

Could a Capital Campaign Be Right For Your Church?



A new study shows that one in four congregations has conducted a capital campaign in the past year.

Researchers with Indiana University and the Lake Institute on Faith and Giving shared a sneak peek of the results of the National Study of Congregations' Economic Practices at a recent conference attended by Deborah Rexrode, associate for stewardship with Presbytery of the James.

The study indicates churches feel able to sustain the stress and impact of capital improvements and capital fundraising. Churches often postpone and delay these kinds of projects because they take lots of energy and resources from the pastor, staff, session, and congregation.

Seven congregations in Presbytery of the James have recently concluded or are in the

process of conducting capital campaigns. The smallest has a membership of just 60, while the largest has more than 1,000 members.

The projects funded by these campaigns vary, from establishing a legacy fund to renovations to debt reduction.

Many of the projects involved deferred maintenance, updating dated parts of facilities such as mechanical systems and restrooms – not always the most motivating kind of project for congregations. While we all benefit from those, they are less exciting than a new sanctuary or fellowship hall.

Read about the journey of these seven churches in this issue of the Vine and subsequent issues. We hope they inspire your church to undertake a capital campaign to fund needed initiatives.

Churches Recently Conducting Capital Campaigns in Presbytery of the James

Bon Air

Janet Winslow, pastor

Chester

Gordon Mapes, pastor

First, Charlottesville

David Forney, pastor

Ginter Park

Carla Pratt Keyes, pastor

Providence, Gum Spring

Karen Witt, pastor

Westminster, Richmond

Joel Morgan, pastor

Second, Richmond

Alex Evans, pastor

Presbytery of the James is unique in having a full-time associate for Stewardship to work with congregations of any size, serve as a resource, and provide suggestions for steps in the process. To explore a capital campaign at your church, contact Deborah Rexrode at deborah@presbyteryofthejames.org or 434-996-6032.



Deborah Rexrode

Providence Church, Gum Spring: A New Sense of Ownership

Built in 1747, Providence Church in Gum Spring is the oldest Presbyterian church in continual use in Virginia. The church is rare in another way: the 60-member congregation operates on weekly offerings instead of an annual stewardship campaign.

Historically, skilled church members handled building maintenance and repair needs. As their numbers declined, church leaders recognized they would need to pay for those services in the future.

After several expenses dipped deeply into the church bank account, the session invited Rexrode to meet with them. She helped them to envision the possibility of a capital campaign to establish a legacy fund for future building needs and mission projects.

Pastor Karen Witt and the session were inspired by this idea.

A year of conversations developed into a home-grown capital campaign that encouraged members to share financial gifts as well as

STATED MEETING: June 18, 2019

First Presbyterian Charlottesville Welcomes Graciously

The 102nd Stated Meeting of the Presbytery of the James took place on Tuesday, June 18, 2019 at First Presbyterian Church in Charlottesville, VA. Nearing the start of my seventh month with you, faces are beginning to look familiar and nametags remain a gift for conversation to be rich. I have been welcomed warmly into your churches through the POJ.

Hebrews 13:2 reads, "Do not neglect to show hospitality to strangers, for by doing that some have entertained angels without knowing it." The members and staff of First Charlottesville definitely showed hospitality, even as a major construction project is underway. Thank you for a job well done.

Some of the highlights of the meeting included:

- A welcome from Rev. Aram Bae, associate pastor of First Church Charlottesville.
- Welcoming three new minister members: Rev. Amy Starr Redwine, pastor of First Church Richmond; Rev. Sandra L. Shaner, pastor of St. Andrews Church, Kilmarnock; and Rev. Rebekah Tucker-Motley, pastor of Orange Church, Orange.
- Recognizing Certified Christian Educators Barbara Flynt, Brandermill Church, Midlothian; Leigh Anne Ring, River Road Church, Richmond; and Bruce Harvey, The Presbyterian Church, Fredericksburg. Rev. Allen Fisher, pastor of The Presbyterian Church, honored Bruce's 40 years as a Certified Christian Educator, 22 of which have been at the church.
- Worshiping with Rev. David Forney, pastor of First Charlottesville, serving as liturgist and Rev. Jill Duffield, editor of the Presbyterian Outlook, preaching a sermon based on Galatians 5:1,13-25.

- Greetings from Rev. Warren Lesane, executive and stated clerk of the Synod of the Mid-Atlantic.

The business of the day included the following matters:

- Approved the February 16, 2019 POJ Minutes.
- Rev. Stephen Hodges, pastor of Providence Forge Church and vice-moderator of the Strategic Planning Team, shared highlights from the team.
- Dissolved the Administrative Commission for the Greenwood Church with sincere appreciation and gratitude.
- Approved the incorporation of Camp Hanover as a 501 (c) (3) charitable and educational corporation. This included \$185,000 for initial ministry funding and \$1.25 million over two years from the "Dismissed Churches' Fund" for facilities maintenance and improvement. In addition, POJ will start in July providing monthly disbursements of annual support which will continue into the future with review at the end of 2024.
- Heard a report and presentation from the Mission & Service Team including World Mission Ministry (Rev. Mary Jane Winter) and the Social Justice Ministry (Rev. Janet Winslow).
- Heard a report from the Leadership Connections Team (Rev. Lisa Salita, moderator) including a presentation from Revs. Gary Charles and Jill Duffield who are convening the second cohort of pastors in the Community of Ministry and Worship.
- Elected Ruling Elders Jay Griles and Melissa Phillips to serve on the Committee on Ministry.
- Elected the following persons as commissioners from POJ to the

224th General Assembly of the P.C.(U.S.A.) to be held June 20-27, 2020 in Baltimore, MD.

- o Hyun Chan Bae, Teaching Elder, Lord Jesus Korean
- o Marilyn Johns, Ruling Elder, Gayton Kirk
- o Brint Pratt-Keyes, Teaching Elder, Member-at-Large
- o Kenna Payne, Ruling Elder, Westminster Richmond
- o Andrew Sanders, Ruling Elder, River Road
- o Judy Thomson, Teaching Elder, Honorably Retired and full-communion assistant pastor of Living Water Lutheran Church, Kilmarnock
- Elected alternate commissioners to the General Assembly (ordinarily nominated to serve as commissioners to the 225th General Assembly in 2022)
 - o Beverly Bullock, Teaching Elder, Member-at-Large
 - o Ann Cherry, Teaching Elder, Trinity
 - o Patrick Dennis, Teaching Elder, Tuckahoe
 - o Bruce Harvey, Ruling Elder, Fredericksburg
 - o Lamar Lockhart, Ruling Elder, Chester
 - o Cherry Peters, Ruling Elder, Second Richmond
- Elected Noah Morgan, Westminster Richmond, to serve as Young Adult Advisory Delegate to the 2020 General Assembly and Bethany Reitsma, South Plains, to serve as alternate.

- Granted Member-at-Large status to Rev. Gina Maio and Honorably Retired status to Rev. John Storey.
- Approved allowing Rev. Seth Lovell, associate pastor of Olivet, Charlottesville, to become co-pastor for education and administration effective July 9, 2019. Rev. Albert Connette will become co-pastor for congregational care and outreach.
- Approved minimum compensation guidelines for 2020: \$46,600, a 2.09% cost of living increase.
- Approved the sermon and examination of Jess Cook to be ordained to serve as program and communications manager at More Light Presbyterians. Also approved the commission who are given the joy of leading that worship service on Saturday, June 29, at 2:00 p.m.
- Approved the sermon and examination of Humphrey Muraya to be ordained to serve as covenant pastor of AFREIM (African Evangelical International Ministries), a new worshipping community. Also approved the commission who are given the joy of leading that worship service on Sunday, June 30, at 4:00 p.m. at Westminster Richmond.

In Christ's Service,



Fred A. Holbrook
Interim General Presbyter
and Stated Clerk

UPCOMING PRESBYTERY MEETINGS

- October 19, 2019 New Hanover Church, Mechanicsville
- February 15, 2020 Invitation needed
- June 16, 2020 Invitation needed

Getting Involved in Presbytery Reaps Many Rewards

Caitlin Deyerle

When I was first called to Presbytery of the James, I came to Virginia not knowing a soul. I dove eagerly into my church work, but I knew that I was going to need to build some relationships in the area if I was really going to flourish here.

About a year later, when I saw that there was an opening on the Committee on Ministry (COM), I jumped on it. The Nominating Committee seemed quite surprised to have a volunteer—as any of you who have ever served on a nominating committee will understand! But for the last five years, I have been so glad that I made that call and took the leap to invest in the connectional church.

I have learned that COM is truly the backbone of the presbytery. We connect churches to resources and support when they need it most, particularly in times of pastoral transition or conflict. We support pastors by welcoming them into new calls, providing funds for special assistance, and reaching out to validated ministers and members at large to keep them connected to the larger church.



Pictured: (Back row) Steve Starzer, Christopher Tweel, John Flournoy (vice-moderator), Franklin Reding (POJ staff), Gordon Lindsey. (Front row) Brint Keyes, Caitlin Deyerle (moderator), Mary Jane Winters, Fran Hooper, Judy Thomson, Cherry Peters.

More often than people think, we also get to serve as a place churches can come to dream about new innovations that will help make our pastors stronger and our churches better.

This has been particularly true in this time of transition for Presbytery of the James. We have certainly made missteps along the way or found ourselves stretched beyond comfort. But even those moments have been a great teacher of humility and grace. Like all of our churches, COM is continually discovering what it means to be a presbytery in a changing religious landscape.

Most of all, I have established so many profound relationships through serving on COM alongside ruling and teaching elders, who represent every geographical area of

our presbytery, and every size and shape of church. Their wisdom and friendship have meant a great deal to this Virginia transplant! Now I can look forward to presbytery meetings, where I know I will find myself greeted by many familiar faces.

I hope that if you ever find yourself receiving that call to serve on COM or in one of the many other roles in our presbytery that you will consider saying yes. I'm glad I did.

Rev. Caitlin Deyerle is the moderator of POJ's Committee on Ministry. She has been the pastor of Southminster Church in Chesterfield since 2013.

WORLD MISSION MINISTRY

Explore Migration and Ministry in Guatemala This Fall



You are invited to visit Guatemala October 28 through November 3 in a trip sponsored jointly by the Presbyteries of the James and the Peaks.

The focus of this visit is on migration and ministry and how we can go deeper in our understanding and response.

- Learn about the root causes of migration, who is leaving, and why.
- Engage with people at the margins. Be a witness to Christ's presence and experience how the church is seeking to respond.
- Learn from our partners at CEDEPCA (Protestant Center for Pastoral Studies) how we can be part of the solution.

This trip will encourage us to grow as global Christians and connect us with brothers and sisters in need in Guatemala, especially through the ministry of CEDEPCA.

The tour will begin in Guatemala City, travel to the countryside, and include a visit to the famous kite festival on the "Day of the Dead."

The trip costs \$950 per person plus airfare. Some financial assistance is available from the presbytery.

For more information, visit presbyteryofthejames.com/world-mission/.

CAMP HANOVER

Ubuntu and Tomatoes

Colleen Earp

Ubuntu. I am because we are.

Ubuntu is one of the themes in InsideOut's summer camp curriculum PeaceWorks, which Camp Hanover and many other faith-based camps are using this summer. This Zulu word suggests the interconnectedness of humanity, more literally translated as, "a person becomes a person through other persons."

To me, this interconnectedness extends beyond humanity and throughout God's creation. We find peace for and with the earth when we take care of all of it, including one another. Learning about ubuntu in community at camp reminds us to remember each other in peace and work together for this peace.

Which brings me to tomatoes.

The garden at Camp Hanover is full of fruits and vegetables in all shapes, sizes, and colors. Some people visit the garden very familiar with what's there, coming from a home with a robust backyard garden of their own or even a full farm. Other campers and visitors have never seen a tomato on the plant before, much less its small, yellow blossoms.

Maintaining a wide variety of plants in that space leads to wonderful lessons in nature, food, and diversity—not just in the types of veggies growing, but also in our different experiences around those foods and the good earth they come from.

One of our favorite things growing in Camp Hanover's garden is a certain pink tomato. Its seeds were gifted to us by a man named Hansford Rife, who lived near Camp Hanover and would often attend the monthly Common Chords events. Junie, as he invited us to call him, had a friend who served in the US military in Germany during World War II. This friend had a tomato sandwich he enjoyed so much, he brought a few of the seeds home with him. Junie and his friend grew this wonderful tomato every summer since, sharing the fruits and seeds with friends and neighbors.

Junie passed away in the spring of 2016. Since then, his pink tomato seeds became a focal point for the garden. Campers and volunteers help weed the garden beds, where numerous other colorful varieties of tomatoes and other veggies grow alongside Junie's favorite seeds. Visitors learn about saving seeds and sharing food with others, especially those in need. And, in the spirit of an interconnected community, we have shared those seeds beyond our garden.

This summer, the pink tomato will also be growing at Rockfish Presbyterian Church, South Hill Presbyterian Church, and Ginter Park Presbyterian Church, as well as in the home gardens of several



In addition to the pink tomato (right), Junie shared another variety with Camp Hanover: a red and yellow striped tomato that looks tie dyed on the inside.



Rockfish Presbyterian Church has taken wonderful care of Junie's pink tomatoes, carefully collecting seeds and growing new plants this year. Their garden produced more than 1,700 lbs of food for the local food bank last season.



Eleanor Workman cares for Junie's pink tomato plants in the Ginter Park Presbyterian Church garden. The tomatoes and other veggies will be shared with neighbors of the church.

pastors and friends in Presbytery of the James.

These pink tomatoes, among other produce, will go on to church suppers and community food pantries. They will appear on the Camp Hanover salad bar and at campfire cookouts.

The pink tomatoes will serve as a reminder of ubuntu—that when we share, and work together, and remember each other and all of creation around us, wonderful things can blossom and grow.

Colleen Earp is Camp Hanover's director of youth, environment, and service ministries.

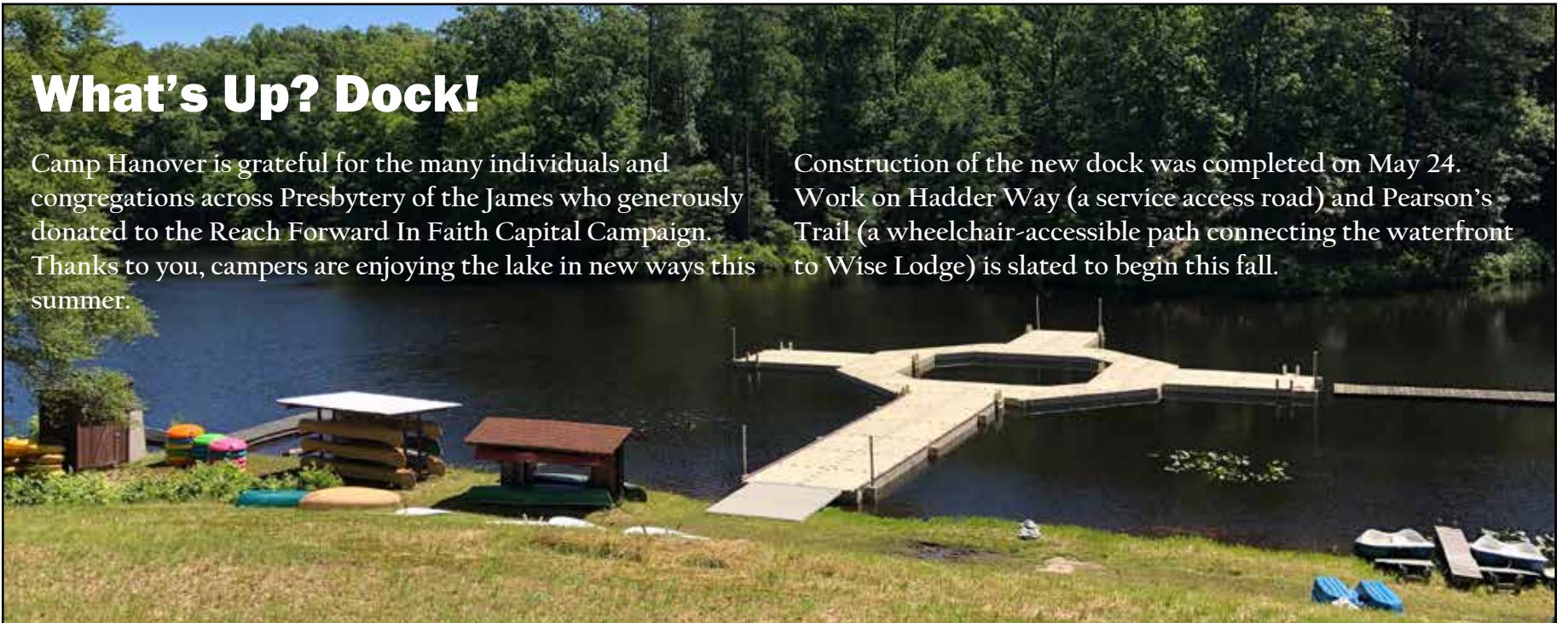


CAMP HANOVER

What's Up? Dock!

Camp Hanover is grateful for the many individuals and congregations across Presbytery of the James who generously donated to the Reach Forward In Faith Capital Campaign. Thanks to you, campers are enjoying the lake in new ways this summer.

Construction of the new dock was completed on May 24. Work on Hadder Way (a service access road) and Pearson's Trail (a wheelchair-accessible path connecting the waterfront to Wise Lodge) is slated to begin this fall.



(Left) With an area of open water in the center of the cross, campers can jump in and enjoy a refreshing dip in the lake. (Right) At night, the entire camp community gathers to worship on the water during Evening Vespers.

Presbytery Votes to Incorporate Camp Hanover

A new chapter in the Camp Hanover story has begun! On June 18, members of Presbytery of the James voted unanimously to incorporate the ministry of Camp Hanover.

On the outside, Camp Hanover will look the same to campers, retreat participants, and guests. Internally, an incorporated structure helps keep your camp healthy, strong, relevant, and organized to best meet the challenges of operating in today's complex world.

After voting to incorporate, the presbytery also took action to enter into a Covenant Agreement outlining the close relationship and expectations between the presbytery and the newly-minted nonprofit entity, which will be known as "Camp Hanover, Inc." Additionally, the presbytery moved to provide annual mission funding for Camp Hanover for the next five years, and \$1.25 million to fund critical infrastructure and deferred maintenance.

Upcoming Events

Women's Retreat SEPTEMBER 21-22

THE MANOVER AT HANOVER NOVEMBER 2-3

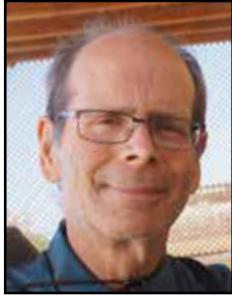
Learn more and register at www.camphanover.org/retreats.

WORLD MISSION MINISTRY

Faith Is Growing in Egypt

“I love the church. I just love being here!” exclaimed Lola, a young girl Rev. Ronald Bullis, pastor at First Presbyterian in Hopewell, met when he visited Egypt in November 2018. But worship at the Presbyterian church Lola attends is unlike American church services.

For one thing, armed guards are on duty whenever there is a church event, worship service, or Sunday school program. Everyone entering the church also must pass through a metal detector.



Rev. Ronald Bullis

Although the security measures were disconcerting to the American visitors, Bullis shared, the Spirit of God moved in joy and grace throughout the service in Zagazig, a city north of Cairo.

A woman initiated the service with prayer and praise. The singing was in Arabic, but Bullis and his traveling companions didn't need an interpreter to explain the devotion and grace with which worshippers sang, praised, prayed, listened, and laughed.

This established church in Zagazig is matched in grit and determination by a new church initiative in an unprosperous neighborhood of Hurghada, a city 290 miles

southeast of Cairo on the Red Sea.

While lacking sufficient members and finances to be called a church by the Synod of the Nile, the Hurghada fellowship does not lack for faith.

At a Sunday School class, a group of children danced, and acted out the story of the Good Samaritan and Jonah. With just two rooms, there is little space for much movement. Yet their faith makes it feel like a cathedral.



The fledgling fellowship has both big energy and big dreams. Church leaders have identified an empty lot on which they'd like to build a church.

The Egyptian government gives religious groups land on which to build mosques

or churches in a concerted effort to accommodate religious diversity and to redistribute the population into new cities.

The catch is that the groups must have government licenses and be recognized by their governing bodies within a brief time period. These criteria press urgency to evangelism projects.

The fellowship's dream is guided and fed by prayers.

“We don't have a lot of money, but we have good knees,” an elder explained.

Churches, like those in Zagazig and Hurghada, began with an evangelistic dream of a church in the least prosperous neighborhoods serving a small gathering of Christians and offering social and literacy services to the entire community.

By young Lola's example, they will be successful ambassadors of their faith.

Read more about faith in Egypt at presbyteryofthejames.com/egypt.



(Left) Young Christians in Hurghada crowd into a small room for a lively 90-minute class on a Thursday evening. (Right) Laura Duncan of First Church Hopewell learns Arabic from Lola, pictured with her mother and siblings.

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Capital Campaigns

gifts of time and services.

The effort raised \$55,000 for the legacy fund. Other contributions included painting and carpeting the sanctuary, laying a new sidewalk, and cutting brush to create a nature trail around the property.

Beyond the tangible benefits, the campaign increased morale in the small church.

“Everyone has been amazed by the level of giving,” shared Witt. “The campaign has given our members a larger sense of purpose and ownership in the church. And the excitement continues, especially related to our new trail. We are still imagining the possibilities.”



Rev. Karen Witt



Members of Providence Church Gum Spring enjoy a new nature trail around the church property.

Bon Air: Humdrum to Welcome

The corridor connecting the two wings of Bon Air Presbyterian was dark and crowded, especially on Sunday mornings. The building’s dated HVAC systems and bathrooms were in need of updates.

“The primary entry into the facility felt like a 1950s school,” said Pastor Janet Winslow, “not the vitally-engaged congregation that we are. Our vision was to create a more contemporary and spacious welcome corridor that better reflects our commitment to hospitality and accessibility.”

The 300-member congregation first worked with an architecture firm to envision a master plan for their building. They met with Rexrode and hired a consultant to help them raise the \$755,000 construction budget.

Bon Air’s capital campaign kicked off in October 2017 in coordination with their annual stewardship initiative. At the conclusion of the dual campaign, the church had received \$517,000 in pledges toward renovations.

Construction from June to November 2018 created a community space which leads to the sanctuary. Bathrooms were moved and



Rev. Janet Winslow

upgraded. Remodeled storage rooms allowed more natural light to fill the corridor and created a meeting room that overlooks a memorial garden. The church nursery was moved from the back of the education wing. Accessibility and energy efficiency measures helped the project qualify for a lower interest rate through the Presbyterian Investment and Loan Program.

“Conducting this campaign helped us see that well planned and supported change can be good,” shared Winslow. “We have renewed enthusiasm for inviting and welcoming guests to our church and into our church family.”



Open space and natural light welcome visitors at Bon Air Church’s new entrance. The church nursery is nearby, convenient for busy parents.

Chester: A Matter of Life and Debt

Debt from construction and renovation projects in the 1990s and 2000s was like an albatross around the neck of Chester Presbyterian.

The staff was lean because they couldn’t afford to hire employees, such as a director of Christian education.

“We concentrated intensely on attendance, weekly offerings, and balance sheets,” observed Pastor Gordon Mapes, who inherited the debt.

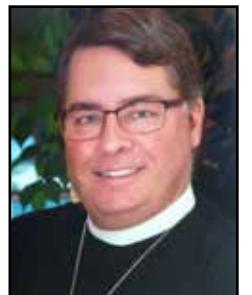
However, fear of a capital campaign and past experience with a consultant kept the 400-member congregation from attempting to raise funds to pay off the \$1.1 million loan balance.

To fund urgent building maintenance projects, Mapes encouraged the session to hold a one-day fundraiser in 2016. When it brought in \$25,000 more than its \$100,00 goal, the finance committee agreed to consider a capital campaign for debt reduction.

Rexrode also encouraged the session to overcome their distrust of consultants and helped them search for one that fit their needs.

With a goal of \$600,000, Chester embarked on their Fall 2018 “Ignite” campaign, run concurrently with their annual stewardship drive. Their careful planning created a bonfire, with the campaign surpassing its target by \$84,000.

One key to the campaign’s success was having a champion. Elder Brad Peebles regularly reminded the session and congregation of



Rev. Gordon Mapes

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office@presbyteryofthejames.org

10 Tips for Conducting a Capital Campaign

1. **Conduct a feasibility study** to determine your campaign’s goals and direction.
2. If possible, **hire a professional consultant** to assist with the process of setting your campaign’s goals and developing your approach.
3. **Develop a clear focus** for the campaign. Create a vision of the change the campaign will make in your church’s mission, ministry, and vitality.
4. **Establish a great team and team leader** for the capital campaign. Consider a separate team to manage construction if that is included in your project.
5. For construction projects, **plan for cost overruns**. Be prepared to modify the scope of the project accordingly.
6. **Communicate, communicate, communicate.**
7. **Be flexible** with expectations and surprised by unexpected returns.
8. **Celebrate accomplishments** large and small throughout the campaign and project.
9. Never stop saying **“thank you”** to all involved.
10. Your pastor will inevitably take on a larger role than expected during the campaign. **Support this extra demand** on his or her time and energy by shifting pastoral duties to others.

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initiatives outlined in the church’s 2014 strategic plan that were being sidelined over money concerns.

“Brad and chairs Rusty Hopkins and Don Davidson kept us focused on the plan and our role in supporting God’s ministry.”

“Reducing that debt has given us freedom to think more broadly about stewardship and invest again in mission and staff,” shared Mapes.

Look for more capital campaign spotlights in the next issue of the Vine.



Chester Church looks forward to expanding its Christian education ministry as a result of decreasing the balance of its debt.

SELF-DEVELOPMENT OF PEOPLE MINISTRY

Grants Available for Projects Combating Poverty, Injustice

Do you know a worthy organization working on issues of poverty, injustice, and oppression in Virginia?

The Self-Development of People (SDOP) Ministry of Presbytery of the James is accepting grant applications for 2019 through August 31.

POJ’s SDOP Ministry has awarded grants to support youth leadership projects, kindergarten readiness programs, health services, and career advancement initiatives.



Applicants who advance to the next phase of the process are invited to attend a workshop on September 17 for assistance developing their proposals.

For more information, visit presbyteryofthejames.com/sdop.