitchells
Class of 2021, Region B, Minister of Word & Sacrament Rev. Victoria Murdock, Tappahannock

1 **Leadership Connections Team**

2 Class of 2021, Region A, Ruling Elder Bill Marshall, Louisa

3
4 **Committee on Ministry**

5 Class of 2021, Member-at-Large, Ruling Elder Wayne Johnson, Eastminster

6 Class of 2021, Member-at-Large, Minister of Word & Sacrament Rev. Jewell Ann Parton,
7 South Plains

8 Class of 2021, Region A, Ruling Elder Fran Hooper, Cove

9 Class of 2021, Region A, Minister of Word & Sacrament Rev. Gordon Lindsey, HR

10
11 **Mission and Service Team**

12 *Class of 2019, Moderator, Minister of Word & Sacrament Rev. Ron Bullis, Hopewell First

13 Class of 2021, Region A, Minister of Word & Sacrament Rev. Lindsey Williams, Kirk
14 O'Cliff

15
16 **Committee on Preparation for Ministry**

17 Class of 2021, Moderator, Ruling Elder Linda Coye, St. Andrews

18 *Class of 2019, Vice Moderator, Minister of Word & Sacrament Rev. Janet Winslow, Bon
19 Air

20 Class of 2021, Member-at-Large, Minister of Word & Sacrament Rev. Sylvester Bullock,
21 Village

22 Class of 2021, Region A, Minister of Word & Sacrament Rev. David Garth, HR

23 Class of 2021, Region A, Ruling Elder Chad Wayner, South Plains

24 Class of 2021, Region B, Ruling Elder Gene Rosen, Fairfield

25 Class of 2020, Region D, Ruling Elder Rosa Oden, First United

26
27 **Service with the Synod of the Mid-Atlantic**

28 Class of 2021, Member-at-Large & Committee on Representation,
29 Ruling Elder Cherry Peters, Richmond Second

30 Class of 2021, Speer Trust Minister of Word & Sacrament Rev. Connie Weaver, Hebron

31
32 **IV. Committee on Ministry**

33
34 A. That presbytery validate the Director of the Global Mission Center for Christian
35 Education, Union Presbyterian Seminary. (page 32)

36 B. That the presbytery validate the position of Chaplain, Hospice of the Piedmont (page 34)

37 C. That Rev. Allen Pickett become Member at Large (MAL), February 14, 2018

38 D. That Rev. Peter Smith become MAL, April 2, 2018.

39 E. That Rev. Molly Spangler become MAL, effective July 1, 2018.

40 F. That Rev. Sally Ann Sisk become MAL, effective July 9, 2018.

41 G. That Rev. Beverly Bullock become MAL, effective 9/1/2018.

42 H. That Rev. Carson Rhyne, Jr. be Honorably Retired, 2/28/19.

COMMUNICATION AND COORDINATION TEAM

PRESBYTERY OF THE JAMES MEETING, October 20, 2018

The C&C Team Reports this Information:

1. Had a good conversation with John Vest and members of the Creating a Culture of Evangelism (CCE) Purpose Group about Gospel Renewal event slated for Pentecost, 2019. The Team was able to ask questions and clarify its purpose. A discussion was also held about transition of leadership for CCE with John's tenure ending in June, 2019. The meeting was productive.
2. Heard a report from the Interim Search Committee, Nancy Summerlin, moderator. The committee hopes to have a candidate for consideration at the October Presbytery meeting.
3. The General Presbyter shared the plans for four Transition Meetings in October throughout the presbytery to share information and address questions or concerns about anticipated changes during the upcoming transition.

The C&C Team Reports Taking the Following Actions:

1. Hired Barbara Espigh as Administrative Assistant/Office Manager.
2. Elected Dan Jordanger, to Personnel Committee, Class of 2021, as well as Moderator.
3. Will request approval from presbytery to appoint a Stated Clerk effective January 1, 2019, in the event that the new General Presbyter/Stated Clerk is not named by December 1, 2018
4. Approved the closing of the Presbytery offices on December 26, 27, and December 31, in addition to scheduled holiday leave in appreciation for the staff's service to the presbytery.
5. Approved a new health benefits plan for staff. Presbytery will continue to cover all pension costs for eligible employees as well as medical costs for employees provided they select the High Deductible Health Plan (HDHP).
6. Approved on request for Peacemaking Funds for \$1,185 from Dismantling Racism Purpose Group for events this fall, 2018.

The C&C Team Reports the Following Items for the Consent Docket:

1. That the Woodville Session be granted an exception for three years of having to rotate Elders. The request comes because of a smaller membership.
2. That the following persons be elected to the Committee on Nominations:
 - a. Class of 2021, Moderator, Ruling Elder Pat Valentine, South Plains
 - b. Class of 2021, Vice Moderator, Rev. Denise Hall, Providence Powhatan
 - c. Class of 2021, Region A, Rev. Walter Canter, Blue Ridge
 - d. Class of 2021, Region B, Rev. Rebekah Johns, HR
3. That the following persons be elected to the Committee on Representation:
 - a. Class of 2021, Moderator, Rev. Nancy Summerlin, HR
 - b. Class of 2021, Member-at-Large, Ruling Elder Rosa Oden, First United
4. That the Presbytery manual be amended to read (second reading):

Section Two - D. Other Participants:

1. Other Certified Lay Employees: Certified lay employees shall have the privilege of the floor but not vote at Presbytery meetings;

1 2. Corresponding Members: Ecumenical representatives, Ruling Elders who are former
2 POJ Moderators, and Teaching Elder members of other Presbyteries or denominations
3 who are supplying churches of the Presbytery are invited and encouraged to attend
4 meetings of the Presbytery and may enjoy privilege of the floor but not vote at those
5 meetings.
6

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

- 8 1. That the Docket for October 20, 2018, Presbytery meeting be approved.

9 -----
10 **TRUSTEES**

11
12 **The POJ Trustees Report this Information:**

- 13 1. Jeff Chapman, RBC Wealth Management gave a report on the investments of the
14 presbytery indicating we had a 17% return in 2017.
15 2. Victoria Church: The General Presbyter was given permission to explore with an
16 attorney the fact that presbytery owns the Victoria Church.

17 **The POJ Trustees Report Taking the Following Actions:**

- 18 1. Ratified the following email votes:
19 a. Replacement of HVAC unit on 2nd floor, 3218 Chamberlayne Avenue.
20 b. Contract for spraying at Camp Hanover.
21 c. Contract with Madison and Main for promotion of Camp Hanover
22 2. Approved upgrading of computers in 2019 at cost of \$16,458.
23 3. Approved \$13,500 to replace several power poles at Camp Hanover.
24 4. The Committee on Ministry resubmitted their Regional Contact proposal for funding for
25 the program. After discussion, Trustees asked to return the proposal to COM and outline
26 concerns which were raised: interview and selection process; travel expenses;
27 supervision; grouping of congregations; some means to address larger congregations

28
29 **The POJ Trustees Acting as a Commission: None**

30
31 **The POJ Trustees Report the Following Item for the Consent Docket: None**

32
33 **The POJ Trustees Make the Following Recommendations: None**
34

35
36 **REPORT OF THE MISSION AND SERVICE TEAM (MAST)**

37 PRESBYTERY OF THE JAMES
38 October 20, 2018

39
40 The Mission and Service Team provides oversight and support to eight Purpose Groups serving
41 in a variety of ministries. These Purpose Groups connect with the mission and vision of the
42 Presbyterian Church (USA) and bring together the work of our denomination with the presbytery

1 and its congregations in order to strengthen God’s mission outside our church walls, both locally
2 and globally. See these updates and join in these ministries!

3 **DISASTER RELIEF MINISTRY**

4 This group helps devastated communities after a natural disaster strikes by providing teams of
5 volunteer labor, skill, and supplies. With the leadership of Brown Pearson, an experienced
6 responder, they organized an initial group that went to New Bern, NC, October 7-14, to assist
7 those with flooded homes and to provide additional assessment for PDA and later response. A
8 second trip to New Bern is planned for **November 11-17**. Anyone who is interested in being part
9 of this work team should contact Brown for a place on the team at cbpearson3@erg-homes.com.

10

11 **DISMANTLING RACISM: BUILDING THE BELOVED COMMUNITY**

12 Vision: *The churches in the Presbytery of the James will be places that actively resist the*
13 *presence and legacy of racism in their congregations and communities.*

14

15 Purpose: In response to the presbytery’s overture on “The Rise of White Supremacy and
16 Racism” and guided by the desire to see our presbytery and all God’s people live more fully into
17 the two great commandments to love God and our neighbor as ourselves:

18

19 We will investigate and propose steps that the Presbytery of the James may take to witness to the
20 love of God for all people and to the presbytery’s opposition to acts of hate and discrimination.

21 These include:

- 22 • Avenues through which the Presbyterian Church in Virginia can study, confess, and
23 seek to repent of its own history of racism.
- 24 • Resources that the presbytery can promote for use at the presbytery, community, or
25 congregational level (e.g. books, studies, media, pilgrimages, conversation groups,
26 speakers, seminars and more).

27

28 We invite all those interested in keeping up with the group’s efforts to subscribe to our mailing
29 list by going to our purpose group page ([https://www.presbyteryofthejames.com/dismantling-](https://www.presbyteryofthejames.com/dismantling-racism)
30 [racism](https://www.presbyteryofthejames.com/dismantling-racism)) and clicking on the subscribe button. If you would like to join us at our next meeting,
31 contact Darren Utley (darren@fairfieldpcusa.org).

32

33 Opportunities: Over the course of this program year, we have a number of opportunities to
34 engage in the work to which we as a presbytery have committed.

35

- 36 1. **Christianity, Creation and Community:** Why do we find it hard to hear the groans of
37 creation? Why is it so difficult for us to listen with compassion to our neighbors?
38 Dr. Willie Jennings’ 2018 Sprunt Lectures delivered at Union Presbyterian Seminary offer
39 some profound answers to these questions and provoke us to re-imagine our understanding
40 of creation, the creator, and our fellow creatures. We are gathering folks from the local
41 seminaries, our churches, and the community for a time of conversation, imagination, and
42 planning for action.

43

1 Follow the link <https://goo.gl/T9Vot5> or use the QR code for more
2 information, to RSVP, and to access lecture videos.



3
4 Save the Dates: Oct. 4, 18; Nov. 1, 15 at 7:00 p.m.
5 Union Presbyterian Seminary Early Center
6

- 7 2. **Reconstructing the Gospel Reading Groups and Retreat:** The second Sunday in Advent
8 we hear the call of Isaiah through John the Baptist: “Prepare the way of the Lord, make his
9 paths straight.” Traditionally, the church has heard this as a call to prepare their hearts and
10 lives for the coming of the Messiah. We invite church leaders to a time of reflection and
11 repentance alongside hopeful expectation during the Advent season through a study of
12 Jonathan Wilson-Hartgrove’s book *Reconstructing the Gospel: Finding Freedom from*
13 *Slaveholder Religion*. January 11-12 at Richmond Hill. Jonathan will lead a retreat with
14 Christian leaders concerning the contents of his book and will share with us his experience of
15 wrestling with the legacy of slaveholder religion in his personal and church life. More
16 information will be forthcoming regarding this opportunity.
17
- 18 3. **Lenten Curriculum Cohort:** The purpose group has been working over the summer to
19 continue the development of a curriculum tailored for this presbytery and fitting for a Lenten
20 study in 2019. We have spoken with leaders from a number of churches who have expressed
21 interest in being part of a cohort of churches offering a Sunday School class or small group in
22 the coming year. Anyone interested in learning more about this curriculum and the cohort for
23 Lent 2019 is invited to a roll-out luncheon at 12:30 –2:00 p.m. on November 14 at Fairfield
24 Presbyterian Church, 6930 Cold Harbor Rd., Mechanicsville, VA, 23111. We are also
25 looking for a location closer to Charlottesville for another date. If you would be willing to
26 host such an event in the Charlottesville area, please contact us at pojdrbbc@gmail.com.
27 There will also be a training session in February to walk through the lessons, keys for having
28 difficult conversations, and a chance to talk about ways to modify the curriculum to your
29 church context. Exact date and location of this training will be finalized soon.
30

31 HAITI PARTNERSHIP

32 Hard working Haitians continue to make strides in responding to the
33 challenges they face on a day to day basis. The Haiti Purpose Group
34 continues to seek ways to come along side these Haitian partners as we
35 work with and support Cindy Corell, our Presbyterian Church (USA)
36 Mission Co-worker in Haiti. Cindy is based in Port au Prince and is
37 connected to a large network of Haitian farming groups that span the
38 entire country. Over the last 6 years, she has developed connections
39 which have allowed healthy partnerships to flourish and make an
40 impact on the people she seeks to serve. The Haiti Purpose Group has
41 the goal of helping those in our Presbytery to hear about and from
42 Cindy Corell and better understand the important ministry she is
43 engaged in.



44 The Haiti Purpose Group has been working to address the following goals we seek to accomplish
45 over the next year:

- ❖ We have new members who have joined the purpose group, and are always looking for more, so please contact us with your interest.
- ❖ We have secured dates for the 2019 POJ partnership trip to Haiti: **February 20-27, 2019**. If you feel called to go on this trip, please contact Elizabeth McGuire, Elizabeth.l.c.mcguire@gmail.com
- ❖ We have begun the work to improve communication materials we share with this presbytery so our mission and vision can be clearer
 - + a 2-sided panel is available which highlights ways to support Cindy Corell, Mission Co-worker to Haiti and how to hear from her in November when she visits our Presbytery.
 - + a new updated brochure will be available soon
 - + maximizing communication in the presbytery through every medium available (POJ website, Facebook, FYI's, mailings)

Great News!! **Cindy will be here in the Presbytery of the James in November.** We encourage everyone and every church to connect with her while she's here. Information on where she will be and on what date is available on the website. Thank you to the congregations who have stepped up to host events with Cindy and to share her with all of you. We are grateful for the continued support from the many congregations within the Presbytery of the James that makes Cindy's mission service possible. We pray that this current support will continue and grow. We pray that congregations who supported Cindy previously will find a renewed calling from God to support her once more. And for congregations who have not been able to do so, this is an excellent opportunity to join in this shared mission of support and service. Those who know Cindy, and more especially, have grown to know the Haitian partners she works with, know that God is at work and has always been at work in Haiti. By engaging in this call to support Cindy, we answer God's call to be part of that work in ways that bring glory to where it should be: a glory to God and not to ourselves.



SOCIAL JUSTICE

The Social Justice Purpose Group offers the opportunity for clergy and lay leaders in member congregations of Richmonders Involved in Strengthening our Community (RISC) to support the development of social justice networks within their congregations and to engage in grassroots justice advocacy with partner congregations. Our most recent initiatives have yielded the following results:

Jobs Pipeline Flows with Potential Along with our ecumenical partners, we have worked to bring together hospital systems, community college and training entities, and the workforce center to create a sustainable, innovative pathway for job-seekers to enter high-demand healthcare jobs. This summer, the plan became a reality with all three regional hospital systems on board and dozens of applicants actively involved in the pipeline. Since the launch of the healthcare jobs pipeline in June 2018, more than fifty job-seekers from Richmond's distressed neighborhoods have been hired into entry-level jobs at VCU health.

Richmond Public Schools Pilot Proven Reading Program Woodville Elementary school is currently unaccredited in reading with only 32% of students reading at grade level. As the fall semester begins and Woodville Elementary classrooms fill with bright-eyed students, the

1 school will also be opening a new chapter in reading education with a pilot program of Reading
2 Mastery. This fall, children in Kindergarten, First, and Second grades will learn to read using a
3 program proven to help students across all educational and social backgrounds read at grade level.

4 **Chesterfield County Schools Provide Extensive Trauma Response Training** We were
5 dismayed by the increase in suicides in the middle and high schools in Chesterfield County. After
6 completing extensive research, we found that childhood trauma is widespread and we were able to
7 make best practices recommendations to the Chesterfield County School Board. Our hard work
8 paid off! Chesterfield County Public Schools will provide ACE Interface Trauma Informed
9 Response Training to faculty and staff at the six schools with more than two hundred suspensions
10 last year and the highest disparity in suspensions for African-American students with disabilities.
11 Training will be evaluated using a nationally-recognized assessment to measure results.

12 As we enter the fall ministry season, RISC member congregations will be organizing small
13 groups to give congregants the opportunity to share their concerns and hopes for family, friends,
14 and the wider community. The concerns that surface during these meetings will be brought to the
15 Community Problems Assembly on October 29 where we will vote on the focus of our initiative
16 for the coming year. Congregations interested in learning more about social justice community
17 organizing or exploring how to become involved, are welcome to contact Janet Winslow or any of
18 the members of the Social Justice Purpose Group.

19 20 **WORLD MISSION**

21 The major focus of the World Mission Purpose Group has been to sponsor and coordinate the
22 visit of **Dr. Mary Mikhael**, our denomination's International Peacemaker from Syria. A
23 graduate of the Presbyterian School of Christian Education and Columbia University, she served
24 as president of the Near East School of Theology in Beirut, the first woman in this position of
25 any theological school in the Middle East. Dr. Mikhael is an accomplished leader and noted
26 speaker on the tragic suffering in this war-torn region that longs for peace.

27
28 Her schedule in the presbytery included many venues. The purpose group arranged three events
29 to make her available to everyone: one in the Charlottesville area September 30 at **Blue Ridge**
30 **Presbyterian Church** with **Westminster** co-hosting, one on the Southside, October 1 at **Bon**
31 **Air Presbyterian Church** and RPEC co-hosting, and a final event October 3 at **River Road**
32 **Presbyterian Church**. In addition, Dr. Mikhael spoke at Westminster Canterbury, preached at
33 Brandermill Church, and spent a day at Union Presbyterian Seminary (chapel, lunch, and forum
34 discussion).

35
36 Additionally, our relationship with **Guatemala mission** continues to prosper. The Presbytery of
37 the James together with the presbyteries of Baltimore and Peaks received a **Synod grant to**
38 **further the ministry of CEDEPCA** with women, especially women pastors and young women
39 at risk for sexual violence. The presbyteries are planning to offer a **joint mission partnership**
40 **trip** in July 2019 to support this ongoing relationship with CEDEPCA (Protestant Center for
41 Pastoral Studies in Central America). Anyone with interest in engaging more deeply with our
42 Guatemala mission partners, please speak with the purpose group moderator Ron Bullis
43 firstpresbyterianhopewell@verizon.net or with Mary Jane Winter (mjwinter@comcast.net) for
44 more details.

45 **REPORT OF THE COMMITTEE ON NOMINATIONS**

46 PRESBYTERY OF THE JAMES

October 20, 2018

I. THE COMMITTEE RECOMMENDS THAT THE PRESBYTERY ELECT

For Presbytery Moderator for 2019

Minister of Word and Sacrament Diane Prevary, Honorably Retired. Ordained in 1983, Rev. Prevary has served several churches in Maryland and Virginia, as well as General Presbyter (Central Nebraska & Southern Kansas presbyteries) and Stated Clerk (New Covenant presbytery).

For Presbytery Vice Moderator for 2019

Ruling Elder Leigh Anne Ring, River Road Presbyterian Church. Leigh Anne has been a Certified Christian Educator since 2001, serving three churches within the presbytery (currently River Road). She is one of the co-moderators of the Christian Education Purpose group and has served a number of teams and committees throughout the presbytery.

II. THE COMMITTEE RECOMMENDS THAT THE PRESBYTERY ELECT:

A Strategic Planning Team made up of the 15 individuals named below. The group's work, as defined by the action of the Presbytery of the James at its October 2017 meeting, is to:

- a) articulate a vision and mission for the POJ
- b) propose a structure for the implementation of the vision and mission
- c) recommend a financial plan for the implementation of the vision and mission.

In April, the Communication & Coordination Team instructed the CON on the makeup of the team: it should include one Ruling Elder and one Minister of Word & Sacrament from each of the six regions as well as three at-large members; these fifteen people should represent diversity in gender, racial/ethnic background, and age; there should be representation from ministers serving in validated ministries as well as at least one Certified Christian Educator; there should be at least one individual with connections to Union Presbyterian Seminary and one with connections to Camp Hanover.

The CON's search process began in April and concluded in September. We spoke with more than three dozen individuals to assess their interest, gifts, skill level, and availability. The team we are nominating is a talented group of dedicated servants from various backgrounds and with a unique blend of gifts and experiences. They range in age from 31 to 81; there are 8 women and 7 men; 2 members represent racial/ethnic minority groups; 2 members come from churches of 1,000 members while 3 members come from churches of under 100 members; there are 8 Ministers of Word & Sacrament and 7 Ruling Elders.

- Moderator, Ruling Elder **Jen Rowe**, Region B, The Presbyterian Church of Fredericksburg. Elder Rowe served two terms on CPM, was an ordination examinations reader, and a member of the Listening Team and Administrative Committee for the former Spotsylvania Presbyterian Church. She was recently elected as POJ representative for the Permanent Judicial Commission for the Synod of the Mid-Atlantic. Currently, she is a student at Union

- 1 Presbyterian Seminary in the Blended-Learning Program working toward a Masters degree in
2 Christian Education.
- 3 • Vice Moderator, Minister of Word & Sacrament **Stephen Lee Hodges**, Region E,
4 Providence Forge. Rev. Hodges has served Providence Forge Presbyterian for 13 years and
5 counting. He has served on various presbytery committees including CON (6 years) CPM (3
6 years) and Personnel (2015 to present). He was the moderator of the Administrative
7 Commission for Wesley Church. He served as POJ vice-moderator in 2016 and moderator in
8 2017, and was a commissioner to the 2014 General Assembly of the PC(USA).
 - 9 • Minister of Word & Sacrament **Liz Hulme Adam**, Region A, Tabor. Rev. Adam has served
10 on the Presbytery's Public Policy Witness Purpose Group for the last two years. For the
11 Newton Presbytery, she served on the Communications Committee and started their first
12 Newsletter.
 - 13 • Ruling Elder **Elizabeth Gatewood**, Region A, Charlottesville First. Elder Gatewood has
14 been both an Elder and a Deacon and has served on a number of regular and special
15 committees of the presbytery. She has also been a Sunday School teacher. She is a member
16 of Presbyterian Women. Most recently, she served as Vice Moderator of the CPM.
 - 17 • Minister of Word & Sacrament **Tom Coye**, Region B, Honorably Retired. Rev. Coye has
18 served the Presbytery in a number of capacities, including the CON and as a commissioner to
19 the 2010 General Assembly of the PC(USA).
 - 20 • Minister of Word & Sacrament **Patrick Dennis**, Region C, Tuckahoe. Rev. Dennis has
21 served on the Personnel Committee, the Camp Hanover purpose group, the Vision 20/20
22 team, and an administrative commission. He was a delegate on the most recent Haiti mission
23 trip.
 - 24 • Ruling Elder **Marilyn Johns**, Region C, The Gayton Kirk. Elder Johns is a Certified
25 Christian Educator who recently retired from service at Union Presbyterian Seminary. She is
26 a member (and clerk of the session) at The Gayton Kirk, and currently serves the presbytery
27 on the Christian Education (as co-convener) and Stewardship Purpose Groups. She has also
28 served as a reader of session minutes and a member of the search committee for the
29 Associate Presbyter for Stewardship. She worked for the PC(USA) as coordinator of the "For
30 Such a Time as This" project for small congregations.
 - 31 • Minister of Word & Sacrament **Bobby Hulme-Lippert**, Region D, Grace Covenant. Rev.
32 Hulme-Lippert has served as pastor at Grace Covenant Presbyterian Church since 2013 and
33 is currently a member of the Personnel Committee. He has previously served as an Associate
34 Pastor at Clairmont Presbyterian Church in Decatur, GA, where he was a member of the
35 Worship Committee in the Presbytery of Greater Atlanta.
 - 36 • Ruling Elder **Peter Ro**, Region D, Lord Jesus Korean. Elder Ro served as moderator of the
37 Presbytery of the James in 2010 and was a commissioner to the 2008 General Assembly of
38 the PC(USA).
 - 39 • Ruling Elder **Susan Mapes**, Region E, Chester. Elder Mapes currently chairs the Christian
40 Education Committee at Chester. She read Session Meeting Minutes for the Presbytery of the
41 James for 3 years. Susan attended the 2016 General Assembly of the PC(USA) as an
42 Observer. Susan is a life-long Presbyterian who served on her Presbyterian Youth Council in
43 the Presbytery of East Tennessee, attended the 1977 General Assembly of the PC(USA) as a
44 YAV, and was a chaperone for the first Triennium in 1980. She has been active in
45 Presbyterian Women for over 15 years.

- 1 • Minister of Word & Sacrament **Katherine Jackson**, Region F, Bott Memorial. Rev. Jackson
2 currently serves on the Leadership Connections Team. In the Presbytery of the James she has
3 served as moderator, as a commissioner to the General Assembly of the PC(USA), and on the
4 COM. In the Shenandoah presbytery, she served on COM and as a commissioner to the
5 Synod. She has served as associate pastor (Second, Petersburg), interim pastor (Crewe), and
6 installed pastor (Bott Memorial).
- 7 • Ruling Elder **Dr. Hal Raddin**, Region F, Brandermill. Elder Raddin is a charter member of
8 the Brandermill Church, having served there as a ruling elder and church treasurer. He is
9 entering his sixth year of service on the Board of Camp Hanover. He was a member of the
10 Board of Trustees at PSCE prior to its merger with Union Presbyterian Seminary and has
11 served as a member of Union’s President’s Advisory Council.
- 12 • Minister of Word & Sacrament **Shannon Waite Hendricks**, Member-at-Large, Validated
13 Ministry. Rev. Hendricks serves as the Campus Minister with the Campus Christian
14 Community, an ecumenical ministry at the University of Mary Washington supported by the
15 Presbytery of the James. She is also active in the life of The Presbyterian Church of
16 Fredericksburg. She has served the Presbytery on an administrative commission, as a
17 member and vice-moderator of the Collegiate Ministries Purpose Group, and currently serves
18 on the Communications and Coordination Team/Trustees.
- 19 • Ruling Elder **Lamar Lockhart**, Member-at-Large, Chester. Elder Lockhart has served on the
20 Personnel Committee and in a leadership capacity for the Self-Development of People team
21 in the Presbytery of the James. He provided significant volunteer leadership for the General
22 Assembly when it met in Richmond. Lamar has been a dedicated supporter for the Resource
23 Center across the years and is focused on social witness events and activities in the
24 presbytery.
- 25 • Minister of Word & Sacrament **Katherine Todd**, Member-at-Large, Forest Hill. Rev. Todd
26 served five years on the POJ’s New Church Development / New Worshiping Communities
27 Purpose Group. In addition to several covenant pastor roles, she served as Assistant Director
28 of Camp Hanover from 2007-2012, staffing numerous committees, including the Capital
29 Campaign Team and Camp Board. She also served as a member of the Camp Hanover
30 Strategic Planning Team that helped envision a healthy transition from the Camp’s long-term
31 Director Bob Pryor into a sustainable model for the future.

33 **III. CONSENT DOCKET RECOMMENDATIONS**

34 The committee recommends that the following individuals be elected for service. All who are
35 elected to serve as members of the class of 2021 (and those positions that are starred*) will begin
36 service on January 1, 2019. Those elected to other class years are being elected to fill out
37 uncompleted terms and will begin service immediately upon election.

39 **Communication and Coordination Team**

40 *Class of 2020, Moderator, Ruling Elder Kenna Payne, Westminster Richmond
41 Class of 2021, Vice Moderator, Minister of Word & Sacrament Rev. Shannon Waite, UMW
42 Class of 2021, Trustees Moderator, Minister of Word & Sacrament Rev. Steve Starzer, Fairfield
43 Class of 2021, Region A, Ruling Elder Steven Hicks, Mitchells
44 Class of 2021, Region B, Minister of Word & Sacrament Rev. Victoria Murdock, Tappahannock

1 **Leadership Connections Team**

2 Class of 2021, Region A, Ruling Elder Bill Marshall, Louisa

3
4 **Committee on Ministry**

5 Class of 2021, Member-at-Large, Ruling Elder Wayne Johnson, Eastminster

6 Class of 2021, Member-at-Large, Minister of Word & Sacrament Rev. Jewell Ann Parton, South
7 Plains

8 Class of 2021, Region A, Ruling Elder Fran Hooper, Cove

9 Class of 2021, Region A, Minister of Word & Sacrament Rev. Gordon Lindsey, HR

10
11 **Mission and Service Team**

12 *Class of 2019, Moderator, Minister of Word & Sacrament Rev. Ron Bullis, Hopewell First

13 Class of 2021, Region A, Minister of Word & Sacrament Rev. Lindsey Williams, Kirk O'Cliff

14
15 **Committee on Preparation for Ministry**

16 Class of 2021, Moderator, Ruling Elder Linda Coye, St. Andrews

17 *Class of 2019, Vice Moderator, Minister of Word & Sacrament Rev. Janet Winslow, Bon Air

18 Class of 2021, Member-at-Large, Minister of Word & Sacrament Rev. Sylvester Bullock,
19 Village

20 Class of 2021, Region A, Minister of Word & Sacrament Rev. David Garth, HR

21 Class of 2021, Region A, Ruling Elder Chad Wayner, South Plains

22 Class of 2021, Region B, Ruling Elder Gene Rosen, Fairfield

23 Class of 2020, Region D, Ruling Elder Rosa Oden, First United

24
25 **Service with the Synod of the Mid-Atlantic**

26 Class of 2021, Member-at-Large & Committee on Representation,
27 Ruling Elder Cherry Peters, Richmond Second

28 Class of 2021, Speer Trust Minister of Word & Sacrament Rev. Connie Weaver, Hebron

29
30 **IV. OPPORTUNITIES FOR SERVICE**

31
32 The following vacancies exist on Committees and Teams that are filled by The Committee on
33 Nominations:

34 **Committee on Preparation for the Ministry**

35 Class of 2021, Region B, Minister of Word & Sacrament

36 Class of 2019, Region E, Minister of Word & Sacrament

37 Class of 2019, Region F, Minister of Word & Sacrament

38
39 **Committee on Ministry**

40 Class of 2021, Region B, Ruling Elder

41 Class of 2021, Region B, Minister of Word & Sacrament

42 Class of 2020, Region C, Ruling Elder

43
44 **Leadership Connections Team**

45 Vice Moderator, Member-at-Large

46 Class of 2021, Region B, Ruling Elder or Member of Congregation

1 **Mission and Service Team**

2 Class of 2021, Region B, Ruling Elder or Member of Congregation
3 Class of 2019, Region E, Minister of Word & Sacrament
4

5 **Synod Service**

6 Class of 2021, Committee on Nominations, Minister of Word & Sacrament
7

8 If you are interested in any of these opportunities for service, please contact
9 Rev. Joshua Andrzejewski, Moderator of the Committee on Nominations, josh3936@gmail.com.

10
11 ***

12 In addition to these *elected* positions, POJ members may serve on Purpose Groups. Please visit
13 www.presbyteryofthejames.com/purpose-groups and directly contact a Purpose Group of your
14 choice.
15

16
17 **REPORT OF THE LEADERSHIP CONNECTIONS TEAM**

18 PRESBYTERY OF THE JAMES

19 October 20, 2018
20

21 **REPORT OF THE CHRISTIAN EDUCATION PURPOSE GROUP TO THE**
22 **PRESBYTERY OF THE JAMES**

23 The Christian Education Purpose Group exists to support those in our presbytery and beyond
24 who are responsible for the Christian Education ministry in their congregations. The people with
25 whom we want to engage include professional church educators, pastors, and volunteers.

26 In an effort to determine the best way to serve educational ministry in our churches, we want to
27 hear from you! On **Monday, November 12, 2018**, we will host a free lunch for anyone
28 interested in hearing more about our Purpose Group and to offer suggestions to us about what
29 will best help you in your day-to-day ministry in Christian Education. The event will take place
30 at **First Presbyterian Church in Richmond** from 11:30 – 2 p.m. We hope a representative
31 from every church in the presbytery will join us and enjoy fellowship and idea-sharing.

32 Let one of us know if you will attend – we hope you will! Even if you can't, we'd appreciate
33 your input.

34 Co-conveners:
35

36 Marilyn Johns – marilynjohns2@gmail.com

37 Mary Park – mpark@fpcrichmond.org

38 Leigh Anne Ring – leighannering@rrpcusa.org
39
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41
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45

1 **REPORT OF THE COLLEGIATE MINISTRY PURPOSE GROUP TO THE**
2 **PRESBYTERY OF THE JAMES**

3 The Presbytery of the James supports and partners with Collegiate Ministries on five area college
4 campuses. Three of these ministries are highlighted in this report.

5
6 **Virginia Commonwealth University’s UKirk welcomes Rev. Alex Fischer, beginning his**
7 **term as Campus Minister with the Fall 2018 semester.**

8 UKirk’s students have frequently expressed how much they appreciate UKirk being an open,
9 welcoming space where not only their questions and ideas are welcomed, but their whole identity
10 and personhood is welcomed. To act further on this, the students met in the spring of 2018 and
11 voted to enact 1) a new mission statement that reflects this and 2) receive official endorsement of
12 the More Light Presbyterians. Heading into the new academic year, we hope to live more into the
13 identity of being a welcoming and affirming group in all that we do as a reflection of our faith in
14 Jesus Christ. Our new mission statement reflects this as such:

15 *“We are called to be a witness to and for the world of the new reality God has made*
16 *available to all people through Jesus Christ: by building a community where unique and*
17 *inclusive individuals value one another, and where we engage relevant issues in deep and open*
18 *conversations. Because we seek to know Christ and make Christ known in downtown Richmond*
19 *and throughout the world.”*

20 The students have also expressed interest in wanting to see more people attend and our group
21 size increase, which of course is a goal of most campus ministries. However, the advantages of
22 having a “small-and-strong” group have been a great blessing for the program thus far. Even
23 though we have been small in numbers, the students involved have been very dedicated to the
24 group and faithful in discipleship. It’s also been easier to provide food and activities for the
25 students with little-to-no cost to them. As the resident pastor, my hope is to maintain this
26 wonderful culture that is already set in place, while still striving to discern new places that God is
27 moving our group towards.

28 – Rev. Alex Fischer

29
30 **The Campus Christian Community at the University of Mary Washington continues its**
31 **ministry to students.**

32 I am very excited entering my fifth year of ministry with the CCC. We have an excellent group
33 of students who are dedicated to the ministry and are continuing to work to reach out to more
34 students and to be intentional in the work that we are doing. Additionally, our board of directors
35 has reached a level of functionality and dedication to working that is the strongest I have seen in
36 my time here. I believe that good things are happening here and God is present in the work that
37 we are doing.

38 Our student leadership team will not meet until later in August to set some of the
39 ministry/programmatic goals for the year, but I have established goals for myself and for the
40 ministry as a whole moving forward they include:

- 41 - To increase the size of our community so more can come to know the work that we do
42 and find a community at the CCC.
- 43 - To create a strong sense of community amongst the MT members, returning and new, in
44 order to have a successful first year
- 45 - To facilitate a growth in the boards understanding of the fullness of the work that happens
46 at the CCC through communication and board reports

1 - To continue to strive to reach out to students we may not always have successfully
2 reached out to in the past, particularly freshman and commuters

3
4 Some additional plans that we have for the year include a Bible study on Acts and a worship
5 series about the lesser known parts of the Sermon on the Mount. The students continually push to
6 examine some of the harder texts of scripture and the parts of scripture that they may not have
7 heard as much about in church (if they grew up in church at all). We have begun theming our
8 year around the worship series that we are doing. Last year, ours was “Shine Your Light” where
9 we looked at what it meant to be a Christian in today’s world and examined what it meant to be
10 called by God to do different things. This year, our theme is going to play with the idea of what it
11 means to “fulfill” and be fulfilled based on Jesus’ statement that he came to fulfill the law.

12 – Rev. Shannon Waite Hendricks

13
14 **Virginia State University’s FLOW ministry encompasses Faith, Love, Outreach, and**
15 **Worship.**

16 During the 2017-2018 academic year, FLOW worked in collaboration with the Virginia
17 State University campus community to empower students to reach their fullest potential by
18 creating opportunities to grow spiritually. We accomplished this by offering a total of **117**
19 opportunities to engage in **Faith, Love, Outreach, and Worship** which totaled in the participation
20 of **3,843** total students.

21 Each category had a target number of opportunities to offer and students to reach
22 accordingly: *Faith (20 events, 17 students), Love (10 events, 17 students), Outreach (14 events, 17*
23 *students) and Worship (28 events, 85 students)*. The numbers are based on the goal of reaching 2%
24 of the total student population of 4,240 in worship attendance, and a corresponding 20% of that
25 number to participate in the other categories of events. An assessment of the year’s activities reveal
26 success in reaching the desired average of students in the areas of **Love (22)** and **Outreach (25)**
27 and room for improvement in the areas of attendance for **Faith (11)** and **Worship (77)**. *Faith*
28 *events include Bible Study and Student Ministries (Avodah Praise and Worship Team, Chara*
29 *Performing Arts Team). Love events include fellowship meals, Christian forums, local church*
30 *visits, and workshops. Outreach events include community service and volunteer efforts. Worship*
31 *includes Sunday worship service.*

32 Our ministry will continue to work towards reaching the target goals that we have set and will
33 offer more opportunities for Outreach and Love in the 2018-2019 academic year. We exceeded
34 our average for these two categories and will continue to utilize these areas to help invite students
35 to Faith and Worship events. It is imperative that we continue to share the love of Jesus Christ with
36 as many students in as many ways as we are able!!

37 - Rev. Delano Douglas
38
39
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45

1 **REPORT OF THE PRESBYTERIAN WOMEN TO THE PRESBYTERY OF THE**
2 **JAMES**

3
4 The Coordinating Team of Presbyterian Women of The James (PW-POJ) met on August 11 on
5 the campus of Union Presbyterian Seminary (UPS) for a planning retreat. UPS staff members
6 Evelyn Terry and Crystal Sygeel were our most gracious and helpful hosts as plans were made
7 for the new program year. We endeavor to keep congregations well-informed and plan
8 leadership and mission events for congregations in our Presbytery that will carry out the purpose
9 of Presbyterian Women, which is: to nurture our faith through prayer and Bible study; to support
10 the mission of the church worldwide; to work for justice and peace; and to build an inclusive,
11 caring community of women that strengthens the Presbyterian Church (U.S.A.) and witnesses to
12 the promise of God's kingdom.

13
14 There has been a very positive response to this year's HORIZONS Bible Study, "God's
15 Promise: I Am With You" by Rev. Amy Pohlig Sutherlan which is being used by most of our
16 congregations. This 9 lesson study looks at stories of God's promise throughout both the Old and
17 New Testaments.

18
19 On November 3, women from all across Presbytery of The James will gather at The Presbyterian
20 Church in Fredericksburg for Fall Gathering. This gathering will be held in the church's
21 accessible Fellowship Hall. Tours of their historic Sanctuary will be available after the
22 gathering. After Registration in the Atrium; each participant will proceed downstairs to the
23 Fellowship Hall for breakfast refreshments, and the gathering will convene at 9:30 a.m. The
24 day's mission speaker will be Peggy Jones of World Gospel Outreach. We also will be
25 recognizing the ministry of Rev. Carson Rhyne upon his retirement as General Presbyter of
26 Presbytery of The James. Participants also will be considering the Petersburg's CARES ministry
27 (Crisis Assistance Response Emergency Shelter) and Presbyterian Children's Home of The
28 Highlands in Wytheville as the recipient of the mission offering of the Spring Gathering.

29
30 This is an exciting year for PW-POJ as we will be celebrating our 30th anniversary of our
31 founding on May 6, 1989 during our upcoming Spring Gathering. We are looking forward to
32 welcoming the Churchwide Moderator, Jyung In Lee, and Synod Representative to the
33 Churchwide Coordinating Team Roxann Porter as special guests as we celebrate this milestone
34 in our history. This gathering will take place on May 4, 2019 at River Road Presbyterian
35 Church.

36
37 Presbyterian Women and Presbyterian Disaster Assistance (PDA) are closely connected
38 organizations. PW-POJ will continue to work with PDA for Hurricane Florence Relief which
39 affected so many congregations in our Synod of The Mid-Atlantic. Be sure to visit PDA's
40 website for resources and ways that you can help. <http://pda.pcusa.org/pda/resources/>

1 **REPORT OF THE RESOURCE CENTER PURPOSE GROUP TO THE PRESBYTERY**
2 **OF THE JAMES**

3
4 **Next most faithful steps** - people of faith seek to take them, and congregations do, too! The
5 Resource Center is on the journey with you, too, carrying out our mission by providing YOU and
6 your church (or schools, agencies, or even you, personally) with resources for ministry in a
7 diverse and ever-changing world.

8 **The Resource Center**, an ecumenical non- profit, serves many churches and denominations,
9 three Richmond seminaries, and various church-related agencies and individuals. The Presbytery
10 of the James was one of our founding members in 1983. **The Resource Center** is so much more
11 than just books, videos, and curriculum. Our art and artifact collection, much of which can be
12 borrowed by local congregations, provides a wonderful dialogue starter for a class or event. The
13 Resource Center provides resources for all areas of congregational life and all kinds of
14 congregations!

15 Upcoming events sponsored by **The Resource Center**: (see resourcingchurches.com for details)

- 16 ▪ **Teachers' Toolbox**, an equipping/refreshing event for those involved in local church
17 Christian education, will be held on Saturday, September 22, from 8:30 a.m.— 12:30
18 p.m. on the Virginia Union University campus.
- 19 ▪ Annual **Honoring Excellence in Ministry Banquet** will be October 26 at 7 p.m. at the
20 Perkins Living and Learning Center at Virginia Union. Nominate and honor lay leaders
21 for faithful and exemplary service to your congregation and the larger world!
- 22 ▪ **Vacation Bible School Curriculum Fair** in partnership with Cokesbury will be held at
23 The Resource Center February 14, 15, 16, 2019. Come review of 2019 VBS curriculum
24 from several publishers plus get great discounts!
- 25 ▪ **Teaching Excellence Colleague Forum** tentatively scheduled for March 2, 2019! Spend
26 the day with the people who write the books that shape Christian Education!

27 **The Resource Center** is a membership organization, and all congregation members may use our
28 services, not just designated members or staff. **Congregational memberships for all**
29 **Presbytery of the James congregations are paid on your behalf! You are already a**
30 **member!**

31 **Interested? Would you like your church to take fuller advantage of the resources and**
32 **consultation the Presbytery provides you with?** No problem! Call or email to arrange a
33 conversation or an introductory visit and tour! Have a look at our online catalog and order
34 resources for your congregation to review! Get in touch with our executive director, Dr. Denise
35 Janssen, to arrange for a resource consultation or teaching equipping event! Sign up for
36 Teachers' Toolbox or nominate a faithful, gifted lay member to be honored at the annual
37 Honoring Excellence in Ministry Banquet! Perhaps you missed the Small Church Christian
38 Education events last August. No problem - The Resource Center and Christian Educators'
39 Purpose Groups can find just the right CE specialist to help. In most cases, there is no charge.
40 Just ask!

1 **Is your church located outside Richmond?** No problem there either! We regularly mail
2 resources for congregations for whom distance is an obstacle. We pay outgoing shipping; you
3 pay to ship them back to us.

4
5 **Need a place for your book group or discussion group to meet?** The Resource Center
6 comfortably hosts several such groups up to about 12 people. Call and let us work with you!

7
8 **The Resource Center also offers** consultation services to help in identifying the right resource
9 for your church, comparing similar resources to one that fits you, or adapting resources to your
10 context.

11
12

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

13 **www.resourcingchurches.com Phone 804.358.8306**

14 **1500 N. Lombardy Street, Richmond, VA 23220**

15 **on the 4th floor of Kingsley Hall, School of Theology at Virginia Union University**

16 **Rev. Dr. Denise Janssen, executive director info@resourcingchurches.com**

17 **REPORT OF THE SMALL CHURCH PURPOSE GROUP TO THE PRESBYTERY OF**
18 **THE JAMES**

19
20 **Foundation Forums** - In June, the Small Church Purpose Group worked with Deborah Rexrode
21 from the Presbytery staff and the PCUSA Foundation to host the first of the “Small Church
22 Foundation Forums.” Held on June 2 at Laurel Church, over thirty pastors and ruling elders
23 participated, representing several POJ congregations. By the date of the Presbytery meeting, yet
24 another event in the series will have been held at Forest Hill Church with a similar number in
25 attendance.

26
27 Organized in presbyteries across the country, the Foundation Forums help small churches to
28 assess their ministry and finances so that they may be able to chart a course to financial health
29 and stability in a challenging world.

30
31 **Small Church Grants** – So far this year, acting on behalf of the Trustees of the Presbytery, the
32 Small Church Purpose Group has awarded \$16,300 in grants to seven small churches within the
33 Presbytery. While most of these dealt with urgent needs such as HVAC replacement, repainting
34 inside due to water damage, and pest abatement, one did assist a congregation in enabling an
35 “emergent” ministry to hire a summer intern to enhance the church’s online presence and social
36 media outreach. Churches receiving funds include All Souls, Blue Ridge, Forest Hill, Colonial
37 Heights, Hartwood, Ogden, and Trinity.

38
39 Almost \$14,000 are still available for “urgent” and “emergent” grants for the remainder of 2018.
40 The program is open to all congregations with one hundred or fewer in attendance in worship
41 and that evidence financial need. (Note: We generally ask congregations to spend up to ten
42 percent of any “rainy day” funds or investments before we will consider an application.)
43 Information about how to apply, the criteria we use and the application itself are available under
44 “Forms” on the Presbytery website. Please call Mark Sprowl, 804-512-9197 if you have any
45 questions.

1 As always, we want to remind our Presbytery small churches that a similar program is also
2 available through the Synod. You can gain more information from the synod website
3 (www.synatlantic.org) about how and when to apply for synod grants.

4
5 **Free Lunch for Small Pastors** – Yes, there is such a thing as a free lunch! Members of the
6 Purpose Group seek to support small church pastors, especially those who may be new to the
7 area or to ministry, by taking them to lunch. So, pastor, don't let that next call go to voice mail...
8 it might be an offer for lunch!

9
10 **Small Church Intern Ministry** – With the reorganization of the Presbytery, this vital ministry
11 now falls within the umbrella of the Small Church Purpose Group. Jason Cashing oversees this
12 special opportunity for seminary students to participate in supervised service with local
13 congregations. The Presbytery helps to provide funding for the program. Three students and
14 congregations will be participating in this academic year. Several current POJ pastors are proud
15 products of this unique program.

16
17 **Members** of our Purpose Group include: Jason Cashing, Kerra English, Lisa Salita, Mark
18 Sprowl, Kay and Don Steele, Mary Jane Winters.

19
20 - Mark Sprowl, Moderator, Small Church Purpose Group (804-512-9197)

21
22 **REPORT OF THE STEWARDSHIP PURPOSE GROUP TO THE PRESBYTERY OF**
23 **THE JAMES**

24
25 My goal as the Associate for Stewardship is to help our congregations grow in their
26 understanding of Stewardship and to grow in their relationship with God through the use of the
27 time, talents, and resources that God has entrusted to them. To quote Charles Lane, author of
28 “Ask, Thank, Tell,” one of the most important ways for us to do that is to *“Focus on the giver’s*
29 *need to give, not on the church’s need to receive.”*

- 30
31 - When we focus on the giver’s need to give, we help God’s people grow in their
32 relationship with Jesus in the way they use their time, talents and resources.
33 - When we focus on the giver’s need to give, we will spend more time talking about
34 discipleship and less on membership.
35 - When we focus on the giver’s need to give, we will find in God’s word
36 an invaluable wealth of resources to enrich our understanding.
37 - When we focus on the giver’s need to give, people will begin to ask,
38 “How is God calling me to respond to God’s presence in my life?”

39
40 **SAVE THE DATE – 2019 “Ask, Thank, Tell” Stewardship and**
41 **Leadership Event**

42
43 On Saturday, March 23, 2019, the Presbytery of the James and the Virginia
44 Synod of the Evangelical Lutheran Church will join together to host a
45 workshop based on the book, “Ask, Thank, Tell: Improving Stewardship Ministry in Your
46 Congregation” by Charles R. Lane. Charles, better known as “Chick” will be our presenter.



1 Chick believes that too often Stewardship has been kidnapped and is being held hostage by a
2 sinister villain named, “Paying the Bills.” He will make the case that:

- 3
- 4 - Stewardship really is all about discipleship
- 5 - Stewardship ministry is centered on three simple verbs – ask, thank, tell
- 6 - Stewardship leaders should be free to do Stewardship ministry so that God’s people
7 might experience joy in giving generously
- 8

9 Pastor Chick Lane serves as Pastor for Stewardship and Generosity at Lord of Life Lutheran
10 Church in Maple Grove, Minnesota. Previously he worked as a consultant with Kairos and
11 Associates, served as Director of the Center for Stewardship Leaders at Luther Seminary,
12 Director for Stewardship Key Leader in the Evangelical Lutheran Church in America, Assistant
13 to the Bishop in the Northwestern Minnesota Synod of the ELCA, and pastor of three
14 congregations, one in Pennsylvania and two in Minnesota.

15
16 **Are you part of the Stewardship team for your congregation? Do you need a Stewardship**
17 **team for your congregation? Are you the “new” leader of the Stewardship Ministry for**
18 **your congregation? If you answered “yes” to any of these, you will want to attend! More**
19 **details to come!**
20

Getting a Clearer Look at Today’s Church



The Presbytery of the James is partnering with the Presbyterian Foundation to provide four quarterly “small church forums” where experts in small church finance and financial planning will meet with church leaders to:

- 1) Provide a clearer look at congregational finances
- 2) Offer some examples of best practices
- 3) Enable networking with other congregations

21
22 The second of these forums is scheduled **for Saturday, October 6 from noon to 2:00 p.m.** at
23 Forest Hill Presbyterian Church. Pastors of small membership churches are encouraged to attend
24 and bring your clerk of session, your treasurer and others who might be interested. If you have
25 not registered or would like more information, please contact Deborah Rexrode at 434-996-6032
26 or deborah@presbyteryofthejames.org.
27

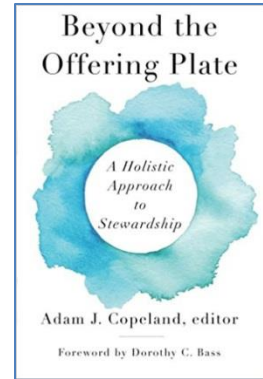
New Stewardship Purpose Group for 2019

28
29
30 Prior to my assuming this leadership position as the Associate for Stewardship, a small group of
31 volunteers who were interested in the Stewardship needs of our congregations and our
32 Presbytery formed a Stewardship Purpose Group. We are currently looking to revitalize and re-
33 purpose that Purpose Group, and I am looking for people who have been active in Stewardship
34 ministry in your congregation who might be willing to serve on this newly constituted
35 Stewardship Purpose Group. The Stewardship Purpose Group serves as support to the Associate
36 for Stewardship for the Presbytery of the James, and the overall goal is to provide resources for

1 congregations to enhance their Stewardship Ministry. Areas of focus include stewardship
2 education, the annual stewardship emphasis, pledging and budgeting, planned giving, and capital
3 campaigns. Contact Deborah Rexrode at 434-996-6032 or deborah@presbyteryofthejames.org if
4 you are interested in serving in this capacity.

6 **Beyond the Offering Plate: A Holistic Approach to Stewardship**

7
8 Adam Copeland has gathered a group of thoughtful authors who bring
9 stewardship down to earth and into play in many domains of everyday
10 life. In this book, an abstract theology of gifts and giving, which too often
11 remains at the level of ideals, becomes an engaged practical theology that
12 takes shape within the often messy lives of persons and communities.
13 You will be challenged to ask: “How is the work I do part of my
14 stewardship of God’s gifts?” “How am I, and how are we as a
15 congregation, located within the world’s hierarchies of privilege, and how
16 shall we steward the opportunities of this location on behalf of justice and
17 peace?” This book would make a great study book for a small group or
18 Sunday school class. **Copies of this book will be available at the
19 Presbytery meeting at a cost of \$10.00 each.**



21 **A Prayer of Abundance**

22
23 As you seek to be a Stewardship leader in your congregation or to focus on your own personal
24 Stewardship, you may find it helpful to have a daily meditation to guide your thoughts, remind
25 you of your intentions, and call on God’s help. Consider using the following prayer each day:

26
27 O God, I know that I am cared for by an abundant Provider
28 *I choose to be grateful and trusting.*
29 I believe I have enough and that what I need will always be provided.
30 *I choose to be content and generous.*
31 I know that my choices matter for myself, for others and for future generations.
32 *Help me to live consciously and creatively, celebrating signs*
33 *of your new creation that is present and coming.*
34 Creator, who made me to seek the greater good of your kingdom,
35 *Guide me to use my time, talents and resources*
36 *to pursue what matters most.*
37 Teach me to be free,
38 *to live without worry, fear or greed in the freedom of abundance.*
39 Give me my daily bread, as I share with those in need.
40 *Thank you for the precious gift of life!*
41 Amen!

42
43 *Prayer taken from “Free: Spending Your Time and Money on What Matters Most” by Mark Scandrette.

44
45 Deborah Rexrode, Associate for Stewardship
46 434-996-6032
47 deborah@presbyteryofthejames.org

REPORT OF THE COMMITTEE ON MINISTRY

PRESBYTERY OF THE JAMES

October 20, 2018

(June, July, August, September 2018 meetings)

I. THE COMMITTEE REPORTS THE FOLLOWING ACTIONS:

A. Reception of Ministers into the Presbytery:

1. Rev. McCoy Franklin, HR, Western NC Presbytery
2. Rev. Mark Jernigan, Presbytery, Eastern Virginia, as Pastor, Overbrook Church.
3. Rev. Alexander Fischer, Coastal Carolina Presbytery as Resident Pastor, VCU Ministry.

B. Transfer of Ministers to other Presbyteries

1. Rev. Kevin Channell to Shenandoah Presbytery, effective February 4, 2017
2. Rev. Chad McCain to Presbytery of the Peaks, effective May 3, 2018
3. Rev. David Cagle to Presbytery of Eastern Virginia, effective 8/1/18, as interim pastor, First Church, Virginia Beach.
4. Rev. Steven Eason to East Tennessee Presbytery, 2/10/2018.
5. Rev. Virginia Bairby to Santa Fe Presbytery, 1/1/2017.

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

1. Rev. Arch Wallace and Petersburg Second, 6/30/18 - 12/31/18
2. Rev. James Goodloe and Mattoax & Pine Grove, 9/1/18 - 12/31/18.
3. Rev. Eric Douglass and New Hanover, 9/1/18 - 2/28/19.
4. Rev. Mark Grussendorf and Salem, 7/31/18 - 1/31/19.
5. Rev. Gay Lee Einstein and Scottsville, 7/1/18 - 12/31/18.
6. Rev. Jaechul Pi and Burkeville, 9/1/18 - 2/28/19.
7. Rev. Nancy Summerlin and St Andrews, 8/1/18 - 10/31/18.
8. Rev. Aaron Houghton and Amphill, 8/1/18 - 1/31/19.
9. Rev. Jim Baker and Gordonsville, 8/27/18 – 2/26/19

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

1. Rev. George Whipple and Hawkins Memorial, 7/1/18 - 6/30/19
2. Rev. Chad Rhodes and Concord, Lawrenceville, Ogden, 9/1/18 - 8/31/19
3. Rev. Kerra English and Ashland, 9/1/18 - 8/31/19.
4. Rev. Sarah Nave and Covenant, 9/1/18 - 8/31/19.
5. Rev. Willie Woodson and Trinity Ghanaian, 9/1/18 - 8/31/19.

E. Approved Interim Covenants:

1. Rev. David Cagle and Swift Creek, 6/15/18 - 6/14/19.

F. Approved Ordination/Installation Commission:

1. Candidate David Frost (POJ) as Pastor, Swift Creek Church, on September 22, 2018, 4:00 PM, at Swift Creek Church
2. Candidate Sandra Goehring as Pastor, Louisa Church, Oct 6, 2018, 2:00 PM, at Louisa Church.

G. Approved the following Parish Associate Covenant:

1. Rev. Kelly Kaufman and Olivet, 8/1/18 - 7/31/19.

- 1 H. Approved T. Wes Moore, Candidate, Middle Tennessee Presbytery, to serve as a Post
- 2 Graduate Intern, Greenwood Church
- 3 I. Changed COM's Ordination/Installation Guidelines to read, "and will include the
- 4 Moderator of the presbytery (or a designated former Moderator) who will preside (at
- 5 ordination/installation services) and ask the Constitutional Questions."
- 6 J. Approved the document about the General Presbyter's relationship with presbytery
- 7 after his retirement (see page 31)
- 8 K. Approved a policy and procedure manual for Commissioned Ruling Elders (page 47)
- 9 L. Request for exception for UKirk Resident Pastor to begin prior to approval by
- 10 Presbytery was considered. After discussion, COM voted not to grant the exception.
- 11 M. Provided financial assistance to pastors: \$1,000 a pastor with large medical bills;
- 12 requested a Shared Grant of \$2,000 from Board of Pensions;\$400 for a pastor for
- 13 medical reasons.
- 14 N. Approved request from Lord Jesus Korean Church to have Vacancy Dues waived.
- 15 O. Regional Contact Proposal was approved and presented to POJ Trustees for funding.
- 16 P. Learned of a decision by the Permanent Judicial Commission about a minister member
- 17 and the role which COM is to play in the person's rehabilitation.
- 18 Q. Approved Rev. Graham Patterson (HR) to accept a call as part-time chaplain at The
- 19 Hermitage, a validated position.
- 20
- 21

22 **II. CONSENT DOCKET RECOMMENDATIONS:**

- 23
- 24 A. That presbytery validate the Director of the Global Mission Center for Christian Education,
- 25 Union Presbyterian Seminary. (page 32)
- 26 B. That the presbytery validate the position of Chaplain, Hospice of the Piedmont (page 34)
- 27 C. That Rev. Allen Pickett become Member at Large (MAL), February 14, 2018
- 28 D. That Rev. Peter Smith become MAL, April 2, 2018.
- 29 E. That Rev. Molly Spangler become MAL, effective July 1, 2018.
- 30 F. That Rev. Sally Ann Sisk become MAL, effective July 9, 2018.
- 31 G. That Rev. Beverly Bullock become MAL, effective 9/1/2018.
- 32 H. That Rev. Carson Rhyne, Jr. be Honorably Retired, 2/28/19
- 33
- 34

35 **III. THE COMMITTEE MAKES RECOMMENDATIONS**

- 36
- 37 A. That Rev. David Barry's voice and vote be removed in accordance with G-2.0508.
- 38 B. That Candidate Sarah Dennis, POJ, be examined for ordination as Covenant Pastor,
- 39 Tuckahoe Church.
- 40
- 41
- 42
- 43
- 44
- 45
- 46

1 **Boundaries Upon the Departure of the General Presbyter/Stated Clerk**

2 Setting personal and corporate boundaries is a healthy and necessary thing to do. When
3 Presbytery leaders leave their calling in a Presbytery, and especially if the leader continues to
4 live within the bounds of the Presbytery, such boundaries help both parties to fully engage in the
5 new life God calls them to without the emotional and mental fetters that have bound us in the
6 past. Having a mutual agreement of those boundaries helps keep us accountable to healthy
7 behaviors and helps avoid the entanglements that can complicate and harm corporate and
8 individual lives.

9
10 **What I Promise**

- 11 • I won't present at meetings of this Presbytery for at least 2 years.
- 12 • I won't advise any Presbytery Committee or Task Force except as requested by my
13 successor and endorsed by COM chair.
- 14 • I will be free to be in worship in only one Church in the Presbytery as my home church.
- 15 • I will not be involved as an elected leader in the Presbyterian Church I attend.
- 16 • I will not engage in casual conversations about Presbytery matters of any sort with any
17 individual (except my successor) in the Presbytery or any of its congregations.
- 18 • I will not be on the Pulpit Supply list or preach in a Presbyterian church for at least two
19 years.
- 20 • I will not be a coach to anyone in the Presbytery for a period of two years unless by
21 specific request from COM and approval of the person who succeeds me.
- 22 • I will not post or comment in social media sites that are connected to any individual or
23 group related to the Presbytery.
- 24 • I will be free to attend funerals and weddings in Presbyterian churches but only after
25 clearing my presence beforehand with my successor.
- 26 • I will continue to give references to persons and congregations but only as a colleague
27 and not as Presbyter/Executive.
- 28 • I will not interact with the staff of the Presbytery on any matters related to the Presbytery
29 and if necessary only with the advance knowledge of my successor or the chair of COM.

30
31 **What the Presbytery Promises**

- 32 • Not to ask me to serve on Committees or Task Forces for at least two years except as
33 initiated and requested by my successor.
- 34 • Not to seek advice from me except as requested by my successor or in his/her absence the
35 chair of COM.
- 36 • To encourage my successor to seek my advice or input as he or she is willing and as
37 needed on any matter.

38
39 **What we Promise Together**

- 40 • When we meet casually we will have friendly conversations on any matter except what
41 relates to Presbytery business of any sort.
- 42 • People will not ask for nor will I give advice about matters in any Presbyterian
43 congregation except as initiated and sought out by my successor or in his/her absence the
44 chair of COM.
- 45 • We will hold each other in our prayers.

1 **UNION PRESBYTERIAN SEMINARY**

2 *Mission Statement*

3 *Union Presbyterian Seminary equips Christian leaders for ministry in the world—a sacred*
4 *vocation that requires deep learning, commitment to service, and an ability to read culture and*
5 *circumstance in the light of the rich resources of scripture and theological tradition.*

6 **Position Description**

7 **Director of the Global Mission Center for Christian Education**
8 **and**
9 **(Professor) of _____**

10 This position is a full-time faculty position with primary responsibility in administration. The
11 person appointed to this position will be assigned a faculty rank commensurate with their
12 background and qualifications for this position. He or she is not eligible for tenure.

13
14 **PURPOSE**

15
16 This position fulfills two critical functions at Union Presbyterian Seminary:

- 17 • Directing the Global Mission Center for Christian Education, including the functions and
18 responsibilities summarized below.
19 • Serving as a faculty member, with responsibilities in teaching and advising, and contributing to
20 the general work of the faculty.

21 The incumbent in this position reports directly to the Academic Dean (Richmond campus) and
22 works closely and collegially with the faculty as a member of the department that includes their
23 academic discipline.

24
25 **AN OVERVIEW OF ADMINISTRATIVE RESPONSIBILITIES**

26
27 The director of the Global Mission Center for Christian Education serves the seminary in
28 multiple capacities:

- 29 • as a primary designer, implementer, and evaluator of the programming of the Global Mission
30 Center, in collaboration with the president, academic dean (Richmond campus), Christian
31 Education faculty, Leadership Institute, and faculty in general;
32 • as a relationship builder with entities with which the Global Mission Center may develop new
33 or deeper partnerships, including the Korean Global Mission Center and theological institutions
34 and programs in countries in which the seminary has relationships, including Ghana, South
35 Korea, China, India, Central America, and Egypt;
36 • as an advisory resource and consultant, when the Admissions Committee considers
37 international student applications;
38 • as an advisory resource and consultant in the work of the Committee on Student Life and
39 Vocation, as it addresses multi-cultural and multi-racial issues and concerns;
40 • as an advising and mentoring resource for international students and their families;
41 • as a resource for the seminary's international travel seminars, particularly those seminars that
42 may advance the work of the Global Mission Center for Christian Education.

43 The person filling this position will be expected to participate actively in all aspects of the life of
44 the seminary community (committees, chapel, community engagement, student advising, etc).
45
46

1 **AN OVERVIEW OF INSTRUCTIONAL RESPONSIBILITIES**

2
3 The incumbent in this position is competent to teach in a theological school and is enthusiastic
4 about teaching in a hybrid distance learning program as well as in a traditional residential
5 program. The professor is based on the Richmond campus and teaches primarily in the master’s
6 level programs in Richmond and in the Blended Learning Program. Instructional responsibilities
7 center upon the following:

- 8 1. The director will teach at least one course per year in their theological discipline. (Biblical
9 Studies, Christian Education, History, Practical Theology, Theology and Ethics)
10 2. The director will share academic advising responsibilities with other members of the faculty.
11 3. The director will have voice and vote as a member of his or her department.
12 4. The director ordinarily will co-lead or participate in one international travel seminar each year,
13 particularly a seminar through which their participation may advance the work of the Global
14 Mission Center for Christian Education.

15
16 **PROFESSIONAL KNOWLEDGE AND SKILLS**

17
18 The person who fills this position ideally has a wide range of administrative experience and
19 demonstrated competencies in program design, implementation, and evaluation. Cross-cultural
20 awareness and sensitivity are essential in this position. Experience in developing relationships
21 with international partners is highly desirable.

22 Given the administrative responsibilities of this position, particular skills are needed in areas
23 such as strategic program planning, budget development, and the utilization of a variety of
24 technologies for use in educational programming and administrative tasks. The person in this
25 position must have excellent spoken and written communication skills. He or she must have the
26 ability to take initiative, manage time and multiple tasks effectively, and work creatively and
27 collegially with others in the development and coordination of programming.

28 Given the instructional responsibilities of this position, the person holds a doctoral degree in a
29 theological discipline. She or he affirms the vocation of teaching and ideally has experience that
30 demonstrates excellence as a teacher. She or he views the professorial office as a calling to excel
31 in teaching, and to equip others to lead the educational and pastoral ministries of the church.
32 Ideally, she or he has a proven record of achievement and experience with online educational
33 technologies employed in distance education.

34
35 **WORKING CONDITIONS AND BENEFITS**

- 36
37 • Exempt status: This is an exempt position (Employee is not eligible for overtime
38 compensation)
39 • Full-time faculty benefits apply
40 • Hours are generally Monday to Friday from 8:00 a.m. to 5:00 p.m. on the Richmond Campus
41 • The responsibilities of the position require domestic and international travel.
42
43
44
45
46

**HOSPICE OF THE PIEDMONT
JOB DESCRIPTION**

Chaplain

Department: Clinical
Reports to: Clinical Services Manager
FLSA Status: Exempt
Date Prepared: December 30, 2013

Purpose of this Position: Provides spiritual support services to patients and families reflective of patient/family's desire/belief system and serves as consultant to interdisciplinary Team for spiritual support issues and information.

Supervises: No positions report to him/her.

Qualifications:

Master's degree in Divinity from accredited seminary or school of theology, ordination by a religious or appropriate certification in hospital/pastoral ministerial counseling preferred. Five years' experience in pastoral care or counseling preferred. Hospice experience preferred. Knowledge of the spiritual issues common during illness, death and bereavement. Skill in counseling, interviewing and communicating with patients, families and staff. Intermediate proficiency in Microsoft Word software and ability to learn Cerner EMR system required. Demonstrated ability to be open, sensitive, flexible and experienced in working with patients/families dealing with life-threatening illness and death. Skill in establishing and maintaining effective working relationships. Flexible and able to function in stressful situations. Good organizational skills, strong verbal, written, and presentation skills. Ability to manage multiple tasks in a busy office environment. Exceptional customer service skills. Ability to work with and maintain confidentiality of patient data. Must demonstrate basic computer skills.

Responsibilities/General Duties (Including but not limited to):

- Provides direct spiritual support and/or counsel to patients/families in keeping with their acceptance of this service and in accordance with their beliefs/desires and Hospice and professional standards.
- Counsels persons who are seeking religious or moral guidance.
- Assess spiritual strengths and needs on an ongoing basis.
- Maintain contact with and spiritual support for patient family/caregivers.
- Participates in Interdisciplinary Teams, exploring and assessing potential spiritual needs of patients/families and documenting/reporting on services, activities, plans of care and patient/family contacts provided, in the form and timing compliant with Federal, State and Hospice requirements.
- Makes all reasonable efforts to maintain contact and involve clergy or appropriate representative of patients/families as appropriate per patient/family desire.
- Facilitates and supports staff, clergy and community groups to enhance sensitivity and dignity to spiritual concerns of patients/families experiencing terminal illness and grief.

- 1 - Facilitates family transition, as appropriate, into bereavement programs as part of pastoral care
- 2 needs, including visits to patients/bereaved to provide spiritual comfort.
- 3 - Acts as resource to staff, providing support to staff/volunteers in coping with job-related stress,
- 4 assisting in the development and implementation of training programs and assisting in QA/CQI
- 5 efforts regarding spiritual care issues.

6 7 **Other Requirements**

- 8
- 9 - Maintains personal professional competency.
- 10 - Participates in evening/weekend coverage responsibilities.
- 11 - Organizes and leads religious services and officiates at special ceremonies and
- 12 funerals/memorial services as requested.
- 13 - Provides support within the appropriate faith tradition per patient/family preference by leading
- 14 patients, patient family members and others in prayer, administering the sacraments, performing
- 15 rituals, reading from sacred texts, etc.
- 16 - Maintains quality and productivity standards.
- 17 - Participates in the Interdisciplinary Team meetings, staff meetings, and other meetings as
- 18 requested.
- 19 - Participates in agency and community programs, including supervision, to enhance learning
- 20 and performance and remains current in topics/research in hospice, spirituality and grief.
- 21 - Participates in the orientation of volunteers and staff and supervises chaplaincy field placement
- 22 students when applicable.
- 23 - Adheres to organizational policies including confidentiality regarding patients, families, staff,
- 24 and the organization.
- 25 - Takes primary responsibility within the IDT for communicating patient/family spiritual beliefs
- 26 and how they influence and relate to the overall plan of care.
- 27 - Completes other assignments and tasks as requested.

28 29 **Typical Physical Demands/Working Conditions:**

- 30 - Sit, stand, stoop, bend, reach, lift and walk, climb steps in patient homes, office settings and
- 31 facilities
- 32 - Communicate by phone, writing speaking
- 33 - Lifting up to 20 pounds
- 34 - Drive short/long distances
- 35 - General fast-paced work environment
- 36 - Must be able to work in home environments that have difficult working conditions including,
- 37 but not limited to cramped space, pets, dirt, allergens, smoke, no chairs
- 38 - Must be able to complete EMR at bedside in varied environments

39 40 **Other**

- 41 - Driver's license, personal automobile and current automobile liability insurance
- 42 - Frequent travel may be required
- 43 - Regular sitting and computer use required

44
45 **Date Last Modified:** February 15, 2018

1 **Candidate Sarah Scheck Dennis**

2 **Ecclesiastical Status:** PC(USA) Candidate

3 **Membership Presbytery:** Presbytery of the James

4 **Actively Seeking:** Not Actively Seeking, but open to a call

5 **Formal Education:**

6 M. Div. Princeton Theological Seminary, 2007

7 B.A. Communications, Baylor University, 2003

8 **Continuing Education:**

9 2018, 2017 APCE

10 2012 Certificate in Youth and Theology, Princeton Seminary

11 **Position Types & Experience Levels:**

12 Youth Director (Non-ordained) – 5-10 years

13 Christian Educator (non-certified) – 2-5 years

14 **Leadership Competencies:**

15 Hopeful, Preaching and Worship Leadership, Teacher, Technologically Savvy, Change

16 Agent, Externally Aware, Organizational Agility, Motivator, Initiative, Flexibility

17 **Work Experience:**

18 2016-present Director of Christian Formation (full-time), Tuckahoe Presbyterian,

19 Richmond, VA (400 members)

20 2008-2013 Director of Youth Ministry (part time), The Presbyterian Church,

21 Fredericksburg, VA (900 members)

22 2007-2008 Director of Christian Education (part time), Tabernacle United Methodist

23 Church, Fredericksburg, VA (200 members)

24 **Other Service to the Denomination:**

25 2015 Led work crew at Montreat Youth Conference (week 2, summer)

26 2014 Organized and led congregational retreat, Tuckahoe Presbyterian

27 2014 Organized alternative giving fair, Tuckahoe Presbyterian

28 2013-2015 Led adult Sunday school classes, Tuckahoe Presbyterian

29 2014, 2015 Started Theology on Tap and Java with Jesus (adult summer education small
30 group), Tuckahoe Presbyterian

31 2011 Earned a Youth and Theology Certificate through the Institute for Youth Ministry at
32 Princeton Theological Seminary

33 2010 (summer) Small group leader, Montreat Youth Conference

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

36 I heard a pastor say ministry has a way of not turning out the way we planned. We aim at a
37 target with only the bullseye in mind. Yet, God has a way of moving the bullseye. I took a
38 group of youth on a mission trip to a large city, a setting they had never served in before. As we
39 arrived, the youth were interested but also nervous. Despite concerns, they loved the trip. They
40 all asked to do it again next year and for longer. They expressed feeling more connected to God
41 on this trip than other trips. My bullseye was to take kids, get a new experience and perhaps
42 build some momentum for doing mission in a different way. My bullseye became faith and life
43 connection which far exceeded my expectations. However, other bullseyes disappear. I dreamed
44 of a local women's conference where women could be reminded of their value and worth as
45 creations of God. After careful planning with colleagues, potential conferees had little
46 excitement about the event. Through a series of set-backs, we were forced to cancel. I will

1 continue to dream and listen to God’s voice and hopefully will be able to plan another event at a
2 future time. My bullseye was a conference, but I learned that God’s bullseye was for me to put
3 more energy in revitalizing women’s ministry in my church through long term initiatives.
4 Through my successes and my failures in ministry I have learned that temporary setbacks and
5 failures may be preparing me for a different path that leads to a clearer understanding of my
6 vocation.

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

8 When I was younger, I remember my mother telling me I would be a good teacher and she
9 believed I would make a great pastor. As this was not on my radar, I dismissed her idea.
10 However years later I sensed a call to ministry. That call has taken on different shapes as I have
11 discerned and grown. What has emerged as primary for me is faith formational ministry where I
12 can teach, plan and prepare a congregation for an integrated life of faith. My passion is for how
13 we can take our faith outside the walls of the church. I would love to serve in a position which
14 allows me to integrate mission, evangelism, preaching and teaching. I believe it is increasingly
15 important to have a vocabulary of faith. I am invigorated when dreaming of ways for people to
16 live their faith: book groups, small groups, helping families experience faith at home, as well as
17 applying faith in times of stress and hardship. Faith Formation is more than basic Christian
18 education; it is committing to grow through a lifetime. It is working with people who are
19 different. It is serving in a homeless shelter. It is taking part in the study of scripture. It is making
20 a meal for a sick church member. It is rejoicing with a family when a baby is born and grieving
21 with a family at a loved one’s death. Faith formation includes the whole person, mind, body and
22 soul. I feel God calling me to a place where I can remind people that all these parts of their lives
23 are enfolded in God’s love and guidance.

24 **What areas of growth have you identified in yourself?**

25 When my mother said I would be a good pastor, she also said I would be good at preaching.
26 However, preaching terrified me. For my adolescent self, the idea of preaching to a church felt
27 overwhelming and too vulnerable. Even when I began seminary I never liked preaching. God
28 does indeed work in mysterious ways, because now I love to preach. Being confident in the
29 pulpit is a result of practice, relationships with those in the congregation and being more secure
30 as the person God created me to be. As I have learned to accept my gifts and my flaws, I have
31 found it easier and more enjoyable to write a sermon and preach with authentic self-awareness,
32 humility, vulnerability and boldness. It is exciting to look back and see where my journey began
33 and wonder where it is headed. Reflection on my journey reveals the places where I still need to
34 grow. Disappointing people is very uncomfortable for me. This is hard in ministry, as faith and
35 church life are inherently personal. People have their own perceptions and priorities that may not
36 align with mine. I am learning to know this not only in my head but also in my heart as well. I
37 am learning to trust more in the opinion of God and not of people, as one of my favorite passages
38 of scripture reminds us “Am I now seeking human approval, or God’s approval? Or am I trying
39 to please people? If I were still pleasing people, I would not be a servant of Christ.” (Galatians
40 1:10)

41 **Describe a time when you have led change.**

42 Recently our church decided to try an idea I had suggested for our Palm Sunday worship. Our
43 church has a beautiful campus, which requires on-going maintenance by our property committee.
44 We have traditionally held two all church property clean-up days on Saturdays with only a small
45 fraction of the members in attendance. When the staff was considering ways to change this
46 dynamic, I suggested we try it on a Sunday, by moving worship to an earlier time, still offering

1 traditional worship and then commissioning our congregation to go and serve as stewards of our
2 church and creation. Both worship and property committee liked and approved the idea. We gave
3 the congregation notice and as expected there was pushback. On the day of we had wonderful
4 attendance at the worship service and the majority stayed for the work. There was laughter, there
5 was fellowship, there was cooperation. And all the jobs were completed in about an hour and a
6 half. It was a beautiful expression of God’s kingdom, young and old working side by side,
7 enjoying each other’s company, and serving together. There are still those who are upset by the
8 day, there were people who did not come in protest, but overall it was a very successful day and
9 has already been planned for next year, however, not on Palm Sunday. We need change in the
10 church, we need to remember that we serve a God who delights in re-creation, who created us all
11 different so we can learn and grow together.

12

13 **Statement of Faith:**

14 Out of chaos, God called the earth into being. God looked on that creation and called it good. I
15 believe in the God of wrath who rained destruction on Sodom and Gomorrah, and the God of
16 love, who fulfilled promises of children to barren women and for forgave a wayward people. Out
17 of a young woman, God became flesh in the person of Jesus. Jesus, who was at the same time
18 fully human and fully God, shared humankind’s struggles, proclaimed the good news of God’s
19 kingdom, and socialized with the outcastes and the in-crowd. I believe while Jesus’ message was
20 the good news of God’s love; people did not want to believe in his countercultural ways of
21 living. He was arrested, condemned to death, and crucified on the cross. He died, but death could
22 not hold him. Three days later Jesus rose from the dead to show God’s power over death and
23 destruction and formed the path to eternal life. I believe he sits with God in heaven, he intercedes
24 for all humanity and creation until God makes all things new. I believe in the Holy Spirit, the
25 comforter who remains with us always. The Spirit, coeternal with God and Jesus is united in
26 essence, and cannot be separated from the trinity. The Holy Spirit is at work in the heart of all
27 believers prodding them in the ways of God, helping glorify God in all things, and ripping wide
28 the pockets of the Kingdom of Heaven on earth. I believe in the church as God’s agent in the
29 world. Through the grace of Jesus, the love of God and the fellowship of the Holy Spirit, the
30 church ministers in the name of Christ through prayers, presence, mission, evangelism and
31 fellowship. I believe in the power and authority of scripture in the lives of believers. Scripture is
32 God’s gift to us, inspired by the Spirit, and yet written by people. It is through prayer and study
33 that we interpret scripture in our time and place. I believe in the power of the sacraments of
34 Lords Supper and baptism. Through the waters of baptism we proclaim the covenantal promise
35 that we are claimed individually by God in order to participate in the body of Christ and are
36 continually regenerated by the Holy Spirit. Through the Lord’s Supper, we take nourishment
37 spiritually from Christ through the bread and cup, united in fellowship and sustained on our
38 Christian journey to be Christ’s Body in the world. I believe that despite being sinful people,
39 God offers new life to us through Jesus’ death on the cross and resurrection, which defeated the
40 power of sin and death. In this new life, we are joyfully propelled into the world to produce good
41 fruit and work with God toward the coming of the kingdom, now and in the future. I believe we
42 will fully participate in the everlasting life promised to us when Jesus comes again to make all
43 things new. While we wait, we take comfort in the words of scripture and the confessions of our
44 tradition, “In life and in death, we belong to God.”

45

46

1 **Rev. M. McCoy Franklin**

2 **Ecclesiastical Status:** PC(USA) Candidate

3 **Membership Presbytery:** Presbytery of Western North Carolina

4 **Formal Education:**

5 BSEE degree from the University of Tennessee

6 M.Div. Columbia Theological Seminary, Decatur, Georgia, 1964

7 Graduate studies at the University of Chicago Divinity School (1988-1989)

8 Graduate studies at Vanderbilt Divinity School (1974)

9 **Work Experience:**

10 Graham Memorial Presbyterian Church, Whitesburg, Kentucky 1964-1988

11 Hermitage Presbyterian Church, Hermitage, Tennessee 1989-1974

12 First Presbyterian Church, Auburn, Alabama 1974-1989

13 First Presbyterian Church, Tupelo, Mississippi 1989-2003

14 Honorably Retired by St. Andrew Presbytery on October 1, 2003

15 Interim Pastor at Crossnore Presbyterian Church, Crossnore, NC 2008-2009

16 Bridge Interim at Newland Presbyterian Church, Newland, NC 2011

17 **Other Service to the Denomination:**

18 Moderator of two presbyteries and service on a variety of committees, councils and
19 working groups on the presbytery, synod and general assembly levels.

20 Commissioner to two General Assemblies

21 Columbia Theological Seminary Board of Directors 1983-1985

22 2013 Columbia Theological Seminary Distinguished Service Award

23 Author of several articles, essays and monographs for churchwide publications including

24 The Journal for Preachers, These Days, Presbyterian Peacemaking Program, Vanguard,

25 The Presbyterian Outlook, The Presbyterian Publishing House.

26

27 **Statement of Faith**

28

29 I believe that God, who created all that exists and continues to sustain all creation, who
30 called Abraham and liberated Israel from bondage, who spoke through the prophets, who took on
31 human form in Jesus of Nazareth, and whose Spirit is now at work in the church and in the
32 world, is one and the same God.

33 I believe in Jesus, the promised Messiah who was, at one and the same time, truly God
34 and truly human. This means that, in the life and teachings of Jesus, God's attitude toward us and
35 God's will for our lives is authentically revealed. Jesus' teachings are God's teachings, Jesus'
36 concerns for the poor and powerless are God's concern, Jesus' offer of forgiveness to sinners is
37 God's offer, Jesus' attitude of love toward all is God's attitude toward us. At the same time, we
38 see in Jesus the potential of our own humanity and the quality of life to which God calls all of us
39 even though we never reach our full potential because of sin. Nowhere do we see the depth of
40 human sin more vividly than in the crucifixion of Jesus. The only innocent one was condemned
41 and put to death, not for his own sins, but by and for the sins of us all. In the Crucifixion we see
42 both the severity of God's judgment against sin and the power of God's forgiving love toward the
43 sinner. God vindicated Jesus by raising him from the dead, demonstrating God's power over both
44 sin and death. Jesus is now our living Lord who lives with us and intercedes for us.

45 I believe the Holy Spirit is active in the world, enabling us to become believers, calling us
46 into the church and helping us to grow more and more into the likeness of Jesus.

1 The church is the body of Jesus Christ. He is its head and it is his hands, arms, feet, and
2 voice in the world. The church is composed of the people in every age who confess Jesus Christ
3 as their Lord and Savior, together with their children. Central to the nature of the church is
4 corporate worship, the preaching and teaching of the Word of God, the celebration of the
5 sacraments, and the ministry of witness and service to the world. In line with our ordination
6 vows, I accept the Scriptures of the Old and New Testament to be, by the Holy Spirit, the unique
7 and authoritative witness to Jesus Christ in the Church universal and God's Word to me. I also
8 accept the Sacraments of Baptism and the Lord's Supper as signs and seals of God's covenant of
9 grace.

10 While a particular system of government is not an essential mark of the church, I think
11 that our presbyterian system of representative government by presbyters who are elected by the
12 people, who share authority and mutual accountability in governing bodies which include both
13 clergy and laity, and the balanced distribution of authority among the different governing bodies
14 is superior to all other systems of church government.

15
16 ++++++

17
18 **Rev. Mark Tate Jernigan**

19 **Ecclesiastical Status:** Teaching Elder

20 **Presbytery Membership:** Eastern Virginia Presbytery

21 **Formal Education:**

22 2003 Princeton Theological Seminary, M.Div.

23 1992 Norman Adrian Wiggins School of Law, Juris Doctor

24 1986 East Carolina University, B.S. Finance

25 **Continuing Education:**

26 Synod of the Northeast Early Ministry Institute

27 Effectively Managing Multiple Tasks

28 Year Long Spiritual Direction Training

29 Evangelism "The Alpha Program"

30 Ignite the "Person and Work of the Holy Spirit"

31 Stephen Ministry Leadership Training

32 Christ Care Small Group Ministry Training

33 Celebrate Recovery Leadership Training

34 Relate Leadership Training

35 **Legal Continuing Education:**

36 Various courses covering civil, estate planning and criminal law as well as courses on
37 law office management and ethics

38 **Training / Certification:**

39 2015 Interim Ministry Training: Week 1 by PC(U.S.A.) at The Calvin Center, Hampton,
40 GA

41 **Leadership Competencies:**

42 Compassionate, Hopeful, Preaching and Worship Leadership, Spiritual Maturity, Public
43 Communicator, Advisor, Risk Taker, Strategy and Vision, Collaboration, Interpersonal
44 Engagement

1 **Work Experience:**

2 November 2012 - September 2017, Pastor/Head of Staff, Yorkminster Presbyterian
3 Church, Yorktown, VA (Church Size: 401–650)
4 December 2006 – November 2012, Pastor/Head of Staff, First Presbyterian Church of
5 Bradenton, Bradenton FL (Church Size: 401–650)
6 June 2003 – December 2006, Pastor/Head of Staff, United Presbyterian Church of
7 Flanders, Flanders NJ (Church Size: 201–400)
8 September 2002 – May 2003, Chaplain/Worship Leader (Field Education), Princeton
9 Medical Center, Princeton, New Jersey
10 August 2001 – May 2003, Preacher/Worship Leader (While in Seminary), The Hungarian
11 Reformed Church, Trenton, New Jersey, Every Sunday and 2nd and 4th Wednesday
12 September 2001 – May 2002, Confirmation Class Teacher/Worship Leader (Field
13 Education), Allentown Presbyterian Church, Allentown, New Jersey
14 May 2001 – August 2001, Preacher/Worship Leader (While in Seminary), Williamstown
15 Presbyterian Church, Williamstown, New Jersey
16 August 1999 – September 2000, Associate Attorney, Real-estate and Bankruptcy Law
17 Thigpen & Jenkins, LLP, Southern Pines, North Carolina
18 August 1992 – August 1999, Attorney/Owner, Civil and Criminal Practice of Law, Mark
19 T. Jernigan and Associates, Raeford, North Carolina
20 1989 – 1992, Full Time Law Student, Norman Adrian Wiggins School of Law, Buies
21 Creek NC
22 1988 – 1989, Assistant Vice President, Retail and Commercial Loan Officer, First
23 Carolina Bank, Sanford, North Carolina
24 1986 – 1988, Branch Manager, Retail and Commercial Loan Officer, Southern National
25 Bank, Wilmington, North Carolina

26 **Service to church or denomination for the past 10 years:**

27 Foreign Mission Trip Coordinator and Leader, Haiti, Dominican Republic & Honduras
28 Theology and Worship Committee
29 Missions Board Member for the Foundation for Peace
30

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

32 God is calling me to serve in a setting where I can provide leadership and join in fellowship with
33 a community of believers who are hungry to grow even beyond their comfort zone in exploring
34 who God is and who God is calling them to be. God is calling me to serve in a community of
35 faith that is willing to have their overall goal be larger than institutional preservation. A setting
36 where the mission of the church can be lived out in the manner described in the Book of Order
37 where it states, “The Church is called to undertake [its] mission even at the risk of losing its life,
38 trusting in God alone as the author and giver of life, sharing the gospel, and doing those deeds in
39 the world that point beyond themselves to the new reality in Christ.”
40

41 To me this means evaluating all that a faith community has, its assets, its successes, its failures,
42 its hopes and dreams and discerning how all of these things can be used for the spiritual growth
43 of the community and the furtherance of God’s kingdom throughout all the earth.
44

1 This will be done in community, as we learn together, discern together, laugh together, cry
2 together, grow together and serve together in ways that point beyond ourselves to the new reality
3 in Christ.
4

5 **What areas of growth have you identified in yourself?**
6

7 Effective delegation is one area of growth that I have identified in myself. My natural inclination
8 is to serve God through doing. However, I am not only called to serve God as an individual by
9 offering my own body in service to God, I am also called to go and make disciples. An important
10 part of that calling is to empower others to recognize, develop and use their gifts in service to
11 God. Over the years, I have come to a deeper understanding of the importance of effective
12 delegation. I continue to pray that God will remind me every day that God has not only called me
13 to be a disciple but also to equip, encourage, and serve with others whom God has called and will
14 call to be disciples of Christ.
15

16 An important part of my calling is transformational preaching. I feel that God has blessed me
17 with gifts in this area but effective preaching is something that requires continued growth. It has
18 been my experience this type of growth comes from; studying effective preaching techniques,
19 listening to other transformational preachers, being open to critique and submitting myself to the
20 leading, teaching and correction of the Holy Spirit. As much as I feel called to preach and as
21 much as I experience the power and presence of God through preaching, I pray that preaching
22 will never cease to be a significant area of growth for me.
23

24 **Describe a time when you have led change.**
25

26 I was serving a church in need of space for their growing children's and youth ministries. These
27 needs could be met through renovations to the original building. However, some believed that
28 the original building should remain "original" to honor the church founders. I knew that it was
29 imperative that the renovations move us forward and not cause division. As I prayed about this,
30 the Holy Spirit brought to my mind old photos taken in the original building that showed our
31 founders using bathrooms as Sunday school rooms, the narthex as a meeting spot for a young
32 couple's group and the sanctuary as a fellowship hall.
33

34 With those in opposition, I began to discuss their memories of the early days when space for
35 ministry was very limited. We recalled together the way the founders used the building in
36 unconventional ways when necessary to further the ministry of the church.
37

38 In time, those who had opposed the renovation, began to believe that using our buildings in
39 creative ways to meet the needs of our growing congregation was the best way to honor our
40 founders. Soon, the original building was undergoing a transformation. Walls and doors were
41 being moved, new carpet and lighting were installed and new paint was applied to the walls to
42 make the old building a new space for growing ministries. Most importantly, minds and hearts
43 had been transformed which made it all possible.
44
45
46

1 **Statement of Faith**

2 I believe in One Triune God, who made the heavens, the earth, and all of creation. God is One
3 Perfect and Infinite God in Three Persons, Father, Son and Holy Spirit. I believe that God is an
4 active God and the God of creation. God created humanity out of a God's total freedom and
5 God's desire to be in relationship with us. However, because of the Original Sin of Adam and
6 Eve's disobedience, that relationship was distorted and broken.

7
8 I believe in Jesus Christ as the, fully human, fully divine, only Son of God. I believe that Jesus
9 was born of a virgin and died as the atonement for our sins. During the life of Jesus Christ on
10 earth He showed us, by His perfection, how to live a life that is pleasing to God. Yet, we are all
11 born into the original sin of Adam and Eve and therefore, we cannot live a perfect life. God's
12 great love for each one of us was made manifest through the sacrifice on the cross of Jesus
13 Christ, to redeem and restore the broken relationship between God and God's creation. Through
14 Jesus Christ, we have access to God's grace and free gift of eternal life.

15
16 I believe in the Holy Spirit, the Sustainer of Life. As we acknowledge and profess faith in Christ
17 as Savior, the Holy Spirit fills our lives and empowers our walk with God. The Spirit intercedes
18 on our behalf in our prayers and works through us to help us do God's will. The Spirit helps us to
19 interpret and understand God's Word.

20
21 While there are numerous examples of fallible human interpretations of scripture through the
22 years, the Holy Scriptures remain the authoritative and infallible word of God. In the Scriptures,
23 we read about God in relationship with God's creation and the life and ministry of Jesus Christ.
24 The Word teaches us how to receive a saving faith and to learn to live a life in relation with and
25 pleasing to God. We also learn how to live in relationship to others, to love God first and then
26 love our neighbors as ourselves.

27
28 As Christians, I believe it is our responsibility to follow the teachings of the Bible and respond to
29 God's call to minister to others. It is the privilege of every Christian to bring the Good News of
30 Jesus Christ to all. Following the example of Jesus, we are to share the message of repentance,
31 forgiveness, salvation and eternal life with everyone, particularly the poor and oppressed.

32
33 I believe that two holy sacraments, baptism and communion, were instituted by Jesus Christ. In
34 baptism, we are welcomed into the body of Christ and sealed with His promise of eternal life.
35 Through baptism, we are symbolically washed clean of our sins and grafted into the family of
36 God. In the sacrament of Holy Communion, the elements of bread and wine represent Christ's
37 body given and blood shed to atone for our sins. Through the celebration of communion, our
38 fellowship with Christ and each other is refreshed and we are reminded of His death until He
39 comes again.

40
41
42
43
44
45

1 **Rev. Alexander Fischer**

2 **Ecclesiastical Status:** PC (U.S.A.) Teaching Elder (Minister of Word and Sacrament)

3 **Membership Presbytery:** Coastal Carolina

4 **Actively Seeking:** Open to receiving a call and moving within 9 months

5 **Formal Education:**

6 2018 Master of Divinity, Union Presbyterian Seminary

7 2015 B.S. Music Industry Studies (Marketing & Management), Appalachian State
8 University

9 **Certification/Training:**

10 Clinical Pastoral Education

11 **Position Types & Experience Level:**

12 First Ordained Call

13 **Leadership Competencies:**

14 Preaching and Worship Leadership, Spiritual Maturity, Communicator, Technologically
15 Savvy, Task Manager, Collaboration, Interpersonal Engagement, Bridge Builder,
16 Flexibility, Self Differentiation

17 **Work Experience:**

18 09/2017 – Present Intern, Three Chopt Presbyterian Church, Richmond, VA (500
19 members)

20 09/2015-Present Music Leader, Three Chopt Presbyterian Church, Richmond, VA (500
21 members)

22 05/2016-Present Co-Chapel Coordinator, Union Presbyterian Seminary, Richmond, VA

23 06/2017-08/2017Chaplain Intern, Hunter Holmes McGuire VA Medical Center, Spinal
24 Cord Injury, Dialysis, Pre/Post Op

25 **Service to the Church:**

26 06/2016 Young Adult Advisory Delegate, 222nd General Assembly, Presbytery of
27 Coastal Carolina

28 01/2015-04/2015Intern, Westminster Presbyterian Church, Fayetteville, NC (300+
29 members)

30 08/2009-06/2010Coastal Carolina Presbyterian Youth Council

31

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

34

35 Not long ago, I preached at my internship site for the second time. I was excited to preach the
36 passage assigned because 1) it was a passage from my favorite gospel John and 2) I was utilizing
37 a Tom Petty song and a portion of a Martin Luther King Jr. speech as part of my message. I also
38 intentionally focused on making the message “practical” and hands-on, being careful not to
39 spend too much time discussing the theoretical or exegetical sermon preparation. Unfortunately,
40 I came down with a severe cold and sore throat a couple of days before I was to preach this
41 sermon (at two services, nonetheless). I thought to myself, “Well, I’ve been called to preach, and
42 this is the message I’ve been called to give, whether I lose my voice or not.” Perhaps this was not
43 the best self-care move, but I did what I could to ease my discomfort that Sunday morning with
44 hot tea and medicine. Not only was I able to preach at both services, but my illustrations of Tom
45 Petty and Dr. King were well received. The members of the congregation where I serve felt the
46 message was very relevant for the season the church was currently in and they felt it was very

1 hands-on and practical for their ministry. That Sunday morning was extremely affirming for me
2 and fostered a huge sense of ministry accomplishment.

3
4 **Describe the ministry setting to which you believe God is calling you.**

5
6 For my first ordained call, I believe God is calling me to serve as an Associate Pastor for a
7 medium-to-large size church. I have grown up and worshipped in mostly small-to-medium size
8 congregations with only one teaching elder on staff. I have found during my time in seminary
9 and working at a medium sized church that I work best when part of a team. I am energized by
10 the passion and ideas of the people I work with, and I feel that we sharpen each other's ideas and
11 contributions, like "iron sharpening iron." Collaboration in ministry often makes accomplishing
12 specific goals and objectives easier and more effective. Being at a medium-to-large sized church
13 would also give me experience in a setting that is relatively new to me, pushing me into new
14 ways of perceiving and experiencing ministry on a larger scale. Being at a congregation with
15 more resources available would provide a wide-breadth of ministry experience, ideally in regard
16 to missions and pastoral care. Also, I would appreciate having specific tasks to orient my
17 pastoral ministry around instead of having a generalist position. I can be more effective as a
18 pastor by focusing on certain aspects of the church's ministry, while collaborating and leading
19 others in carrying out other forms of ministry outside of my specific focus.

20
21 **What areas of growth have you identified in yourself?**

22
23 Over the past three years or so of seminary, I have felt my sense of pastoral authority grow
24 tremendously. Shortly after starting seminary, I felt like a small fish in a big pond. The world of
25 pastoral ministry seemed slightly overwhelming and part of this struggle was oriented around the
26 fact that I was one of the youngest students on campus. I thought that my lack of "real world"
27 work experience would be a detriment to my future pastoral ministry and it would take me a long
28 time to own my "authority" as a pastor. Fortunately, my call from God has been affirmed again
29 and again by my friends, family, colleagues, professors, and mentors. They have all helped me to
30 own and grow in my sense of call and believe in myself as one who is called by God to proclaim
31 to the Good News, no matter what my age is relative to everyone else. Clinical Pastoral
32 Education was also a huge source of growth in wrestling with this issue. Being a chaplain for
33 veterans with many, many diverse life experiences changed my perception of myself as a future
34 minister of Word and Sacraments. The experience taught me how to have a healthy awareness of
35 my own anxieties, insecurities, and doubts, while still being able to minister and serve others
36 effectively and faithfully.

37
38 **Describe a time when you have led change.**

39
40 During my time of chapel coordinating for Union's campus, I have wrestled with discerning the
41 "worshipping identity" of the campus. While we are a Presbyterian institution, we have many
42 students of another denominations who worship in different ways than Presbyterians, as well as a
43 wide breath of worship experiences within the PCUSA denomination. When I first came to
44 Union, I was exposed to a much more formal way of worship than I had previously experienced.
45 I grew up in settings that were by all means still traditional, but much less formal, with my
46 experience in campus ministry in college definitely having a contemporary flavor. I have learned

1 a lot by working with our worship planning team on campus about different models of worship.
2 But I have also helped the team reconsider and rethink the diversity of traditions we have on
3 campus represented in our student body. Being a member of the worship planning team as a
4 chapel coordinator and having a background in less formal worship settings, I have contributed
5 to considering alternative ways we are able to worship as a community, which has included
6 worshipping around meals and utilizing various types of music, both secular and sacred. My
7 experience with chapel coordinating has certainly been one of “iron sharpening iron,” but I truly
8 feel that my contribution to the team has been one of both challenge and camaraderie.
9

10 **Statement of Faith:**

11
12 I believe in the triune God, expressed traditionally as Father, Son, and Holy Spirit. In the
13 beginning, God created all things seen and unseen and shaped the universe as we know it.
14 Therefore, all things belong to God. God rules over and sustains all things, including humanity.
15 Scripture attests that God created humanity in God’s image and tasked us as stewards of the
16 created realm. All of humanity possesses the image of God within them and are thus considered
17 children of God.

18 Unfortunately, humanity is radically enveloped in the reality of sin. We are all in a
19 broken state of being and in an estranged relationship with God. Instead of seeking God’s will
20 for our lives and for the world, we would rather seek our own will and do what we think is best
21 for our own well-being. The only way we can escape this is something completely outside of
22 ourselves turning our hearts away from ourselves and back towards God and others.

23 This is where the work of God in Jesus Christ, the Son, comes in. Jesus of Nazareth was
24 God made flesh, fully present with humanity in its sinful reality. Jesus proclaimed the will of
25 God for humanity and the world. This was expressed often as the coming of God’s kingdom.
26 Because of Jesus’ persistence in following the will of God, Jesus was ultimately led to death on a
27 cross by the Roman government. However, this was also a demonstration of God’s all-
28 encompassing love for humanity. Jesus’ death on the cross demonstrated a new way of looking at
29 humanity’s relationship with God. We are cleansed of our sin, so we can be in closer relationship
30 with God and follow in the way of Jesus in our daily living. God resurrecting Jesus three days
31 after his crucifixion demonstrated Jesus’ Lordship and authority over the lives of believers.
32 Because of the resurrection, we know that nothing can separate us from the love of God.

33 The Holy Spirit, or Sustainer, guides the church and sustains its missions in the world.
34 The church testifies to the reality of the resurrected Lord and how God’s spirit is working in their
35 lives to be agents of God’s justice and peace in the world, ushering in God’s kingdom. We know
36 of this call because of the witness of scripture, the Word of God given to the church. While
37 human hands in a specific cultural context wrote scripture, scripture is inspired by the Spirit and
38 witnesses to the work of God, becoming a Living Word to us today through the Holy Spirit,
39 enabling us to hear God’s word anew and know our calling as the people of God.

40 Through the sacraments of baptism and the Lord’s Supper, we commune together as a body of
41 faith, united in trust and reliance on God. Baptism symbolizes God’s claim over our lives and the
42 Lord’s Supper represents our communing with the Lord and with each other, as we invite others
43 to join in community. As people of faith, we retain hope that one day, God will set everything
44 right and create a new heaven and new earth, where God and all of creation will dwell together
45 for all eternity.
46

**REPORT OF
THE COMMITTEE ON PREPARATION FOR MINISTRY
PRESBYTERY OF THE JAMES**

October 20, 2018

Meetings June 26, August 28, September 25, 2018

I. THE COMMITTEE REPORTS THE FOLLOWING FOR INFORMATION:

A. Of the 19 persons under care on August 25, 2018, 7 are inquirers, and 12 are candidates. Of the candidates, 5 are ready to be examined for ordination pending a call.

B. Former candidates who have been ordained: Kelly-Ann Rayle was ordained by Shenandoah Presbytery on June 10, 2018; David Frost was ordained on September 22, 2018 to serve as pastor of Swift Creek Church.

II. THE COMMITTEE REPORTS THE FOLLOWING ACTIONS:

A. Enrolled Megan McWilliams (Fairfield) as an inquirer [Aug 28].

B. Approved the following persons' continuation in the preparation process on the basis of an annual consultation: Enikő Ferenczy (Richmond Second) [Aug 28]; Gary Hatter (Olivet) [Sep 25].

C. Approved financial aid grants: Inquirer Kelcey Bailey (Blue Ridge Church, Pittsburgh Seminary), between \$1,150 and \$1,500 pending completion of appropriate paperwork; Inquirer Jay Morgan (Richmond Second, Union Presbyterian Seminary), \$5,000 [June 26].

D. Approved a budget request for 2019: Financial Aid 13,000; Psychological Evaluations 1,500; CPM Administration & Books 500; Travel 700; TOTAL \$15,700 [Aug 28].

E. Approved the request of Dwight Nave to resign from the committee [Sep 25].

III. CONSENT DOCKET RECOMMENDATIONS: None

IV. THE COMMITTEE MAKES THE FOLLOWING RECOMMENDATION:

A. That Inquirer Gary Hatter (Olivet) be examined for candidacy for ordered ministry as a minister of the Word and Sacrament [Sep 25].

When inquirers seek to become candidates, the presbytery examines them in person with respect to their Christian faith, sense of call and motives for seeking the ministry, and forms of Christian service undertaken.

**APPENDIX Y
COM Policy**

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**Policy and Handbook:
Becoming a Commissioned Ruling Elder**

**Presbytery of the James
April 2018**

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1 **POLICY RELATING TO COMMISSIONED RULING ELDERS (CREs)**
2 **PRESBYTERY OF THE JAMES**
3

4 **Guidelines**
5

6 From time to time, there are small membership congregations that may not be in a
7 position to extend call to a Minister of Word and Sacrament. It is the intention of this policy to
8 outline the process for authorizing ruling elders to be commissioned to limited pastoral service as
9 provided for in the *Book of Order* (G-2.10).
10

11 **Policy**
12

13 In order to be considered for authorization as a Commissioned Ruling Elder, a candidate
14 must have been elected, examined, and ordained as a Ruling Elder in the Presbyterian Church
15 (USA) for at least one year.
16

17 This policy is written to utilize Union Presbyterian Seminary’s *Pathways to Learning and*
18 *Leadership* program, specifically designed to prepare those interested in becoming CREs, but
19 other approved programs may also be considered. Information on the *Pathways to Learning and*
20 *Leadership* program may be found at www.upsem.edu/pathways. [A Handbook, *Becoming a*
21 *Commissioned Ruling Elder*, is available that outlines this program and provides forms and
22 instructions for much of what is included in this policy.]
23

24 Those interested in becoming Commissioned Ruling Elders are encouraged to engage in the
25 following steps:
26

- 27 1. Arrange a meeting with COM (Examinations Sub -Committee) to discuss their interest in serving as a
28 Commissioned Ruling Elder and to review the requirements and expectations of the POJ.
29
- 30 2. Seek an endorsement by the session of their church (must be completed before starting year two of
31 classes).
32
- 33 3. Take Introductory and Phase One Classes through Union Presbyterian Seminary’s *Pathways to*
34 *Learning and Leadership* program (or other approved program).
35
- 36 4. **Before Year Two**
 - 37
 - 38 a. Work with POJ to select a mentor, who must be a Minister of Word and Sacrament in the
39 POJ.
40
 - 41 b. Complete Full Application Form, which includes session endorsement and at least three
42 references.
43
 - 44 c. Work with POJ to undertake a Psychological Evaluation.
45
 - 46 d. Have an Admission Interview with the COM (Examinations Sub-Committee).
47

- 1 5. Take Phase Two classes through Union Presbyterian Seminary (or approved program).
- 2
- 3 6. Prepare a Statement of Faith (one page) and answer two ordination vow questions.
- 4
- 5 7. Upon completion of classwork, be examined by COM (Examinations Sub-Committee).
- 6
- 7 8. Be added to Preaching Supply List and become available for potential match with congregation(s).
- 8
- 9 9. Have potential pastoral relationship approved by COM.
- 10
- 11 10. Be commissioned to Pastoral Service by COM, with scope of specific duties outlined [add list of
- 12 potential duties?]
- 13
- 14 **11. Following Commissioning:**
- 15
- 16 a. Engage in continuing education opportunities annually.
- 17
- 18 b. Have Annual Reviews by the session of the church you are serving and by your mentor.
- 19
- 20 c. Submit renewal of contract each year to COM. (Commissions may be granted for three years
- 21 at a time, but contracts must be renewed each year.)
- 22
- 23

24 **“Pathways to Learning and Leadership”**

25 **CRE and Church Member Education**

26 **at Union Presbyterian Seminary**

27

28 **What is it?** *Pathways to Learning and Leadership* is a program of online courses offered for

29 church members who want to increase their knowledge and discipleship. Each course is five

30 weeks long.

31

32 **Foundational courses** (Phase I) are taught entirely online, using live instruction, readings, and

33 peer discussion.

34

35 **Practical ministry courses** (Phase II) for church members and those preparing to be

36 Commissioned Ruling Elders (CREs) are taught online, with some practical exercises carried out

37 in cooperation with the local presbytery.

38

39 **Electives** for church members and for CREs who want continuing education are taught entirely

40 online. Church members may receive a certificate of completion after successfully completing

41 six courses; the CRE course requirements are directed by the presbytery.

42

43 **How much time will it take?** Participants will need about six (6) hours per week per course,

44 including two hours at a specific time online, to complete the work.

45

46 **Who is it for?** People interested in learning more about the church, and interacting with

47 seminary professors and top leaders. Pathways can be a way to supplement the adult education

1 offered in your congregation. People preparing to be CREs will join interested church members
2 in learning together. Courses will be taught from a Reformed (Presbyterian) perspective, but are
3 open to all.
4

5 **Who will teach the courses?** Most will be taught by faculty from Union Presbyterian Seminary.
6 Some will be taught by practitioners in their field.
7

8 **How much does it cost?** The cost per five week course is \$100. In addition there will usually be
9 one book to purchase per course.
10

11 **Are there prerequisites to taking the courses?** No. Anyone can participate.
12

13 **Will I earn college credit for the courses?** No. These courses do not earn academic credit. At
14 the end of the two years, you will meet the educational requirements of your denomination
15 toward becoming a Commissioned Ruling Elder (or your denomination's equivalent).
16

17 **When can I get started?** Courses will be ongoing. We recommend that the foundational courses
18 (Phase I) be taken first, but other courses may be taken in any order.
19

20 **What kind of computer do I need?** You will need a desktop or laptop computer, or a tablet or
21 smart phone in order to participate. You must have a microphone; a webcam is strongly
22 recommended, but not required.
23

24 **How do I register?** Go to www.upsem.edu/pathways to register online, or contact the
25 Leadership Institute at Union Presbyterian Seminary with any questions.
26

27 **Two Programs of Study For CRE education**, in order to meet the educational requirements of
28 the presbytery or other middle governing body, students must take all four courses in Phase I and
29 all five courses in Phase II-a, a total of nine courses.
30

31 For a **Certificate of Completion** for church members, they must take all four courses in Phase I,
32 plus two additional courses, either in Phase II-a or II-b, for a total of six courses.

33 Others interested in education for discipleship are welcome in any/all of the courses offered.
34 Phase I, II-a, and II-b courses are described below.
35

36 **Phase I – Foundations (year 1)** – required for both programs. This phase is open to anyone,
37 CRE students and those seeking a certificate as well as church members who just want to take a
38 class or two but are not seeking a certificate of completion. These four courses are foundational
39 for both the CRE and Lay Education programs and required for both to successfully complete the
40 course. Courses are taught completely online, with real-time contact with the instructor,
41 interaction with other students online, and independent work. Each class includes 10 hours of
42 instruction, 10 hours of peer interaction, and approximately 10 hours of reading/writing/other
43 assignments.
44

45 The tuition for each five-week course is \$100, or \$400 for Phase I, and students will purchase (or
46 borrow from a library) one or two books for each course. Instructors will report whether or not

1 each student did the required work, but will not assign a grade or write an assessment.
2 Presbyteries or other middle governing bodies may do some sort of assessment if they wish, to
3 make sure the student gained the knowledge and content desired.
4

5 For the CRE program, it is strongly recommended that a mentor be assigned by the presbytery or
6 middle governing body, who also takes the courses along with the CRE student. This will help
7 the presbytery to assess student work and their fitness for CRE work. Mentors may also monitor
8 the peer interaction assignments, perhaps on a rotating basis, for each week of the course.
9 All courses include practical reflection and application (case studies, projects, etc.) in relation to
10 academic content. The four courses in Phase I are:

- 11
- 12 1. Biblical Interpretation, with some Bible content, but primarily focused on how to
- 13 interpret the Bible
- 14 2. Reformed Theology and Church History
- 15 3. Christian Life – worship, spiritual practices, ethics
- 16 4. The Mission of the Church in the World – evangelism, mission
- 17

18 After taking these courses, presbyteries consult with CRE students who show promise to see if
19 they are interested in continuing the process toward CRE. They would then take the next five
20 courses. Because the courses in Phase I are foundational, they must be taken before Phase II
21 courses.
22

23 At the end of each course, students completing the assignments will receive 3.0 CEUs (12.0 for
24 all of the courses in Phase I).
25

26 **Phase II-a – A Deeper Look (year 2)**

27 In this phase, a hybrid format will be used. This will be accomplished in one of two ways.
28 Ordinarily, students will complete 18 hours of work online with peers and independently, and 12
29 hours (two full days) on the campus of Union Presbyterian Seminary, with some of the in-class
30 courses on the Richmond campus and some on the Charlotte campus, where students can
31 practice what they have learned. In special cases where travel and time to the seminary are
32 prohibitive, and where a presbytery mentor is available, the face-to-face time may be
33 accomplished meeting with the mentor, who will work closely with the seminary in planning
34 those meetings.
35

36 The tuition for each class is \$125 (which includes two lunches and refreshments), or a total of
37 \$625 for Phase II-a. Instructors will affirm that a student completed all assignments and was
38 present for online and in-class learning. Presbyteries take care of assessing the readiness of the
39 student to move on to being assigned as a CRE.
40

41 Classes in Phase II-a are:

- 42 5. Preaching the Bible
- 43 6. Teaching the Bible
- 44 7. Pastoral Care – Care of persons
- 45 8. Administration – Care of Systems: leadership, polity, stewardship, redevelopment
- 46 9. Worship and Sacraments

1 At the end of each course, students completing the assignments will receive 3.0 CEUs
2 (15.0 for all of the courses in Phase II-a).

3
4 **Phase II-b – A Wider Look (year 2)**

5 The courses in Phase II-b are offered completely online, with the same format as Phase I – ten
6 hours of instruction, ten hours of peer interaction, and ten hours of independent work per course.
7 The two courses offered each year in Phase II-b are topically based, and would change every
8 year. These courses are electives for church members seeking a certificate of completion, but are
9 also open for continuing education for CREs and any other interested people.

10 The cost of tuition in Phase II-b is \$100 per course.

11 Topics in Phase II-b will be areas of interest chosen by the instructors with the requirement that
12 they fall within one or more of the nine categories in Phase I and Phase II-a. At the end of each
13 course, students completing the assignments will receive 3.0 CEUs.

14
15 **Technical Requirements of Students**

16 An internet connection – broadband wired or wireless (3G or 4G/LTE) Speakers and a
17 microphone – built-in or USB plug-in or wireless Bluetooth A webcam or HD webcam - built-in
18 or USB plug-in or, a HD cam or HD camcorder with video capture card

Presbytery of the James
Application Form for CRE Candidates

1
2
3
4 Name: _____
5 Mailing Address: _____
6 City: _____ State: _____ Zip Code: _____
7 Telephone: Home _____ Work _____
8 Email: _____
9 Church Membership: _____

10 **Please answer the following (using another sheet of paper if necessary):**

11
12 **1. Describe Your Activities in the Life and Mission of the Church**
13 (List churches to which you have belonged; dates of active membership; church activities you
14 participated in; positions of responsibility you have held, etc.)
15

16 **2. Describe Your Service and Experience as an Ordained Elder**

17
18 **3. Describe Your Community Activities**
19 (List organizations to which you have belonged; dates of active membership; activities you
20 participated in; positions of responsibility you have held, etc.)
21

22 **Employment:**
23 (List all significant jobs you have held; dates of active employment; job or duty, and specifically,
24 positions of responsibility you have held, etc.)
25

26 **Educational Background:**
27 School/Location/Year Graduated/Diploma/Degree: *(start with High School)*
28

29 **References:**
30 List the name, address, telephone, email and occupation of three people (no relatives) who have
31 known you for at least five years. One of these references should be a Minister of the Word and
32 Sacrament in the Presbyterian Church (U.S.A.)

- 33 1.
34 2.
35 3.

36
37 I hereby authorize those inquiring into my suitability to contact my references:
38 _____ (signature)
39
40
41

1 **Statement:**

2 **“Why I would like to be involved in the Commissioned Ruling Elder Program”**

3 In your statement, please describe which phases of service as a Commissioned Ruling Elder you
4 believe will be most difficult for you and which will be easiest for you. Also, please describe
5 your most meaningful religious experience and why it was most meaningful to you.
6

7 **Session Endorsement**

8 **NOTE:** *You should take this completed form, together with your “Statement” (previous page) to*
9 *the moderator of your session. The minister and session will talk with you about your interest in*
10 *the Commissioned Ruling Elder Program. The clerk of session will then forward your*
11 *application form and statement to the Presbytery’s COM.*
12

13 **RECOMMENDATION OF THE SESSION**

14 As the Session considers recommending a person to be enrolled in the Commissioned Ruling
15 Elder Program, the following are among the criteria that should be considered:
16

- 17 • Is the person a committed Christian? Yes No
18 Comments: _____
19
- 20 • Is the person an active and effective member of the Congregation? Yes No
21 Comments: _____
22
- 23 • Does the person relate helpfully and positively to others? Yes No
24 Comments: _____
25
- 26 • Is the person loyal to and enthusiastic about the Presbyterian Church (U.S.A.)? Yes No
27 Comments: _____
28
- 29 • Does the person have strong leadership qualities? Yes No
30 Comments: _____
31
- 32 • Does the person have good communication skills? Yes No
33 Comments: _____
34

35 Also, in considering your recommendation, are the Session and the Congregation willing to
36 affirm and support this person in ministry? Yes No

37 Comments: _____
38

39 **RECOMMENDATION**

40 The Session of _____(Church)
41 in _____, Virginia has met with _____,
42 who is a Ruling Elder in this congregation and after due deliberation recommends this person for
43 the Commissioned Ruling Elder Program and pledges its affirmation and support as this person
44 embarks upon and continues in this ministry.
45

46 _____ Signed: _____
47 (date) (Clerk of Session)

Psychological Evaluation of CRE Candidates

As part of the evaluation of candidates for Commissioned Ruling Elders (CREs) the Presbytery of the James requires a basic psychological evaluation to be done before the candidate can be considered for qualification or commissioning as a Commissioned Pastor.

Ready to Be Examined

Once a CRE candidate has completed the required course work (either through Union Presbyterian Seminary’s Pathways program or another program approved in advance) there are a series of steps required to be recognized as a QRE, that is a Ruling Elder Qualified to be commissioned to particular pastoral service as defined in the *Book of Order* G-2.1002.

These steps include:

1. Completing a one-page **Statement of Faith** (using guidelines provided by the Presbytery of the James).
2. Completing a one-page (total) paper with answers to the **Ordination Questions** asked of all presbyters at ordination, installation, and/or commissioning. See instructions below.

Ordination/Installation Vows

Please select 2 of the 9 following questions and write a half-page response to each question (total = one page). Use the question-bullets as a guide to your answer. It is not necessary to answer each bullet point.

1. *Do you trust in Jesus Christ your Savior, acknowledge him Lord of all and Head of the Church, and through him believe in one God, Father, Son, and Holy Spirit?*
 - What does it mean to you to trust in Jesus Christ as your Savior?
 - What does it mean to you that Jesus Christ is Lord of all? Head of the Church?
 - What does it mean to you to say that God is one yet made up of three persons?
 - What is the relationship between Father, Son, and Holy Spirit?
2. *Do you accept the Scriptures of the Old and New Testament to be, by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the Church universal, and God’s Word to you?*
 - What role does the Holy Spirit play in our interpretation of the Scriptures?
 - In what way are the Scriptures the “unique and authoritative witness to Jesus Christ”?
 - How are the Scriptures “God’s Word to you”?
3. *Do you sincerely receive and adopt the essential tenets of the Reformed faith as expressed in the confessions of our church as authentic and reliable expositions of what Scripture leads us to believe and do, and will you be instructed and led by those confessions as you lead the people of God?*
 - List some of what you understand to be the “essential tenets” of the Reformed faith.
 - Do you find any of them in conflict with what you think that “Scripture leads us to believe and do”?

- 1 4. *Will you fulfill your ministry in obedience to Jesus Christ, under the authority of Scripture, and*
2 *be continually guided by our confessions?*
 - 3 • What does it mean to you to be obedient to Jesus Christ?
 - 4 • What does it mean to you to be under the authority of Scripture?
 - 5 • What does it mean to you to be guided by our confessions?
 - 6
- 7 5. *Will you be governed by our church’s polity, and will you abide by its discipline.*
 - 8 • What does it mean to you “to be guided by our church’s polity”?
 - 9 • What does it mean to you “to abide by our church’s discipline”?
 - 10 • How does the church “discern the will of Christ”?
 - 11
- 12 6. *Will you in our own life seek to follow the Lord Jesus Christ, love your neighbors, and work for*
13 *the reconciliation of the world?*
 - 14 • What is the hardest part of keeping this vow for you?
 - 15
- 16 7. *Do you promise to further the peace, unity, and purity of the church?*
 - 17 • What is your role as a minister to further the peace, unity and purity of the church? Is that role
18 different from that of any other member of the church?
 - 19 • What do you do when these three (peace, unity and purity) are in tension?
 - 20
- 21 8. *Will you pray for and seek to serve the people with energy, intelligence, imagination, and love?*
 - 22 • What does it mean to you to “serve the people”?
 - 23
- 24 9. *Will you be a faithful teaching elder, proclaiming the good news in Word and Sacrament,*
25 *teaching faith and caring for people? Will you be active in the government and discipline, serving*
26 *in the councils of the church; and in your ministry will you try to show the love and justice of*
27 *Jesus Christ?*
 - 28 • How do you see your role as minister (teaching elder) in this particular church?
 - 29 • If appropriate, how will you balance your service to the larger church to that of the
30 congregation?
 - 31 • How do you balance showing “the love and justice of Jesus Christ”?
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 - 44
 - 45
 - 46
 - 47
 - 48
 - 49

Commissioned Ruling Elder's Annual Report

Name:

Home Church:

Church of Service:

Dates: (from _____ to _____)

Do you wish to continue to serve this congregation? ___ yes; ___ no; ___ with some changes to terms.

Briefly answer the questions listed below. Additional comments may be written of the back of this form.

1. What are your major responsibilities in this congregation?
2. What are the key ministry strengths you bring to this commission?
3. What are the key accomplishments of this pastoral relationship?
4. What have been some of the challenges in this pastoral relationship?
5. In what areas of ministry could you use additional training and support?

Signature:

Date

Mentor's Annual Report for CREs

CRE's Name:

Commissioned to _____ (Church) until _____

Mentor's Name:

Mentor's Address:

Briefly answer the following questions. Additional comments may be written on the back.

How would you characterize your relationship with this Commissioned Ruling Elder?

Are you generally satisfied with the ministry of this Commissioned Ruling Elder?

What are the major strengths of this Commissioned Ruling Elder's ministry?

In what areas of ministry would you encourage this Commissioned Ruling Elder to make improvements?

What areas of continuing education would you recommend for this Commissioned Ruling Elder?

Mentor's Signature:

Date:

Session's Annual Report for CREs

1
2
3 CRE's Name:

4 Commissioned to _____ (Church) until _____
5

6 *Briefly answer the following questions. Additional comments may be written on the back.*

7 Are you generally satisfied with the ministry of this Commissioned Ruling Elder?
8
9

10 What are the major strengths of this Commissioned Ruling Elder's ministry?
11
12

13 In what areas of ministry would you encourage this Commissioned Ruling Elder to make
14 improvements?
15
16

17 What areas of continuing education would you recommend for this Commissioned Ruling Elder?
18
19
20
21

22 Clerk of Session's Signature:

Date:
23
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2019 PROPOSED BUDGET

**POJ TEAMS & PURPOSE GROUPS
2019**

	2018 Budget	2019 Budget
Income		
Undesignated Support (POJ, Synod Per Capita, and G.A.)	722,563.75	698,667.19
POJ Annual Budget	36,881.39	60,335.07
Per Capita (\$.80 for Synod; \$7.12 for G.A.)	18,563.00	13,801.07
Designated Giving to Validated Missions thru G.A.	47,333.00	79,451.00
General Assembly Extra Commitment Opportunities	0.00	0.00
Other Designated Mission - non G.A.	10,000.00	10,000.00
Checking Account Interest	15.00	16.00
Endowment-Church Dev/Redev Proj.	104,575.00	72,250.00
Transfer from New Church Site - Temp Rest.	26,500.00	0.00
Transfer from POJ Undesignated Reserves	25,000.00	0.00
Transfer from GA Commissioner Reserves	5,000.00	0.00
Office Park Funds	20,000.00	44,590.00
Other Designated Income	25,625.00	19,625.00
	1,042,056.14	998,735.33
Camp Hanover Income	643,500.00	685,000.00
TOTAL POJ/CAMP HANOVER INCOME	1,685,556.14	1,683,735.33
SYNOD AND GENERAL ASSEMBLY		
2018 Synod Per Capita \$.85 x 19,175)	16,298.75	15,611.95
GA Support		
2018 Per Capita \$7.78 x 19,175	149,706.91	164,384.65
Shared Mission Support	47,333.00	79,451.00
TOTAL SYNOD AND GENERAL ASSEMBLY	213,338.66	259,447.60
Other Designated Gifts - non G.A.	10,000.00	10,000.00
<i>(Outreach Fdn., Frontier Fellowship, Union Sem., etc.)</i>		
CONSTITUTIONAL COMMITTEES:		
COMMITTEE ON MINISTRY		
5601 · Committee on Ministry Admin.	2,500.00	2,500.00
Total COMMITTEE ON MINISTRY	2,500.00	2,500.00
COMMITTEE ON PREP FOR MINISTRY		
5701 · Financial Aid	13,000.00	13,000.00
5702 · Psychological evaluations	900.00	1,500.00
5703 · Comm on Prep for Min Admin	600.00	500.00
5710 · Travel	1,000.00	700.00
Total COMMITTEE ON PREP FOR MINISTRY	15,500.00	15,700.00
COMMITTEE ON REPRESENTATION		
5900 · NOMINATIONS COMM		
5901 · Admin. Expenses	500.00	500.00
GA Alternate Commissioners Gross Expense	5,000.00	5,000.00
Total 5900 · NOMINATIONS COMM	5,500.00	5,500.00
5950 · PERMANENT JUDICIAL COMMISSION		
TOTAL CONSTITUTIONAL COMMITTEES	23,500.00	23,700.00

COMMUNICATION & COORDINATION TEAM

5102 · Communications	20,250.00	20,250.00
POJ Staff		
5104 · Salaries	251,168.00	289,630.46
5105 · Housing Allowances	43,500.00	15,000.00
5106 · Payroll Taxes	14,150.43	14,659.73
5107 · Auto expense-Gen Pres	3,000.00	3,000.00
5110 · Pension/medical expense	58,653.42	47,514.64
5117 · Staff Professional Expenses	300.00	2,300.00
5117-1 - Professional Exp. - Rhyne	2,000.00	2,000.00
5118 · Medical Reimbursement	5,000.00	4,000.00
Total POJ Staff	<u>377,771.85</u>	<u>378,104.83</u>
5120 · Presbytery Meeting Expenses	750.00	750.00
5271 - Land Purchases for New Church Develop.	26,500.00	0.00
Presbytery Office Expense		
5504 - Utilities	10,900.00	10,900.00
5502 · Insurance	6,200.00	6,500.00
5505 · Office supplies	3,000.00	3,000.00
5506 · Postage	500.00	500.00
5507 · Telephone/Internet	4,200.00	4,200.00
5508 - Grounds/Building Maintenance	7,600.00	7,600.00
5552- Remote Bank Fees	250.00	250.00
5511 · Audit	18,000.00	18,550.00
5512 · Payroll expense	700.00	700.00
Total Presbytery Office Expense	<u>51,350.00</u>	<u>52,200.00</u>
5540 · General Presbyter Expenses	500.00	500.00
5560 · Communication & Coordination Admin. Expenses	500.00	500.00
5530 - Capital Replacement Transfer Expense	7,500.00	7,500.00
Total C & C Team	<u>458,621.85</u>	<u>459,804.83</u>
LEADERSHIP CONNECTION TEAM :		
Administrative Expenses for Team	200.00	600.00
Black Caucus	1,700.00	2,150.00
Camp Hanover (POJ Subsidy)	126,500.00	127,400.00
Christian Education Purpose Group	1,500.00	1,500.00
Collegiate Ministries **	87,000.00	84,000.00
Older Adult	2,500.00	2,470.00
Resource Center	3,325.00	3,600.00
Small Church	5,300.00	6,500.00
Stewardship	1,500.00	1,500.00
TOTAL LEADERSHIP CONNECTION	<u>229,525.00</u>	<u>229,720.00</u>
MISSION AND SERVICE TEAM:		
Administrative Expenses for Team	300.00	300.00
Disaster Relief Team**	6,000.00	6,000.00
Haiti	9,500.00	12,500.00
Dismantling Racism	0.00	500.00
Evangelism and Church Growth	104,575.00	72,250.00
Public Policy	6,500.00	7,000.00
Self Development of People	1,600.00	1,000.00
Social Justice	1,000.00	1,000.00

World Mission	7,000.00	9,500.00
TOTAL MISSION AND SERVICE	136,475.00	110,050.00
Camp Hanover Expenses (without subsidy)	643,500.00	685,000.00
TOTAL EXPENSE:	1,741,460.51	1,777,722.43
TOTAL NET INCOME:	-55,904.37	-93,987.10

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