

for More Light Presbyterians, met on Saturday, June 29, 2019 at 1:30 p.m. at Ginter Park Presbyterian Church. A quorum was present consisting of the following:

Ministers: Rev. Brian Blount, Sermon
Rev. Carla Pratt Keyes, Charge to the Minister
Rev. Diane Prevary, Moderator, Constitutional Questions

Ruling Elders: Matilde Moros (Ginter Park)
Heather Jenkins (River Road)
Harry Zweckbronner (Fairfield)

Guests: Alex Patchin Mitchell (Western North Carolina)

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Rev. Jess Cook was ordained as a minister of the Word and Sacrament, to serve as Program and Communications Manager for More Light Presbyterians.

- C. The Commission of the Presbytery of the James appointed to ordain Humphrey Thumi Muraya as a minister of the Word and Sacrament, to serve as Covenant Pastor for the African Evangelical International Ministries (AFREIM) New Worshiping Community, met on Sunday, June 30, 2019 at 3:30 p.m. at Westminster Presbyterian Church, Richmond, Virginia. A quorum was present consisting of the following:

Ministers: Rev. Beverly Bullock, Moderator, Constitutional Questions
Rev. Joel Morgan, Charge to the Minister
Rev. Victoria Murdock, Charge to the Congregation
Rev. Fred Holbrook, Sermon
Rev. Mary Jane Winter, Ordination Prayer
Rev. Franklin Reding

Ruling Elders: Stan Parcell (New Hanover), Questions to the Congregation
Jane Phipps (Trinity)
Elsa Falls (Richmond Second)

Guests: Wesley Wright (St. Stephens Episcopal)
Sue Phillips (Trinity)
Barbara Parks (AFREIM)
Victor Anthony (AFREIM)
Ollen Thumi (AFREIM)
Rev. H. Davis Yeuell

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Rev. Humphrey Thumi Muraya was ordained as a minister of the Word and Sacrament, to serve as Covenant Pastor for the African Evangelical International Ministries (AFREIM) New Worshiping Community.

- D. The Commission of the Presbytery of the James appointed to install Rev. Sandra Shaner as Pastor of St. Andrews Presbyterian Church, met on Sunday, June 30, 2019 at 3:30 p.m. at St. Andrews Church, Kilmarnock, Virginia. A quorum was present consisting of the following:

Ministers: Rev. Stephen Starzer, Charge to the Minister
Rev. Rebekah Johns, Sermon
Rev. Donald Steele

Ruling Elders: Terri Perkins (St. Andrews)
Leigh Anne Ring (River Road, Vice Moderator of Presbytery),
Moderator, Constitutional Questions
Crystal Parker (Three Chopt)
Rusty Spears (Campbell Memorial)

Guests: S. Dean McBride (St. Andrews), Charge to the Congregation

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Rev. Sandra Shaner was installed as Pastor of St. Andrews Church, Kilmarnock, Virginia.

IV. The Stated Clerk reports the following for information:

- A. This Stated Meeting of the POJ marks its 30th anniversary following the merger of three different presbyteries—Blue Ridge, Hanover, and Southern Virginia. The POJ officially came into existence July 1, 1989.

V. The Stated Clerk makes the following recommendation for the Consent Agenda:

- A. That the minutes of the June 18, 2019 Stated Meeting be approved.
B. That the presbytery approve the Balancing of Commissioners plan for 2020 (see pages 4-5).

VI. The Stated Clerk makes the following recommendation: None.

**The Presbytery of the James
Balancing of Commissioners
for 2020
in accordance with G-3.0301**

1. Ministers of the Word and Sacrament¹		
Validated (128), Members at Large (23)	161	
Subtract, for cause ²	-9	
Subtotal	152	152
Honorably Retired (102), of whom we count 4 for balancing	4	
Subtotal	4	4
Total		156

1. Ruling Elders		
Elected by 101 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 140 to 599 members	46	
1 commissioner from each of 71 congregations having 139 or fewer members	71	
Subtotal		142
Enrolled by presbytery during terms of elected service to presbytery or its congregations (G-3.0301)		
New Church Development		
Moderators ³ of POJ, Teams, or Committees	4	
RE's commissioned ⁴ to do pastoral work	1	
Certified Educators ⁵ who are ruling elders and congregation members (G-2.1103b)	9	
Subtotal	14	14
Total		156

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 2019 July 23.

² Because they are usually unable to attend meetings: Fernando Cascante (Florida), Joshua Choi (California), Douglas Fenton (Disability), Inock Kim (Korea), Timothy Kim (US Army, Korea), Brett Underdown (US Navy), Mark Valeri (Missouri); Because they lack voice and vote: Christopher Thomas (Washington), David Barry.

³ Linda Coye (CPM), John Flournoy (COM), Kenna Payne (C&C), Pat Valentine (CON).

⁴ Charles McRaven.

⁵ Gloria Cauthorn, Carol Dunlap, Marian English, Barbara Flynt, Marcia Hale, Bruce Harvey, Marilyn Johns, Ann Knox, Leigh Anne Ring.

**Ruling Elder Commissioners from Each Session
January 1, 2020 to December 31, 2020**

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 140 to 599 members:

Bon Air, Brandermill, Chester, Culpeper, Fairfield, Gayton Kirk, Ginter Park, Grace Covenant, Hebron, 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 139 or fewer members:

Aberdour, All Souls, Amelia, Amptill, Ashland, Bethesda, Bethlehem, Blackstone, Blue Ridge, Bott Memorial, Brett-Reed Memorial, Burkeville, Byrd, Campbell Memorial, Chase City First, Colonial Heights, Concord, Cove, Covenant, Eastminster, Ebenezer, Emporia First, Forest Hill, Genito, Gordonsville, Gregory Memorial, Hartwood, Hawkins Memorial, Hopewell First, King’s Chapel, Kirk O’Cliff, Lakeside, Laurel, Lawrenceville, Louisa, Mattoax, Mechanicsville, Mildew, 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, Zion Hill.

Average Attendance per Stated Meeting of Ministers & Ruling Elders 2010-19
2019 Figures are averages of attendance at only the Feb and June stated meetings

Year	All Ministers	All R.E.s	R.E.s from Sessions
2010	115	132	124
2011	113	133	125
2012	105	128	119
2013	105	111	104
2014	97	108	104
2015	99	109	103
2016	92	97	91
2017	98	92	86
2018	99	101	92
2019	92	92	84

Consent Agenda

Presbytery of the James, 103rd Stated Meeting
October 19, 2019
New Hanover Church
Mechanicsville, Virginia

Any item on the Consent Agenda can be pulled for any reason. Simply make the request at the appropriate time and it will be placed under the appropriate committee report.

I. The Stated Clerk makes the following recommendation:

- A. That the minutes of the June 18, 2019 Stated Meeting be approved.
- B. That the presbytery approve the Balancing of Commissioners plan for 2020 (see pages 4-5).

II. The Communications and Coordination Team makes the following recommendations:

- A. Nomination of Rev. Pete Smith to serve on the Committee on Nominations from Region F in the class of 2022.
- B. Elect Ruling Elder Marilyn Johns to serve as acting stated clerk (without remuneration) as needed.

III. The Committee on Nomination makes the following recommendations:

The committee recommends that the following individuals be elected for service. All who are elected to serve as members of the class of 2022 (and those positions with an asterisk*) will begin service on January 1, 2020. Those elected to other class years are being elected to fill out uncompleted terms and will begin service immediately upon election.

MWS = Minister of the Word and Sacrament MAL = Member at Large
RE = Ruling Elder HR = Honorably Retired
MC = Member of the Congregation

Communication and Coordination Team

Class of 2022, Region E, MWS Beverly Bullock, Member at Large
Class of 2022, Region F, Vice President Trustees, MWS Jeremy Cannada, Amelia

Leadership Connections Team

*Class of 2021, Region B, RE John Garrett, St. James
Class of 2022, Moderator, MWS George Whipple, Hawkins Memorial
Class of 2022, Region E, MWS Sarah Nave, Covenant

Committee on Ministry

Class of 2020, Member-at-Large, Moderator, RE John Flournoy, Tuckahoe
Class of 2021, Member-at-Large, Vice Moderator, MWS Gordon Lindsey, HR
Class of 2021, Region A, MWS Seth Lovell, Olivet
Class of 2021, Region B, RE Bruce Harvey, Fredericksburg
Class of 2022, Region E, MWS Archibald Wallace, III, Petersburg Second
Class of 2022, Region E, RE Bob Lynn, Chester
Class of 2022, Region F, MWS Sandra Libhart, South Hill
Class of 2022, Region F, RE Melissa Phillips, Salisbury

Class of 2022, MAL, MWS Karen Witt, Providence, Gum Spring
Class of 2022, MAL, Ruling Elder Jay Griles, Amelia

Mission and Service Team

*Class of 2021, Moderator, MWS Lindsey Williams, Kirk O'Cliff
Class of 2022, Region E, MWS Charles Philips, Rosewood
Class of 2022, Region F, MWS, Jess Cook, Validated

Committee on Preparation for Ministry

Class of 2022, Vice Moderator, MWS Janet Winslow, Bon Air
Class of 2022, Region E, MWS Jason Cashing, Gregory Memorial
Class of 2022, Region E, RE Arnold Moody, Colonial Heights
Class of 2022, Region F, MWS Fady Lous, Validated
Class of 2022, MAL, Ruling Elder Brittany Harvey, Fredericksburg
Class of 2022, MAL, MWS, Josh Andrzejewski, Validated

Permanent Judicial Commission

Class of 2025, MAL, RE Sharron Saunders, First United
Class of 2025, MAL, TE Michael Weiglein, Meadows

Service with the Synod of the Mid-Atlantic

Class of 2022, Synod Commissioner, MWS Walter Canter, Blue Ridge
Class of 2022, Jubilee Fund, MWS R. Charles Grant, HR
Class of 2025, Synod Permanent Judicial Commission, MWS H. Carson Rhyne, Jr., HR.

IV. The Committee on Ministry makes the following recommendations:

- A. Amend effective date of member-at-large status of Rev. Albert Connette, 1/6/2020.
- B. Grant member-at-large status:
 - Rev. Christopher Tweel
 - Rev. Nicole Ball
 - Rev. Nelson Reveley
 - Rev. John Vest
 - Rev. Gay Lee Einstein
 - Rev. Todd Davidson
 - Rev. Shannon Hendricks
- C. Grant honorably retired status:
 - Rev. Hyun Chan Bae, effective 7/31/2020.

V. The Committee on Preparation for Ministry makes the following recommendation:

- A. That the following persons be elected as readers of ordination examinations for 2020:
Readers TE David Garth, TE Beverly Bullock, RE Arnold Moody, RE Gwendolyn Young; Alternate RE Linda Coye [Aug 27].

Report of the Strategic Planning Team (SPT)

The excitement, energy, and imagination of the Strategic Planning Team continued over the summer months as the Team engaged our current “working” mission statement, “The mission of the POJ is to support leaders, congregations, and ministries in growing followers of Christ who joyfully live out God’s mission in the world,” with the proposals of Vision 2020 and our understandings of the mission of the POJ in this place and time, confident in the Spirit’s faithfulness in the past and looking ahead with hope and eager anticipation for the new things God will accomplish in our future.

Guided by the questions, “What is working well?” “What might be improved?” and “What is missing?” each member of the SPT loosely designed a “presbytery of her or his dreams,” based on experiences, passions, and the freedom to imagine a presbytery construction which might look very different from today’s reality. In sharing our designs together, common themes of community, communication, and connection emerged.

Continuing to work toward the goals of (1) articulating a vision and mission for the POJ, and (2) proposing a structure for the implementation of the vision and mission, the SPT also spent time exploring together what a “perfect” presbytery meeting might look like – a chance to creatively depict hopes and possibilities for these vitally important times of worship, work, and community.

We continue to meet on the fourth Thursday of the month at the POJ office and encourage your questions, your ideas, your support, and your prayers. We also invite you to follow our work more closely on the Strategic Planning Team page at presbyteryofthejames.com.

Respectfully submitted,
Jen Rowe, Moderator

Report of the Communication and Coordination Team Presbytery of the James Meeting, October 19, 2019

The C&C Team Reports This Information:

- 1) Welcomed Doug Walters as the representative from Camp Hanover who is seated with the C&C Team per the Covenant Agreement.
- 2) Having learned that the date of James V. “Jay” Morgan’s examination for candidacy as a minister of the Word and Sacrament conflicted with his October 19 marriage to Rebecca Smyth, the C&C Team considered a special request. The qualification for a P.C.(U.S.A.) grant, for which Jay applied, requires that the person be a candidate by November 1, 2019.
- 3) Discussed worship planning for the POJ stated meetings. The inclusion of the Sacrament of the Lord’s Supper ordinarily occurs at the October stated meeting. A Worship Planning Committee was appointed to be co-chaired by the vice-moderators of the POJ and the C&C Team. The committee will be responsible for planning worship for the June, October, and February cycle of the POJ stated meetings.

The C&C Team Reports Taking the Following Actions:

- 1) Concurred with the recommendation of the Committee on Preparation for Ministry affirming that James V. “Jay” Morgan has met the qualifications to be received as a candidate for ministry of the Word and Sacrament, has completed his examination for such, and is granted status as a candidate effective August 27, 2019.
- 2) Accepted the invitation of the Orange Church to host the October 19, 2020 POJ Stated Meeting.
- 3) Approved the position description for a Director of Evangelism.
- 4) Approved the position description for a Director of Stewardship. The Team’s Personnel Committee approved renewing the contract with Deborah Rexrode to serve as Associate for Stewardship for 2020.
- 5) Reviewed the 2020 Proposed Budget.
- 6) Approved co-sponsoring a Restorative Justice event held in September.
- 7) Approved meeting six times per year on the third Wednesday of the odd-numbered months (January, March, May, July, September, and November). Meetings may be cancelled if there is no business to come before the team.

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

- 1) Nomination of Rev. Pete Smith to serve on the Committee on Nominations from Region F in the class of 2022.
- 2) Elect Ruling Elder Marilyn Johns to serve as acting stated clerk (without remuneration) as needed.

The C&C Team Makes the Following Recommendation:

- 1) To concur with the C&C Team in its action to enroll James V. “Jay” Morgan as a candidate for minister of the Word and Sacrament effective August 27, 2019.
- 2) To receive the 2020 POJ Proposed Budget as a first reading (see pages 57-60). Final approval will take place at the February 15 Stated Meeting.

**Report of the Trustees the Presbytery of the James, Inc. Report
Presbytery of the James, October 19, 2019**

The POJ Trustees Report this Information:

- 1) Welcomed Doug Walters as the representative from Camp Hanover who is seated with the Trustees per the Covenant Agreement.
- 2) The purchase of the home of the late Joey Lohr, adjacent to the Camp Hanover entrance, was completed. An amount of \$50,000 was escrowed for the replacement of the traditional septic system. The property is being referred to as the Welcome Center.
- 3) A letter from attorney Ben Spence was sent to the Victoria Evangelical Presbyterian Church regarding POJ ownership of the property. Fred Holbrook agreed to have a ruling elder join him in worshipping there soon.
- 4) Received with deep gratitude the “unrestricted” distribution from the Patty Artz Withrow Estate in the amount of \$361,289. Patty was a member of Tuckahoe Church.
- 5) Reviewed the “Share God’s Love Gift” proposal whereby churches with lower membership numbers and ministries of the POJ would receive a “love gift” from the

“Dismissed Churches Proceeds” Fund. The Trustees postponed action on this proposal until their November 20 meeting.

- 6) Received as information a report on the properties owned by the Trustees of the POJ, Inc.
 - a. **POJ Office Building**, 3218 Chamberlayne Avenue, Richmond, VA 23227
 - b. **Montrose Church**, 4800 Brittles Lane, Henrico, VA 23231; leased to New Destiny Apostolic Church (Bishop Duane Bell and Pastor Patricia Bell)
 - c. **Greenwood Church**, 7110 Woodpecker Road, Chesterfield, VA 23838; leased to Chesterfield Community Church (Co-Pastors: Michael Hester & Reggie Kirkman)
 - d. **Greenwood Church Cemetery**, corner of Woodpecker Road and Matoaca Road, Chesterfield, VA
 - e. **Twelve Cemetery Lots**, Forest Lawn Cemetery, 4000 Pilots Lane, Richmond, VA
 - f. **Six acres of undeveloped land**, Patterson Avenue near Rt. 288, Richmond, VA

The POJ Trustees Report Taking the Following Actions:

- 1) Approved \$18,350 bid from Mark Shalowitz for replacement of computers and technology equipment at the Presbytery office.
- 2) Confirmed that the entire balance in the A.P. Bolling Fund in excess of the \$2,000 gift is “net income” for purposes of defining what could be distributed. This fund was established in 1944 to support the minister as well as the mission of Providence Church Powhatan.
- 3) Approved the Transfer of Deed to all parcels of land, including the Lohr property, to Camp Hanover, Inc. from the Trustees of the Presbytery of the James, Inc.
- 4) Affirmed by consensus the formation of a Property Advisory Group for the Trustees.
- 5) Approved Kenna R. Payne, Shannon Hendricks, Stephen W. Starzer, and Charles J. Cannada as signatories for the POJ Bank of America checking account.
- 6) Approved a request from the Woodville Church Session to be granted permission to lease “Building B” to Stepping Stones Career Training School effective August 20, 2019 to August 19, 2021. The school’s administrator needs to provide proof of liability insurance to the Session of Woodville Church.

The POJ Trustees Acting as a Commission: None.

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

The POJ Trustees Make the Following Recommendations: None.

Report of the Mission and Service Team (MAST)

Self-Development of People Ministry

Let's Alleviate Poverty Matthew 25: 35-40

The Self-Development of People Ministry continued to expand its outreach and visibility into the local community and continued communication with member churches in Presbytery of the James. The SDOP Ministry introduced a new website for use by any group, church, non-profit and other qualifying applicant meeting the criteria for submitting a grant application for funding to meet our core objectives:

- Promote Justice
- Build Strong Communities
- Seek Economic Equity

The SDOP Ministry received in excess of a dozen responses to the new website with online grant requests from many applicants who are concerned about their communities. We were in communication with several churches both denominational and non-denominational and look forward to developing partnerships to host seminars and workshops. The goals and objectives of the SDOP continue to be Let's Alleviate Poverty. SDOP continues to host workshops in communities surrounding churches in Presbytery of the James, and announcements are included in the seasonal magazine prepared by the Chesterfield Library system. The new SDOP website can be located under the Presbytery of the James website or by calling the POJ office for assistance. We look forward to hosting a workshop with your church and surrounding community soon.

Moderator: Lamar Lockhart

World Mission Ministry Report

World Mission Ministry strengthens our involvement in Presbyterian World Mission, especially through the **Young Adult Volunteer Program**, our shared presbytery engagement in **Guatemala** with Peaks Presbytery, our support of mission co-workers **Ruth Brown** and **Cindy Corell**, and our encouragement of leadership development through events like **Big Tent** and mission networks. Please join us! If you have a heart for God's mission in the world, please consider joining this ministry of Presbytery of the James.

World Mission is pleased to support two young adults who began serving in August with the Presbyterian Church (U.S.A.) as **Young Adult Volunteers (YAVs)**.

Laura Haney is a native of Virginia, the daughter of a clergy couple, and a graduate of Randolph Macon College in Ashland. For several years she has been on the staff of Camp Hanover where Collen Earp encouraged her to consider being a YAV. She is serving in Tucson, AZ, in a justice ministry. She writes, *"As a YAV, I am most excited to learn how I can live a faithful life in service with others through partnering with those already doing fantastic work in Tucson. I am looking forward to having more opportunities to take an active role in issues of social justice and to see how God will work through me, challenging me to grow in many new ways."*





Sam Shin is 20 years old, and earlier lived in many places before his family settled in Richmond, where he is an active member of Lord Jesus Korean Presbyterian Church. He studied chemical engineering at Johns Hopkins University, and is serving in Washington, DC, in a ministry that focuses on low-income residents and engages issues such as poverty, hunger, and homelessness on the policy level. Sam writes, *“Thanks to my parents, I’m a Christian and have attended church my entire life. I’m so happy and excited to be a part of the D.C. team. I am looking forward to learning even more and encountering new people along the way.”*

World Mission Ministry invites you to connect with these young people during their YAV year. For Laura, <https://www.presbyterianmission.org/ministries/yav/yav-new/laura-haney/>. For Sam, <https://www.presbyterianmission.org/ministries/yav/yav-new/sam-shin/>.

Please encourage young adults in your congregation to explore giving a year of service as a YAV, whether in an international site or in the United States.

Guatemala: We are called to welcome the stranger and provide for those in need. World Mission Ministry is offering those in Presbytery of the James an opportunity to experience a joint **mission trip to Guatemala** with Presbytery of the Peaks. This trip October 28-November 4 is hosted by CEDEPCA, our Presbyterian Mission partner on the ground, and will focus on the migration crisis from a Central American perspective and how the church both there and here can respond as faithful witnesses to Christ.



Big Tent in Baltimore: In order to encourage the mission development of leaders in our local congregations, nearly 10 individuals received partial scholarships to participate in the event and in several mission networks (Middle East, African pastors, Haiti). This year, a central theme of Big Tent was the challenge to become a Matthew 25 congregation, and to take seriously how to respond to those who are the most vulnerable and marginalized in our society today. This parable calls us to see God reflected in all people, to act boldly, and to make faith come alive through our actions and lifestyle.

Ruth Brown and **Cindy Corell** are Presbyterian Mission Co-workers with special ties to Presbytery of the James. Ruth is a member of Ginter Park Presbyterian Church where she grew up, and Cindy is serving in Haiti because the churches in this presbytery promised to provide her with full financial support, our prayers, and accompaniment. Both are a great blessing to us and enable us to see what God is doing in Ghana and in Haiti. Neither is scheduled to visit in 2019, but perhaps in 2020. In the meantime, pray for them and read their communications. For Ruth



<https://www.presbyterianmission.org/ministries/missionconnections/letter/presbyterian-outreach-in-ghana/>

The Rev. Teferi Berkessa, who coordinates the Bethel Synods of the Ethiopia Evangelical Church Mekane Yesus (EECMY) spoke to a group of pastors in the Charlottesville area in September about the challenges facing the growing church of over 8 million members. Olivet Presbyterian Church has a partnership with the East Gambella Bethel Synod and arranges mutual exchanges and visits.

We give thanks for the ways that our lives are inspired by God's work among us especially in this presbytery and look forward to growing in our faith and in our service to Christ.

Mary Jane Winter, Moderator World Mission Ministry

Haiti Ministry Report

Cindy Corell is hard at work in Haiti, continuing in ministry during the turmoil the country is facing. We welcome support and encourage all churches to send support directly to the POJ, so Cindy can continue partnering with the work God is doing in Haiti.

If you would like to know more, please stop by our ministry table.

There is a tentative trip scheduled for February to give us an opportunity not only to see Cindy at work but to explore how we as a presbytery can go deeper in the coming years, contact me or Mary Jane Winter for more information.

Sarah Dennis, Moderator

Report of the Leadership Connections Team (LCT)

Report of the Moderator

The Leadership Connection Team supports the work of nine distinct ministries and enhances connections between ministries and congregations - we are working to build up those who are building up the Body. Our ministries involve individuals and groups from across the presbytery in ministries as diverse as campers and seniors, college students and ministers, members of predominately black churches and those who are part of Presbyterian Women. This summer a Youth Ministry has been reorganized, led jointly by teams of youth and adults.

Our ministries are pleased to be participating in today's Ministry Fair and we invite you to learn how you can lead with them, connect with them, and team up with them.

Lisa Salita, Moderator, Leadership Connection Team

Campus Ministry

The start of the 2019 school year has been a big one for the campus ministries in the presbytery. Three of the ministries have new campus ministers! We are excited to announce Jas Graham as the new minister with FLOW at VSU, Elizabeth Snader as the new campus minister with the Campus Christian Community at the University of Mary Washington, and Rev. Dorothy Piatt as the Associate Pastor for University and Social Justice Mission with UKirk UVA in Charlottesville. We look forward to sharing more about all the exciting new chapters in the lives of our ministries. Until then, here is an update from Alex Fischer in Richmond:

“UKirk @ VCU is off to a terrific start for the 2019-20 year! After meeting sporadically over the summer for fellowship events, we’re excited to be back together for our regular program year. This semester we have a theme focusing our time together: Spiritual Practices. How can different forms of praying help us connect more deeply to God, each other, and our world? We’re exploring this question together through various activities: going to the local art museum, enjoying live jazz music, practicing yoga, enjoying creation together during our Fall Retreat at Camp Hanover, discussing what mission opportunities grip our hearts the most, and (of course) worshipping every month for our Third Thursday Worship service. We have also welcomed a new seminary intern, Mary Grace Reynolds, to be a part of our community for the coming year to help us in our spiritual exploration. UKirk @ VCU is full of wonderful, thoughtful, and extraordinarily kind people. We’re thrilled to be a part of God’s work here in downtown Richmond.”

Shannon Waite Hendricks, Moderator

Community of Ministry and Worship

We are pleased to report that the Second Cohort of the Community of Ministry and Worship of the POJ has begun. Working with a fine group of ten pastors in a wide variety of pastoral ministries, we began with an all-day retreat in late August. Each pastor has been out of Seminary for less than eight years and is committed to enhancing their theological understanding, pastoral practice, and worship leadership. We hope that relationships will be formed and/or deepened between these pastors and will provide invaluable resources throughout their pastoral ministries.

A part of the retreat was focused on listening to those areas that these pastors would like to develop. We will meet monthly through May to address the areas that were identified, as well as to address some areas that we feel important to explore. We will hold an overnight retreat in the winter to allow time for us both to deepen our relationships and to explore several topics more intensively.

Fred Holbrook joined us for our opening retreat, along with Louie Andrews, Pastor, Rockfish Presbyterian Church. Fred and Louie shared their excitement about this project and expressed their appreciation for each pastor who has chosen to participate in this continuing education forum. We are grateful to the POJ for making the resources available for a second cohort and we pray that this vision of supporting and mentoring those involved in pastoral ministry will be an important affirmation of the presbytery’s new strategic plan.

If you see Aram Bae, Seth Lovell, Lisa Salita, Sarah Dennis, Evan Wildhack, Lynne Clements, David Frost, Andrew Whitehead, Christopher Tweel, and Nicole Ball, give them a word of thanks for participating in this project with energy, intelligence, imagination, and love!

Gary Charles and Jill Duffield, Program Coordinators

Older Adult Ministry



Purpose Statement

The major ministry of a Presbytery is to be a connectional resource to local congregations. One goal of POJ's Older Adult Ministry (OAM) is to develop strategies to meet the spiritual, physical, and emotional needs of the rapidly increasing number of older adults in our churches.

Upcoming Events and Opportunities

A second goal is to offer programs on end of life issues to congregations, a yearly retreat, or timely intergenerational events, to be held at Camp Hanover. A third goal is to reach out to POJ churches and engage them in recognizing and using seniors in active roles in our churches.

Highlights of Recent Activities

Doug Walters contacted us about joining with Camp Hanover in offering a fall retreat. Likewise, Deborah Rexrode offered to assist in collaboration with Camp Hanover and OAM as she works with many small churches. We have now had three successful meetings and our current plan is to offer a day at Camp Hanover on November 7th. The title of event will be "Strength for Today and Bright Hope for Tomorrow." Both Doug and Deborah will do presentations. Also, Clay Macaulay from Union will be part of the program. OAM hopes to continue collaboration with Camp Hanover in offering monthly gatherings for older adults.

In addition, we hope to have churches invite us in to do 2 to 3-hour workshops on end of life issues, i.e. The Five Wishes, Family Love Letter, music and scripture for memorial services, and writing your own obituary.

How to Get Involved / Next Meeting

We welcome new ideas and new members and those interested in eventually taking over the leadership of OAM. We would like to add at least 4-5 new members to our ministry. We are also members of our national Presbyterian Older Adult Ministry Network. Lillian is Conference Chair for POAMN and keeps POJ's OAM informed of the many regional and national conferences. The next one will be in Louisville, KY October 15-18. Information is on POJ's OAM website.

Look for registration information and more detail regarding the event on November 7 at Camp Hanover on POJ's Website under Camp Hanover and Older Adults!

Members of OAM: Marian Bailey, Gladys Bowles, Peggy Fox, Lillian Rhudy, Ralph Rhudy

Lillian Rhudy, Moderator Older Adult Ministry

Presbyterian Women

Upcoming Events and Opportunities

PW builds an inclusive caring community of women that strengthens the Presbyterian Church USA. **The Fall Gathering of Presbyterian Women of The James** will take place beginning at 9:30 a.m. on Saturday, November 2 at First Presbyterian Church located at 4602 West Cary Street in Richmond. Keynote speaker will be Rev. Dr Amy Starr Redwine, pastor of the host church and writer for Horizons magazine of Presbyterian Women. There also will be presentations about the global mission agencies being considered for the Spring Gathering offering.

Spring Gathering will take place on Saturday, May 2, 2020. We ask that congregations consider hosting this Gathering. Please contact your Area Leader if you are able to help.

The **Summer Gathering of Presbyterian Women, Synod of the MidAtlantic** will take place June 11 through 14 at Massanetta Springs Conference Center near Harrisonburg, Virginia. The theme, drawn from Isaiah 32: 9, is Rise Up, You Women, and Hear My Voice. Rev. Dr. Lynn Miller, author of the 2020 Bible study on reclaiming lament, will be the featured speaker. Dr. Miller will lead both plenary and workshop sessions on the Bible study. There will be a concurrent Leadership Development conference track during this year's summer Gathering. Scholarships will be available for training of emerging leaders to attend this Gathering. Detailed information will be available by year end.

PW nurtures our faith through prayer and Bible Study. Most congregations are studying this year's Horizons Bible study *Loved Carved in Stone* by Rev. Dr. Eugenia Gamble. This is a study of The Ten Commandments. Dr. Gamble has a blog with commentary on each lesson which can be accessed at www.presbyterianwomen.org.

PW supports the mission of the church worldwide and promotes justice and peace. Moderators of each congregation should have received information about the annual Thank Offering. Thank you to those of you who helped our medical missionary Ruth Brown with her requests for letters of support for the Literacy and Leadership programs in Ghana to obtain a Thank Offering grant. Thank you also to congregations who participated in the pillowcase project for Children in Puerto Rico recovering from the devastation of Hurricane Maria. There was a very generous response. Pictures and information about this and other mission projects are available at www.presbyterianwomen.org.

Jayne Sneed, Moderator
Presbyterian Women of The James

The Resource Center

Greetings, Friends, from The Resource Center! We are your resource connection, working in partnership with local theological schools and their libraries, as well as judicatories, local congregations, and affiliated organizations. Over 15,000 volumes await your exploration: a wide variety of curricula, books on Christian education and other related topics in theology, media resources, art, artifacts, and so much more! Check out our newly updated searchable online catalog to explore the possibilities: www.resourcingchurches.com or just stop by and spend a few minutes or a day perusing hands-on some of the most innovative, creative, and theologically helpful resources we could find! We are here for you and your congregation!

Upcoming Event(s) and Opportunities

Teachers' Toolbox is coming on October 5, 2019 from 8:30-12:30 at the Wilder Library at Virginia Union University. Teachers' Toolbox provides basic and advanced teacher-equipping sessions for leaders from local congregations. The event features workshop leaders from a variety of denominations (including POJ). This year's special guest, Rev. Dr. Joseph V. Crockett, will focus his plenary presentation on theme of "Tools of the Craft: The Authority and Art of Teaching." Too often we search for the latest trend and newest technique to equip learners for living a life of Christian faith. In doing so, we frequently bypass some of the timeless treasures that are free, accessible, and available – learner's experiences, purposeful conversations, and a clear, unambiguous sense of direction.

Crockett will provide insights and reflections on the source of authority that empowers us to direct learners' growth and development toward becoming disciples of Jesus. He will present several time-tested tools religious educators can use to guide, nurture, and encourage learners to bear marks of Christian discipleship. Effective teaching, Crockett asserts, can accomplish these ends while affirming learners' God-given freedom and responsibility to express authentically God's just and reconciling love.

Honoring Excellence in Ministry Banquet, to be held October 25, 2019, annually honors two dozen or more lay and clergy leaders nominated by their congregations for their faithfulness and excellence in ministry. This is an excellent opportunity to celebrate the gifts and service of someone instrumental to your congregation's ministry, someone who has served faithfully for many years, or a person whose vision and perseverance helped launch a new ministry or program. More information at www.resourcingchurches.com!

Highlights of Recent Activity

Vacation Bible School Curriculum Fair on February 14, 15, and 16, 2019, offered attendees from several dozen congregations a hands-on opportunity to review and explore dozens of 2019 VBS curricula, listen to the music, receive free consultation, enjoy special discounts (up to 30% off plus free shipping)! With the demise of many retail church-related bookstores, the VBS Curriculum Fair becomes increasingly popular – and an increasingly important opportunity for churches to see, touch, and review resources for their churches. This annual event is FREE and held at The Resource Center, Kingsley Hall, 4th floor, Samuel DeWitt School of Theology, Virginia Union University, 1500 N. Lombardy St., Richmond 23220.

Teaching Excellence Colleague Forum, held March 2, 2019, provided seasoned educators, pastors, and teachers with the opportunity to spend the day with an expert in the field of teaching/learning in the Christian church, a thought leader in the field. Dr. Israel Galindo, Associate Dean for Lifelong Learning at Columbia Theological Seminary in Decatur, Georgia (formerly dean at BTSR in Richmond) presented at this year's Forum on the topic "The 7 Educational Concepts that will Change Your Teaching."

How to Get Involved

Every POJ congregation has a membership to The Resource Center provided through the generosity of the Presbytery of the James! To take advantage of this terrific resource, visit www.resourcingchurches.com to explore the possibilities, or contact Dr. Denise Janssen, executive director, at 708.955.8913 (cell). We are here to help you Tuesday through Friday, noon to 6 p.m. and other times for consultation and resourcing by appointment!

Dr. Denise Janssen, Executive Director

Small Church Ministry



Who We Are... Small Church Ministry seeks to support the smaller congregations of the Presbytery (100 or less in weekly worship attendance) through providing informational resources and opportunities for connection. The Small Church Internship program also finds a home with us, and we currently administer the Small Church Grant program of the presbytery.

Small Church Grants... This far into 2019, the presbytery has allocated \$10,000 in ministry grants to small churches. These grants have been used to help congregations to upgrade office computer programs, replace HVAC units and begin a neighborhood food truck ministry for Forest Hill Church as shown above. Through Small Church Ministry, the presbytery awards grants of up to \$5,000 per congregation for both emergency repairs and as seed money to initiate new ministries. The grants are needs-based, but the great majority of churches that have applied have received grants. Further information and application forms are available at presbyteryofthejames.com/resources/forms. Also, stop by our table at the October presbytery meeting where we'll have forms and literature. Please note that the Synod offers a similar grant program, information about which may be obtained at www.synatlantic.org/funding/small-church-grants or by calling 804-342-0016.

Small Church Internship... Held in association with the Field Education Program at Union Presbyterian Seminary, this group features regular discussions with Rev. Jason Cashing, a small church pastor at Gregory Memorial Church, about issues specifically related to the unique context of small churches. For more information, call Jason at 804-732-1081 or contact the Seminary at 804-355-0671. Jason will also have a table at the Presbytery meeting. The fall is an excellent time for a congregation to consider budgeting for an intern for the coming year.

Small Church Gathering... In March, Kelley Hope, Communications Specialist for the presbytery, led a very helpful workshop about how small churches can create and maintain an effective online presence. In the late winter or spring of 2020, Small Church Ministry is planning a gathering where the theme will be Christian Education in the small church. Stay tuned for date and registration information.

Membership... We are always looking for enthusiastic teaching and ruling elders from our small churches to help us in our goal to inform and to link together our smaller congregations. Currently serving on Small Church Ministry are Jason Cashing, Sandy Collins, Kerra English, Lisa Salita, Mark Sprowl, Kay and Don Steele and Mary Jane Winter. Deborah Rexrode is our presbytery staff liaison. We usually meet in the morning during weekdays at the presbytery office. If you'd like to see what we're about, contact our moderator, Mark Sprowl, 804-512-9197.

Mark Sprowl, Small Church Ministry Moderator

Stewardship Ministry

We are in a "season of Stewardship." One of the questions that sometimes arises in our congregations at this season is, "How much is enough?" In a conversation about how much is enough it's hard to avoid talking about money, and yet we do avoid those conversations until it's time to ask people to make a commitment for the coming year.

Over the past few months, I have had the wonderful opportunity to teach a three or four-week class in several congregations called, "*Cultivating a Culture of Generosity*." The class provides a comfortable place to talk about money and to talk about generosity in many other ways. The four lessons are:

- Learning from Previous Generations: Creating a Philanthropic Autobiography
- Lessons from the Scriptures: Discovering A Biblical Foundation for Generosity
- Living an Abundant Life: Honoring God in Our Choices
- Leaving a Legacy: Living a Life to be Remembered

Special thanks to Forest Hill; Bethlehem; Chester; Providence, Gum Spring; Westminster, Richmond; Mechanicsville; Overbrook; Laurel; Tuckahoe; Westminster, Charlottesville; Sandston; Second, Richmond; and First, Charlottesville for the invitation to come and share this class with you!

Deborah Rexrode, Associate for Stewardship

Mission, Ministry, and Money Workshop for Small Membership Churches

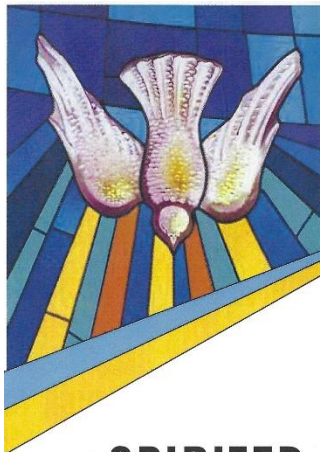
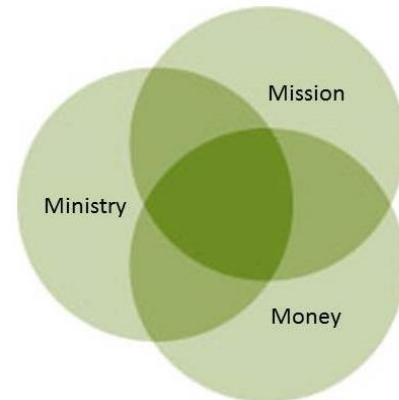
The first Mission, Ministry, and Money Workshop is scheduled for Saturday, October 5 at Overbrook Presbyterian Church. This is an outcome of the Small Church Forums that were conducted this past year by the Presbyterian Foundation.

The leader of the workshop will be the Associate for Stewardship. The purpose is to bring together pastors and leaders of small membership churches to discuss our individual and collective mission and ministry and discern together how we can resource our ministries.

Goals:

- Provide a safe space for leaders to discuss issues they have in common.
- Provide ideas for how to focus on the areas where you are the most effective
- Provide encouragement and support to the small membership congregation.

*If you have not registered for this event and want to attend, contact Deborah immediately



SPIRITED GENEROSITY

Offering Vitality
in the 21st Century

Spirited Generosity: Offering Vitality in the 21st Century

“Spirited Generosity: Offering Vitality in the 21st Century” is sponsored by the Ecumenical Stewardship Center. This conference is being held in Atlanta, and you can participate by attending the **livestreamed event at Tuckahoe Presbyterian Church, Richmond on Wednesday, November 20.**

The cost for the day is \$20 per person which includes breakfast, lunch and a snack. The deadline for registering is November 1. We anticipate participation of the Virginia Synod ELCA as well as participants from several other denominations in our area which provides a chance for us to connect with other worshipping communities to talk about giving in our congregations.

There will be presentations by four keynote speakers covering topics specifically related to the offering we receive in our congregations

- 1) The history and theology of the offering in our Judeo/Christian culture
- 2) Cultural influences on the offering such as technology and generational differences
- 3) Best practices for making the offering a meaningful moment when we gather
- 4) The offering as an act of worship, discipleship, and mission

Registration is open at <https://tithe.ly/event-registration/#/907383>. If you have any questions, contact Deborah Rexrode at deborah@presbyteryofthejames.org.

Associate for Stewardship Selected as Church Financial Leadership Coach

The Presbyterian Foundation received a grant from the Lilly Endowment Inc. to help pastoral leaders with their professional financial challenges. The Foundation believes it is important to resource pastoral leaders and the congregations they serve in the areas of church financial literacy, leadership, and management to promote vitality and excellence in ministry.



Deborah Rexrode, Associate for Stewardship for the presbytery, has been selected to serve as a Church Financial Leadership Coach. The Foundation is establishing a national coaching network to help develop pastoral leaders who have a solid foundation in church financial literacy and appropriate skills in leadership and management so that their ministries flourish and their congregations create a culture that forms generous disciples who join in Christ's mission in their neighborhoods, communities and the world.

Youth Ministry Report



The new Youth Ministry was recently formed to better support our young people. Youth Ministry will have two subcommittees: Youth Council, which is composed of high school students connected to youth ministry through POJ churches and Camp Hanover retreats, and an adult committee, which will be made up of youth directors, pastors, Christian educators, and other encouraging adults, who will lend their time and talents to help the Youth Council develop themselves as leaders in our midst. Youth Ministry will organize and lead youth retreats at Camp Hanover and other events throughout the POJ. Youth Council has 20 members from a dozen churches; the adult subcommittee is still forming (and needs a name)! Colleen Earp serves as the staff member for Youth Ministry and would be happy to hear from individuals with questions, ideas, or a willingness to serve and support our youth. She can be reached at colleen@camphanover.org.

Camp Hanover, Inc. Report to the Presbytery of the James – October 2019

Greetings from Camp Hanover, Incorporated! Through your support, Camp Hanover continues to change lives through summer camp ministry. For eleven weeks this summer, children, youth, and young adults practiced peacemaking by sharing God’s love with others, through church day camps, on-site day camps and overnight camps. I’d like to share a text I received from my neighbor. Her son has been attending camp for the last three summers:



There’s a lot wrapped up into that brief text exchange; yet it displays the essence of Camp Hanover. Our mission of providing a place apart for renewal and growth in an environment of Christian hospitality comes to life through the words of one parent and reflects the impact of our ministry to our children and youth in the presbytery, Richmond area and beyond.

Additional opportunities to share Christian hospitality this summer through camp ministry included Camp Jordan, a special weeklong session for kids with diabetes; a weeklong music program with an Anglican partner of 22 years, the Diocese of Mid-Atlantic States; a camp experience for kids in foster care with a new partner, Royal Family Kids; and the return of Comfort Zone, a bereavement camp for kids who have lost a parent.

In September and early October, we hosted the Annual Homecoming Camp for former campers, staffers and their families, a Women’s Retreat led by Rev. Lisa Salita, the “Manover at Hanover” men’s retreat, and the POJ Youth Council Peacemaking Retreat led by Rev. Darren Utley.

Incorporation Update

Following a vote of the presbytery in June 2019, Camp Hanover was officially incorporated on July 2, 2019. We thank all members of the presbytery for their engagement and support through this process to strengthen our ministry together. While incorporation brings many institutional changes, the significance of our ministry partnership can now become our central focus. We look forward to continuing to serve as THE camp and outdoor ministry of Presbytery of the James.

In August 2019, we elected officers to serve Camp Hanover, Inc. including: Board President: Jennifer Gwyn (River Road), Board Vice President: Will Kirk, Secretary: Virginia Hudson (Grace Covenant), and Treasurer: Jeff McDonald (Southminster).

Our Board of Directors include: Rhonda Belote (Westminster), Ginger Mary, Matthew Mahoney (Tuckahoe), Carole Wagner (New Hanover), Rev. Brint Pratt Keyes (POJ at Large), John Richardson-Lauve, Angie Meadows (Tuckahoe), Father Bill Burk, Leroy Jefferson, Hal Raddin (Brandermill), Timothy Beane (Tuckahoe), Robert Fidler (The Presbyterian Church – Fredericksburg), Scott Jackson (Bott Memorial), Kate McGowan, Everett Reveley (Grace Covenant), Elijah Pratt Keyes (Ginter Park) and Jude Diederich.

Capital Campaign Update

The Reach Forward in Faith Capital Campaign concluded in June with over \$450,000 in total pledges and funding received. We thank each of you once again for the generous gifts from your congregations and your members. Projects utilizing those funds are in progress and if you have visited Camp Hanover since May, the most obvious addition was the new Celtic Cross dock at the lake. The first evening worship service with campers sitting in a circle with their feet in the water and the first campers swimming in the contained area created by the new dock were highlights of the summer.



The installation of the dock was the culmination of the efforts of many to bring dreams of a continued vibrant camp ministry for all to life. Construction of Hadder Way (the emergency access and service drive) and Pearson’s Trail (the wheelchair accessible path connecting Wise Lodge to the lake), and cabin renovations should be well underway by the time you read this.

How You Can Engage in Ministry at Camp Hanover?

- Participate in the events at Camp Hanover during December. Upcoming Events include:
 - **Hanover Christmas - December 13 & 14, 2019 from 6pm – 9pm.** Hanover Christmas is suitable for all ages and abilities and we encourage you to plan an outing for your congregation. This simple nativity experience takes you on a candlelit trail through the woods and allows you to immerse yourself in the greatest story ever told. As one of our largest community events of the year, we need your help! Consider volunteering to help us share the Christmas story. Opportunities to help include:
 - Attend the Hanover Christmas Decorating Party on December 1.
 - Donate cookies or treats (nut-free) for our guests.
 - Volunteer as an event host. We need help for set up/clean up, parking cars, welcoming guests, reception servers and more. A variety of opportunities and time commitments are available.
 - Organize a musical group to provide live music for guests.
 - Be an actor along the trail to interpret the story.
 - If you’re interested in volunteering for Hanover Christmas, please contact Harry Zweckbronner at harry@camphanover.org

- **Winter Camp - December 28 – 30** - Registration Winter Camp for youth in grades 5 – 12 is now open!
- Consider making a gift to Camp Hanover’s Annual Fund or Campership Fund. The Annual Fund helps support the day-to-day operation of the Camp. The Campership Fund is used to reduce, or eliminate, the cost of camp or retreats for those with financial hardship. A donation in honor of a friend or family member is the perfect gift for someone who has everything. The amount of appreciation expressed for such a gift may even surprise you!
- Plan a church event or activity at Camp Hanover including church picnics or day-long activities, weekend retreats, a volunteer workday or church-wide service project.
- Share a recommendation for someone with a love of camp, outdoor ministry or with specific skills from your congregation to serve on our camp committees and Board of Directors. We seek individuals with expertise in human resources, finance and accounting, education, child advocacy, legal, medical, marketing/communications, fundraising, and construction/property management to serve.

Respectfully submitted,



Jennifer R. Gwyn
President of the Board of Directors
Camp Hanover, Inc.

Report of the Committee on Nominations (CON)

Presbytery of the James
October 19, 2019

I. The Committee Recommends That the Presbytery Elect

For Presbytery Moderator for 2020

Ruling Elder Leigh Anne Ring. Leigh Anne was certified as a Christian Educator in 2001 and is a student at Union Presbyterian Seminary. She is serving as Vice Moderator in 2019.

For Presbytery Vice Moderator for 2020

Teaching Elder Patrick Dennis, Tuckahoe Presbyterian Church. Patrick was ordained by Seattle Presbytery in 2006. He has served on numerous committees, teams, and boards within the Presbytery of the James. He is currently a member of the Strategic Planning Team.

II. Consent Docket Recommendations

The committee recommends that the following individuals be elected for service. All who are elected to serve as members of the class of 2022 (and those positions with an asterisk*) will begin service on January 1, 2020. Those elected to other class years are being elected to fill out uncompleted terms and will begin service immediately upon election.

MWS = Minister of the Word and Sacrament MAL = Member at Large
RE = Ruling Elder HR = Honorably Retired
MC = Member of the Congregation

Communication and Coordination Team

Class of 2022, Region E, MWS Beverly Bullock, Member at Large

Class of 2022, Region F, Vice President Trustees, MWS Jeremy Cannada, Amelia

Leadership Connections Team

*Class of 2021, Region B, RE John Garrett, St. James

Class of 2022, Moderator, MWS George Whipple, Hawkins Memorial

Class of 2022, Region E, MWS Sarah Nave, Covenant

Committee on Ministry

Class of 2020, Member-at-Large, Moderator, RE John Flournoy, Tuckahoe

Class of 2021, Member-at-Large, Vice Moderator, MWS Gordon Lindsey, HR

Class of 2021, Region A, MWS Seth Lovell, Olivet

Class of 2021, Region B, RE Bruce Harvey, Fredericksburg

Class of 2022, Region E, MWS Archibald Wallace, III, Petersburg Second

Class of 2022, Region E, RE Bob Lynn, Chester

Class of 2022, Region F, MWS Sandra Libhart, South Hill

Class of 2022, Region F, RE Melissa Phillips, Salisbury

Class of 2022, MAL, MWS Karen Witt, Providence, Gum Spring

Class of 2022, MAL, Ruling Elder Jay Griles, Amelia

Mission and Service Team

*Class of 2021, Moderator, MWS Lindsey Williams, Kirk O'Cliff

Class of 2022, Region E, MWS Charles Philips, Rosewood

Class of 2022, Region F, MWS, Jess Cook, Validated

Committee on Preparation for Ministry

Class of 2022, Vice Moderator, MWS Janet Winslow, Bon Air

Class of 2022, Region E, MWS Jason Cashing, Gregory Memorial

Class of 2022, Region E, RE Arnold Moody, Colonial Heights

Class of 2022, Region F, MWS Fady Lous, Validated

Class of 2022, MAL, Ruling Elder Brittany Harvey, Fredericksburg

Class of 2022, MAL, MWS, Josh Andrzejewski, Validated

Permanent Judicial Commission

Class of 2025, MAL, RE Sharron Saunders, First United

Class of 2025, MAL, TE Michael Weiglein, Meadows

Service with the Synod of the Mid-Atlantic

Class of 2022, Synod Commissioner, MWS Walter Canter, Blue Ridge

Class of 2022, Jubilee Fund, MWS R. Charles Grant, HR

Class of 2025, Synod Permanent Judicial Commission, MWS H. Carson Rhyne, Jr., HR.

III. Opportunities for Service

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

Committee on Preparation for the Ministry

Class of 2020, Region C, RE

Class of 2022, Region F, RE

Committee on Ministry

Class of 2020, Region C, RE

Leadership Connections Team

Vice Moderator, MAL

Class of 2022, Region F, MWS

Mission and Service Team

Vice Moderator, MAL

Class of 2021, Region A, MWS

Class of 2021, Region B, RE or MC

Permanent Judicial Commission

Class of 2025, MAL, MWS

The following vacancies exist on committees that are filled by the Communication and Coordination Team:

Committee on Nominations

Class of 2021, Region B, MWS or RE

Class of 2022, Region E, RE

Committee on Representation

Class of 2022, MAL, MWS, RE, or MC

Class of 2022, MAL, MWS, RE, or MC

If you are interested in any of these opportunities for service, please contact Rev. Denise Hall, Vice Moderator of the Committee on Nominations, hallograms@gmail.com.

In addition to these *elected* positions, POJ members may serve on ministry groups. Please visit www.presbyteryofthejames.com/purpose-groups and directly contact a ministry group of your choice.

Report of the Committee on Representation (COR)

Presbytery Report to Synod on Representation 2019 Form for Year 2018

Presbytery of the James (POJ)

I.

a. If you have a COR: Presbytery of the James is in the process of rebuilding the COR, beginning with the selection of five members (attached). This renewed emphasis on COR includes the designation of the General Presbyter and Stated Clerk as staff resource.

At our planning meeting, COR will determine the Scope of Work, schedules for in-person meetings, and alternative ways to conduct business (such as Skype, conference calls, etc.) since an important part of the diversity among members is geographic.

COR will work closely with the Committee on Nomination, which has already suggested some new ideas that include keeping informal notes about who presents or speaks at presbytery meetings.

b. If you do not have a COR, please state how you handle oversight of appropriate representation? During the time when COR was not active, the Committee on Nominations were very attentive to the make-up of all presbytery committees, and provided oversight through their nominations process – ensuring that the people doing the work of the presbytery represented our diversity in: geography, age, ethnic groups, gender, lay/clergy, along with previous leadership in presbytery activities.

II. What is the size of your presbytery? Churches: 101 Members: 17,819
What percentage of members are minorities? 7%

III. Of the leadership positions within your presbytery:
How many are filled by women? 58 How many are filled by men? 45.
Minorities represent over 15% of leadership.

IV. In the past 5 years, have you had a non-majority Moderator?
Yes _____ No X

(In the past 19 years, POJ has had two non-majority Moderators.)

V. During the time when COR was inactive, the Committee on Representation put considerable effort into ensuring that presbytery leadership reflected our diversity, and new leaders were being groomed to maintain that emphasis into the future.

VI. What might the Synod COR do to assist your efforts to be more effective in your work? The new COR would welcome guidance and ideas that would help jump-start our revitalization. Please contact Nancy Summerlin, COR Moderator to arrange a time.

Report submitted by Nancy Crow Summerlin (HR)

2019 Committee on Representation Report

	Committee	Total	Male Clergy	Male Laity	Female Clergy	Female Laity	Asian Amer.	African Amer.	African Amer.	Hispanic Latino	Native American	Multi-Cultural	Middle Eastern	White	Other Self Ident	Person With Disability	Youth 25/ Under	Young Adult 26-35	Adult 36-64	Senior Adult 65+
1	Budget & Finance	4		1	2	1								4					3	1
2	Church Development																			
3	Committee on Ministry	24	6	4	9	5		1						23				5	12	7
4	Presbytery Officers	2	1		1									2					1	1
5	Presbytery Council	11	2	2	4	3		1						10				2	7	2
6	Nominating Committee	7	2	1	1	3		1						6				1	3	3
7	Commissioner to 222 GA/ 239-243 SOMA Assembly	7 2	2 1	2	1	2 1	1							6 2			1	1	3 1	2 1
8	Committee on Preparation	16	5	3	4	4		3					1	12				2	8	6
9	COR	5		1	2	2		2						3					3	2
10	PJC	8	4	1		3		2						6					6	2
11	Personnel	6	2	1	1	2		1						5				1	5	
12	Leadership Connections	6	2		3	1		1						5					6	
13	Mission and Service	5	2		1	2		2						3				1	3	1
	TOTAL	103	29	16	29	29	1	14					1	87			1	13	61	28

Report of the Committee on Ministry

Presbytery of the James

October 19, 2019

(Meetings of June, July, August, and September 2019)

I. The Committee Reports the Following Actions:

A. Reception of Ministers into the Presbytery

1. Rev. Dorothy Piatt from Detroit Presbytery.
2. Rev. Michael Jones from National Capital.
3. Rev. Shelly Barrick Parsons from the Presbytery of West Virginia.
4. Rev. Janet Legro from the United Church of Christ under “Formula of Agreement” (*Book of Order* Appendix B).

B. Approval of Ministry Positions

1. Rev. Humphrey Muraya at African Evangelical International Ministries (AFREIM), 7/1/2019 - 6/30/2020.
2. Rev. Dorothy Piatt to become associate pastor for University and Social Justice Mission at Westminster Church, Charlottesville, effective 8/1/2019.
3. Rev. Brett Underdown, Chaplain, United States Navy, beginning 7/1/2019.

C. Transfer of Ministers to other Presbyteries

1. Rev. Charles Blasdell to the Presbytery of Charlotte, 8/17/2019.
2. Rev. Lauren Voyles to Coastal Carolina as a member at large, 6/13/2019.
3. Rev. Rebekah Johns to Eastern Virginia, 7/1/2019.

D. Covenant Pastor I Concurrences (up to six months)

1. Rev. George Whipple and Hawkins Memorial, 7/1/2019 - 12/31/2019.
2. Rev. Denise Hall and Providence Powhatan, 6/1/2019 - 11/30/2019.
3. Rev. Daniel Hale and Rivermont, 7/1/2019 - 12/31/2019.
4. Rev. Ulysses Payne and Westminster Petersburg, 6/24/2019 - 12/27/2019.
5. Rev. Nancy Clark and Mechanicsville, 7/1/2019 - 10/31/2019.
6. Rev. Eric Douglass and New Hanover, 7/1/2019 - 12/31/2019.
7. Rev. Arch Wallace and Petersburg Second, 7/1/2019 - 9/30/2019.
8. Rev. Ann Cherry and Trinity, 5/1/2019 - 10/31/2019.
9. Rev. Mark Grussendorf and Salem, 8/1/2019 - 1/31/2020.
10. Rev. Durk Steed and King's Chapel, 10/1/2019 - 3/31/2020.
11. Rev. Kelly Kaufman and Olivet, 8/1/2019 - 1/31/2020.
12. Rev. Jaechul Pi and Burkeville, 9/1/2019 - 2/29/2020.
13. Rev. James Goodloe and Mattoax, Pine Grove, 9/1/2019 - 12/31/2019.
14. Rev. James Baker and Gordonsville, 8/27/2019 - 2/24/2020.

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

1. Rev. Michael Jones and Aberdour and Emporia First, 9/1/2019 - 12/31/2019.
2. Rev. Charles Philips and Rosewood, 4/1/2019 - 3/31/2020.
3. Rev. Chad Rhodes and Concord, Lawrenceville, Ogden, 9/1/2019 - 8/31/2020.
4. Rev. Shelly Barrick Parsons and River Road, 9/16/2019 - 9/15/2020.
5. Rev. Janet Legro and Richmond First, 9/1/2019 - 8/31/2020.

F. Approved Interim Covenants:

1. Rev. Jewell-Ann Parton and South Plains, 5/1/2019 - 4/30/2020.

G. Appointed Session Moderators:

1. Rev. Jane Govan for South Plains, July 2019.
2. Rev. Tom Coye for Mildew, 6/17/2019.
3. Rev. Chad Rhodes for South Hill, 6/16/2019.
4. Rev. Fred Holbrook for Thyne Memorial, July and August.
5. Rev. Louie Andrews (Rev. Jewell-Ann Parton, alternate) for Scottsville.
6. Rev. Mark Sprowl for Lakeside, 6/11/2019.
7. Rev. Jeremy Cannada for New Covenant, August and September.
8. Rev. Brint Pratt Keyes for Salem, starting 9/16/2019.
9. Rev. Brint Pratt Keyes for Laurel, starting 1/1/2020.

- H. Approved Ordination/Installation Commission:
1. To install Rev. Sandra Shaner as Pastor of St. Andrews Church, Kilmarnock, Sunday, June 30, 2019 at 4:00 p.m.
 2. To ordain Humphrey Muraya as covenant pastor of African Evangelical International Ministries (AFREIM), Sunday, June 30, 2019 at 4:00 p.m. at Westminster Church, Richmond.
 3. To install Rev. Rebekah Tucker-Motley as pastor of Orange Church on Saturday, July 20, 2019 at 1:00 p.m.
- I. Approved financial assistance from the Pastoral Care Fund to pastors: \$1,500.
- J. Approved the following policy regarding boundary training:
- That COM require all ministers of the Word and Sacrament, certified Christian educators, and commissioned ruling elders complete the online course, “Maintaining Boundaries in a Digital Age” (offered by Wesley Theological Seminary’s Lewis Center for Church Leadership) to satisfy the presbytery’s requirement for Boundary Training.
- K. Approved preaching more than three times in a quarter:
1. Rev. Jane Govan at South Plains, July 2019.
 2. Rev. Brint Pratt Keyes at New Covenant.
 3. Rev. Christopher Tweel at New Covenant.
 4. Rev. Renita Page at Lakeside.
 5. Rev. Peter Smith at Aberdour and Emporia First.
- L. Approved request to form an Associate Pastor Nominating Committee:
1. Salisbury, two simultaneous searches for (1) Christian Education and Discipleship, and (2) Youth.
- M. Approved request to form a Pastor Nominating Committee (*Book of Order* G-2.0801):
1. Lord Jesus Korean
- N. Appointed Liaisons to APNC and PNC:
1. Fran Hooper for Olivet
 2. Rev. Brint Pratt Keyes for Salem
- O. Approved Rev. David (Tuck) Knupp’s continuing work within the bounds of the Presbytery of Mid-Atlantic (Evangelical Presbyterian Church) as per *Book of Order 2019-2021* G-3.0306.
- P. Approved adding to the Pulpit Supply list:
1. Candidate Crystal Parker (Three Chopt).

II. Consent Agenda Recommendations:

- A. Amend effective date of member-at-large status of Rev. Albert Connette, 1/6/2020.
- B. Grant member-at-large status:
 - Rev. Christopher Tweel
 - Rev. Nicole Ball
 - Rev. Nelson Reveley
 - Rev. John Vest
 - Rev. Gay Lee Einstein
 - Rev. Todd Davidson
 - Rev. Shannon Hendricks
- C. Grant honorably retired status:
 - Rev. Hyun Chan Bae, effective 7/31/2020.

III. The Committee Makes Recommendations:

- A. That presbytery receive into its membership Rev. Christian Shearer, from the Reformed Church in America.

Note: Approval of this motion requires a two-thirds majority: “A minister of another Reformed church who has been ordained for five or more years may be granted an exemption for some or all of the examinations required of candidates for ordination by a two-thirds vote of the presbytery” (G-2.0505a.(2)).

- B. That presbytery approve the revised Sexual Misconduct/Harassment Policy for the Presbytery of the James (see Section III).

Personal Information Forms (PIFs)

Shelly Elizabeth Barrick Parsons

shellybp@gmail.com

Actively Seeking?: Yes, Actively Seeking

Ecclesiastical Status: Teaching Elder

Presbytery Membership: West Virginia Presbytery

Ordination Date: 8/10/2003

Formal Education:

- **Union Theological Seminary and the Presbyterian School of Christian Education, Richmond, VA** Doctor of Philosophy, 2005
- **Union Theological Seminary and the Presbyterian School of Christian Education, Richmond, VA** Master of Arts in Christian Education, 2000
- **Union Theological Seminary and the Presbyterian School of Christian Education, Richmond, VA** Master of Divinity, 2000
- **Meredith College, Raleigh, NC** Bachelor of Arts, Psychology, 1996 Minors: Biology and Dance

Continuing Education:

- **Soul Shop for Leaders**, July 2017
- **Interfaith Youth Core**, February 2017, July 2011

- **Certificate in Non-Profit Management, WVU** (in process)
- **Lombard Mediation Skills Institute for Church Leaders**, August 2008

Employment Type: Open to both

Minimum Effective Salary: \$60,000 / Year

Geographic Choices: Virginia

Languages: English

Leadership Competencies: Compassionate, Hopeful, Preaching and Worship Leadership, Lifelong Learner, Teacher, Public Communicator, Culturally Proficient, Organizational Agility, Collaboration, Personal Resilience

Training / Certification:

- Clinical Pastoral Education Training
- Conflict Mediator Training

Clergy Couple? No

Housing Type: Housing Allowance

Work Experience:

- **Executive Director, Harless Center, Inc.**, Morgantown, WV, small university town
March 2014 – Present
Organizing director of non-profit supporting faith-based housing and programs for West Virginia University students
- **Presbyterian Campus Pastor**
Director of Campus Ministry Center, Westminster Foundation of West Virginia, Morgantown, WV, small university town
September 2003 – present
Pastor to West Virginia University community and director of historic center housing campus ministries, nonprofits, and statewide campus ministry board.
- **Session Moderator**, First Presbyterian Church, Fairmont, WV, small college town
March 2012 - July 2012, June 2018 – present
Moderating monthly session meetings, annual meetings, and leading worship and sacraments as requested, serving as liaison to the Pastor Nominating Committee.
- **Session Moderator**, Arthurdale Community Church, Arthurdale, WV, small community
August 2008 - December 2011
Moderating monthly session meetings, annual congregational meetings, preaching monthly, and presiding over sacraments as needed
- **Preaching and Teaching Ministry**, First Presbyterian Church, Morgantown, WV, small university town
September 2003 – present
Preaching and worship leadership four times annually, presiding over sacraments, weddings, and funerals as requested, leading educational programs including monthly intergenerational Sunday school including whole church art projects
- **Lecturer**, West Virginia University, Religious Studies, Morgantown, WV
January 2009 – present
Designing, revising, and teaching online course on the New Testament and early church writings for undergraduates

Other Services:

- **Interfaith panels and services**

Participating with interfaith colleagues on panel discussions and interfaith services on campus and in the community including:

 - Interfaith panel on Adam and Eve in scriptures, October 2017
 - Panel on religious needs of students for WVU residence life staff training, August 2018
 - Diversity Week Blessing Service, October 2018
 - Peer Leaders class to provide information on religious beliefs, November 2018
 - For the Bible Tells Me So, Fall 2011
 - Panelist and moderator of discussion at multiple viewings of documentary at Fairness West Virginia Conference, Fall 2010
- **Soul Shop Collegiate Training**, April 2019
Organizing a training for campus ministry leaders in West Virginia on suicidal desperation and the role ministry leaders can play in addressing this need
- **Peacemaking in Appalachia Conference**, February 2017
Planning team member with colleagues from regional colleges and universities, received grant from Interfaith Youth Core to support this retreat
- **Symposium on Faith, Spirituality, and Higher Education at Davis and Elkins College**, March 2016
Presenter and panelist on *Nurturing Positive and Healthy Civic Action Through Religious Expression*
- **Greater Morgantown Interfaith Association**, member
- **Committee on Ministry Presbytery of West Virginia**, January 2006 – December 2008, January 2013-present
 - Chair of Church Professional Care Team
 - Chair of Committee on Ministry, January 2019 – present
- **WVU Student Welfare Advisory Committee**, May 2009 – May 2014
Committee comprised of staff from residence life, religious studies, counseling, and student health to address concerns as they arose on campus and to review policies for crisis response
- **Ukirk Advisory Board PC(USA)**, 2012 – 2015
- **Presbyterian Association for Collegiate and Higher Education Ministries Leadership Board**, July 2011 – July 2012
- **PC (USA) General Assembly Special Committee on Correcting Translation Problems of the Heidelberg Catechism**, December 2008 – July 2012
- **Co-Director 2010 Montreat College Conference**, January 2009 – January 2010
- **Pulpit Supply Presbytery of West Virginia**, September 2003 – Present
- **Conference Pastor Montreat Youth Conference**, June 2008
- **Building on Faith Week Meal Coordinator Mon County Habitat for Humanity**, 2006 – 2007
- **Social and Ecumenical Ministries Committee Presbytery of West Virginia**, December 2003 – December 2005
- **Community Coalition for Social Justice**, 2003 – 2006

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

A moment that I recognize as one of success and fulfillment is the opening of the Central Place apartments and Harless Center in 2015—a project that I led and helped develop. Central Place is a 234-bed apartment complex for students at WVU. Attached to the complex is the Harless Center a faith-based center for programming that includes a community center and a full commercial kitchen. Years of fundraising, meetings, revisioning, and agreements led to the opening of housing that took seriously the spiritual and emotional needs of students through programming and pastoral presence. This began a new ministry opportunity focusing broadly on student spiritual needs and specifically on mentoring student ministry leaders.

Connected to the Harless Center opening is writing and receiving Lilly Endowment grants for the theological exploration of vocation with college students. These grants support programs and leadership in the ministry that help students discern how their faith story and their God-given strengths connect with God’s story and hopes for their lives.

Annually, the highlight of the ministry is students planning and leading worship. They study scripture, struggle to discern God’s voice in the scripture, design the liturgy, and write the proclamation. To see them come to know and own God’s message and share that message in a way that connects not only to their experiences, but to others’ lives in meaningful ways is always fulfilling.

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

Faithful, dynamic, grace-filled, attentive, and engaged are words that come to mind when I consider the community where God is calling me. God is calling me to a community that responds to God’s command to love God, self, and neighbor both by caring for one another and seeking to apply God’s vision to all aspects of our lives, and by caring for the community outside the church walls in response to God’s description of the created world as “good.” A community that focuses on loving one another and praising God includes vibrant worship, engaging scripture study, and programs that connect members such as intergenerational education and service. A ministry that focuses on responding to God’s declaration that all of creation is good seeks to address the present needs of its surrounding community in ways that collaborate with neighbors, interfaith partners, and community organizations. God is also calling me to a ministry setting where all members are engaged in planning, leadership, and implementation and work together to set the vision and priorities for the community.

What areas of growth have you identified in yourself?

As much as I preach on grace; I have a hard time applying that grace to my own life and work. An area of growth I have identified is that I am constantly seeking improvement in my work as a pastor and in the ministry. Even when there are very successful and fulfilling moments and events, I am often already analyzing what I could have done better and how it could be improved for the next time. I need to work on celebrating not only my own pastoral work, but also the accomplishments of the ministry. For me, a ministry community that celebrates its accomplishments and offers encouragement for all its members and staff acknowledging their gifts and contributions to the ministry would help with this area of growth.

Describe a time when you have led change.

To serve as a campus pastor is to expect, live with, and lead change. Every 2 - 5 years the congregation changes with graduation in the spring and entering students in the fall. As the ministry has grown and transformed, I have been a leader in change by providing a calm, wise, and flexible presence. Two gifts I have brought to the changing landscape of the ministry are an awareness of the past and a willingness to let go of programs and practices that do not fit current needs. I have been able to provide grounding not only in the larger story of the church and how it connects to our work, but also in the tradition and history of the campus ministry at WVU. Providing insight into the larger landscape that grounds us as a community helps frame new ideas, set a vision grounded in our theological tradition, and provide a reminder of the cloud of witnesses that has faithfully worked to live out God's grace. On the other hand, as we have navigated change, it has been important for me as a leader to let go first of my own ways of doing things and second to programs that are no longer meeting current ministry visions of God's work in our lives and God's call to service.

Statement of Faith:

I believe in God, creator and caretaker of all that is. God's breath brings life to every living being. God declares all of God's creative work good including each person who is created in God's image. God's love draws creation together and human beings into relationship and community with God and one another. God's wisdom and justice calls God's children to work to change their lives to reflect God's love, grace, and creative power. God's vision of peace calls God's children to work to dismantle systems that do not support the wellbeing of all creation. God's beloved children fail to fully witness to God's realm of peace in their personal and corporate lives. Because God's children failed to live up to the call to witness to God's realm, God sent his Son to redeem, teach, and live with God's children.

I believe in Jesus Christ, God's Son, fully human and fully God. In his life, Jesus experienced fully what it meant to be human -- hunger, joy, hurt, anger, exhaustion, fear, and love. In his life, Jesus set about to build a beloved community, to witness to the realm of God on earth, to heal the broken, to welcome the lonely, and to teach the good news that nothing in life and death separates us from God. Jesus' life and teaching led to his arrest, betrayal, and death on the cross. It is in his death that we know the depths of evil and separation from God. In his resurrection, we are freed from these depths to respond in gratitude with a life that reflects the love and grace that God has shown us in Jesus.

I believe in the Holy Spirit, one with God and Jesus. The Holy Spirit is giver and renewer of all life. The Holy Spirit calls all people to ministries in the church and to witness to God's realm in the world through their worship, prayer, work, and relationships.

God's grace in Jesus draws people into visible communities, the church, that through worship, prayer, service, study, and fellowship seek to respond in gratitude to God's life-giving, freeing, and creative work in their lives. The church affirms two sacraments that Jesus participated and used simple, accessible elements of bread, wine, and water to be signs and seals of God's claim on the lives of believers: Communion and Baptism. It is through the scriptures of the Old and New Testaments, that God's story and redemptive work is made known to us through grace and the work of the Holy Spirit.

All of this is grounded in this affirmation from the Brief Statement of Faith
*With believers in every time and place,
we rejoice that nothing in life or in death
can separate us from the love of God in Christ Jesus our Lord.
Glory be to the Father, and to the Son, and to the Holy Spirit. Amen*

Michael R Jones

Pastormrjones@gmail.com

Actively Seeking?: Yes, Actively Seeking

Ecclesiastical Status: Teaching Elder

Presbytery Membership: National Capital Presbytery

Ordination Date: 9/16/1990

Formal Education:

- **Union Presbyterian Seminary; Richmond, VA Master of Divinity 07/87 - -5/90**
- **Bridgewater College, Bridgewater, VA B.A. in Business Administration 09/77 - 05/81**

Continuing Education:

- **Massanetta Springs Bible Conference, Harrisonburg, VA** (attended annually since 1994) August 2011
- **Disciple Bible Study Training 08/97**
- **Bethel Bible Series Training 07/95**

Employment Type: Open to both

Minimum Effective Salary: \$46,000 / Year

Geographic Choices: North Carolina, Virginia

Languages: English

Leadership Competencies: Compassionate, Hopeful, Preaching and Worship Leadership, Spiritual Maturity, Teacher, Communicator, Interpersonal Engagement, Bridge Builder, Motivator, Flexibility

Training / Certification:

- Clinical Pastoral Education Training
- Interim Ministry Training
- Week 1 by PC(U.S.A.) at Pittsburgh Theological Seminary in 2017

Other Training: Stephen's Ministry Training

Clergy Couple? No

Housing Type: Open to Manse/Housing Allowance

Work Experience:

- January 1997 – Present: Senior Pastor, Patuxent Presbyterian Church, California, MD (530 members)
- August 1990 - December 1996: Associate Pastor, Second Presbyterian Church, Oil City, PA (330 members)
- April 1982 - May 1987: Branch Manager, Bank of Virginia, Virginia Beach, VA

Other Services:

- 2009 – Present: Interview Team, Committee on Ministry, National Capital Presbytery
- 2004 – 2010: Massanetta Springs Bible Conference Planning Team

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

As a disciple of Christ, my views on success and what brings fulfillment are summed up well in Colossians 1:10-12. Facilitating a body of believers in their growth in knowledge of God, fruit of their faith, and being strengthened by His power, for His glory, with gratitude, is exciting. I say this not as an accomplishment of myself, but of the power of God to work through willing people. It is a heavenly success when each summer, as youth return from summer camps and stories are shared of the growth in their understanding of God and what He has done for us in Jesus Christ - those are gratifying moments! As of the past few years, our small group Bible studies have boomed, from having only a few available to now having about a third of the congregation involved in a small group. Hearing how our members care for and nurture one another through small groups or in times of need is very fulfilling. A more tangible moment of success would be directing our congregation through a building campaign to add an 18,000 square ft. addition. Each person was directed to prayerfully respond as they sought out God's will and direction. Funds were raised that enabled us to pay off the mortgage of \$1.2 million in 7 years. It was not the generous donations that was most significant. It was the actions of members sincerely seeking God's leading in this endeavor and sensing that God had done something magnificent in our midst!

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

I believe God is calling me to further spread the Good News of the saving work of Jesus Christ on the cross and the promise of eternal life as evidenced by the empty tomb. God is calling me to share the healing love of the Almighty God who binds up our wounds and wipes our tears. I believe God is calling me to a place that values God's Word and seeks to grow deeper in it and deeper in relationships with one another as they gather around the scriptures. God is calling me to a community of believers that believes that the church of Jesus Christ has the hope, forgiveness and love that our world desperately needs and that the church should be out front in meeting those needs and proclaiming that message of hope in Christ.

What areas of growth have you identified in yourself?

Stereotypically, men are said to think like a checkers board, moving from one square to another. I have observed that I can be that way, sometimes in conversation quickly moving from one square to another, perhaps in an unexpected manner to the one with whom I am conversing. I work at being aware of that and more sensitive to others when speaking with them. Over the years I have grown to be a better long-range planner and to realize that some need more lead time than others. I also have a desire to continue to grow educationally and academically in areas that pertain to the church and to people's lives.

Describe a time when you have led change.

My answer here reflects the answer to question one. Coordinating an expansion of our physical plant from just under 12,000 square feet to approximately 30,000 square feet was a great period of transition and change. Thankfully, the folding chairs that lined and resided along the back wall of the sanctuary gave a clear testimony for our need to build. Coordinating the many parts to work as one and to continue to cast the vision for where God was leading us was stimulating and exciting... and at times frustrating. Our theme, "Following in Faith, Building in Faith" was drawn from Abram's call by God to follow even though he did not fully know where

God was leading him (Hebrews 11:8). Asking people to open their hearts in an effort for them to open their hands, and wallets, is not always an easy thing to do – nor is it always easily received. Yet, grounded in prayer and convinced of God’s leading, that is what I did. We moved forward in faith! The result was a fellowship hall for large congregational gatherings and meeting space for our youth, additional classrooms to develop our Christian education through Sunday School and our preschool, and also more space that has drawn interest in the community – allowing the church to reach people in a new way through our facility.

Statement of Faith

In the beginning God...” It all begins with God and ends with God. All of creation belongs to God and gives glory and praise to God. The life that God gives most appropriately turns in gratitude to give God praise. The pinnacle of our praise is for the gift of the Son of God, Jesus, who came born of a virgin, to not only show us what the love of God looks like but to be the means for us to know and experience the forgiveness of God. Our sin had resulted in us being separated from God and is the cause of broken relationships in every area of our lives. Jesus was the long-awaited Messiah, the Lamb of God given as the atoning sacrifice for our sins and the way for us to be back in relationship with God. It is only by grace through faith in Him that we can be reconciled to God and others. By His resurrection, we understand that sin and its consequence death have been defeated and that as He has risen, we too will rise to the newness of life.

As Jesus rose to be seated at the right hand of God, He did not leave us as orphans but has sent the Holy Spirit to be our Helper, Guide and Comforter who also brings to mind God’s Word in times of need. We are also guided and nurtured along the journey of life and faith by the church. The church is the body of Christ in the world, gathered together by our common response to the grace of God, ministering in His name and seeking to demonstrate God’s kingdom on earth. Equipped with God-given gifts, we seek to build up the body of Christ that we might be faithful disciples who in turn look outward seeking to invite others to follow Christ. He is the Good News for a world full of brokenness. Just as Jesus revealed Himself in word and deed, we strive to minister in His name, serving the needs of the poor and oppressed, sharing the hope and love of Christ to a lost and hurting world.

While Jesus is God’s Word in the flesh, scripture is God’s written Word, God’s self-revelation, and our primary guide for how to walk in faith and obedient service before God. It also tells us the story of how God has worked to bring us back to God, claiming a people for His own to be a light unto the world. Having failed to be that light, God sent Jesus as the Divine Light for the world and inviting all to be a part of the covenant community.

God has given us two sacraments to be a sign of commitment to God. Baptism signifies our being united with Christ and the family of faith. In baptism, we recognize the washing away of our sins and the newness of life God offers through Him. It also signifies Christ’s dying and rising again to new life. In the sacrament of the Lord’s Supper, we remember Christ’s last meal with the Disciples in the upper room. In the Lord’s Supper Jesus points us back to the Passover as the blood of Christ rescues us from death. He gives new meaning to this ancient celebration as He teaches about the new covenant established through His blood shed for us on the cross.

We live in a world that longs for a better way but finds the solution elusive. In faith, we believe that solution is in Jesus Christ who will one day come again restoring all to its God-intended glory. On that day, every knee shall bow and every tongue confess the Jesus Christ is Lord!

Janet Hatfield Legro

jhlegro@gmail.com

Education & Ordination

Ordained Minister of Word and Sacrament	1989
The United Church of Christ	
M.Div. Harvard Divinity School	1989
B.A. St. Lawrence University, <i>cum laude</i>	1985

Professional Work

Minister for Youth & Families	2015 - 2018
<i>Grace Church, Episcopal, Red Hill, VA</i>	
Dir. of Spiritual Life and Community Service	2007 – 2016
<i>Tandem Friends School, Charlottesville, VA</i>	
Transition Consultant	2015-2016
<i>Sojourners United Church of Christ, Charlottesville, VA</i>	
Associate Rector for Youth and Families	
<i>St. Paul’s Memorial Church, Episcopal, Charlottesville, VA</i>	2005-2010
Pastor	
<i>Mt. Olivet United Church of Christ, Dyke, Virginia</i>	1998 - 2005
University Chaplain & Associate Minister	1995-1997
<i>The Memorial Church, Harvard University, Cambridge, MA</i>	
Associate Minister	
<i>Macalester Plymouth United Church, St. Paul, MN</i>	1992-1995
Associate Minister	1989-1992
<i>First Congregational Church, UCC, Santa Barbara, CA</i>	
Interim University Chaplain	1987- 1988
<i>St. Lawrence University, Canton, NY</i>	

Grants and Fellowships

Lilly Foundation, College of Pastoral Leaders	2014-2016
Friends Council on Education, SPARC Fellow	2015-2017
Outward Bound, Educator’s Initiative Fellow	2015-2016
Brown University, Watson Institute Fellow, Human Rights	2011
Rockefeller Fellow, Fund for Theological Education	1985-86

Other Related Training

Group Counseling Training, William & Mary	2019
RUAH School for Spiritual Guidance	2018-2020
Mentor Training, Virginia Mentoring	2018
Trauma informed Care 101	2016
Court Appointed Special Advocate Training	2015

Clerking & Counseling for individuals and groups in Quaker Tradition 2015-2017
 Mental Health First Aid for Youth 2015
 Clinical Pastoral Education, Quincy City Hospital, Quincy, MA 1988-89

Board Service

Richmond Hill Council, Richmond, VA 2018 - current
 Board of Directors, Star Island, UCC, Portsmouth, NH 2016 - 2018
 Board of Directors, Piedmont CASA, Charlottesville, VA 2009-2015
 Board of Trustees, St. Lawrence University, Canton, NY 1999- 2008

Volunteer Service

Mentor, Armstrong Leadership Program, Richmond, VA 2018- current
 Volunteer Coordinator, Richmond Hill, Richmond, VA 2018- current
 CASA Volunteer, Piedmont CASA, Charlottesville, VA 2015-2017
Court Appointed Special Advocate
 Boys & Girls Club of Central Virginia 2016-2018
Developing Outward Bound Program for club youth
 Resident Chaplain
Star Island Summer Conference, Isles of Shoals, NH 2001 & 2014
 Volunteer (pastoral care & preaching)
The Woodstock School, Mussoorie, India 2011
St. Paul's Church, Mussoorie, India
 Delegate to the General Synod of the United Church of Christ 1995
 Area Youth Minister
Southern California Conference, UCC 1990-1992
 21st Century Planning Commission: The United Church of Christ 1990-1991
 Tutor, Foreign Affairs University, Beijing, China 2002-2003
 Religious Pluralism and Higher Education Planning Commission 1995-1996
Wellesley College; Planning Committee

Key Areas of Experience

Spiritual Formation and Pastoral Care
Spiritual and social nurture of youth, young adults and families including pastoral counseling and care. Trained in Trauma Informed Care, Mentoring and Mental Health First Aid for Youth.
 Preaching and Liturgical Leadership
I love being a part of a worshipping community. I have been preaching, leading Worship, and officiating weddings, funerals and baptisms for over 30 years.
 Pilgrimage and Service Trip Leadership
Planning and leading pilgrimages and service trips for people of all ages (South Dakota, India, Guatemala, Puerto Rico, New York, Kentucky, Oregon)
 Community Service and Outreach
Helping people express their values and hopes through service with others. Service is a deeply formative (and informative) practice for people of all ages and all communities.
 Contemplative Spiritual Practices

Ten years of spiritual leadership is a Quaker school leading Silent Meeting, teaching practices for stillness and listening in community. I am a teacher and student of Centering prayer often leading retreats and workshops for adults.

Interfaith Dialogue

Life-long commitment to interfaith work in churches, universities, high schools and communities. Teacher of comparative religion. I have lived in India and China.

A Spiritual Journey

Rev. Janet Hatfield Legro

Spring 2019

My spiritual journey has been a life-long movement toward a simpler faith that God is in and through all things, a deeper commitment to following Jesus, and a growing trust that with a listening heart, I will be more open to God's presence in my life and more available to people who may need a companion along the way.

I grew up in a small town of 1500 people in rural New Hampshire. My parents were both active and committed members of the community Congregational Church (UCC). Much of my childhood was spent in the church: church suppers, community meetings, vacation bible school, youth group, Halloween parties, candlelight services, hunger walks and family retreats. I experienced incredible joy in this loving community. I grew up confident that God's presence is love and that we are individually and communally called to love one another. I never really questioned this, nor did I ever have to prove that I believed it. My church did not ask us to profess anything or declare anything or even memorize anything – only to take what Jesus was saying seriously and love one another. This experience of community in my childhood has shaped so much of my vision of the church in general and spiritual growth in particular. It was a natural and warm way to grow into my own understanding of God and Jesus and Christian community.

When I was thirteen my younger brother became very sick with meningitis. We (and the doctors) thought he would die. My older brother and I were left at home alone while my parents went back and forth to the hospital. I remember when they came home that first night, seeing a look on their faces I had never seen before – they couldn't speak to us – they just went to bed. I also remember that we were never alone for long. We lived out of town on a long dirt road, but people from the church were constantly at the door with food or checking in on us or taking us to school and home again. I remember even as a teenager feeling overwhelmed by this kindness and thinking, "*This is what it is all about. Everything Jesus lived for is here.*" I think my call to ministry was born in this experience of community and compassionate presence.

My spiritual journey has always been grounded in these kinds of practical, real life, expressions of God's presence and Jesus' teachings. I have had mystical experiences of God's presence and unity, but even these seem to be given to me so I can take another step on the path toward love and community.

The wilderness has also been a place of spiritual awakening for me. I grew up in the woods, went to summer camp in the woods, and have had very powerful experiences of God's presence in

nature. Nature is a direct expression of the divine – if we look and listen and touch – we will meet God there. I have spent much of my life bringing youth to the wilderness and my own children to the mountains. I believe if we take them there – we do not need to “explain” God to them. Children and youth feel a spiritual presence in the wilderness. The same will happen with animals. The same will happen with human love and community when we serve one another. God’s presence is not intellectual – it is sensed, felt and experienced...then later, we can try to put words to it ourselves and also try to pair our experiences with the words of scripture and tradition.

In college, I studied comparative religion and the lives of the great mystics in Eastern and Western traditions. I fell in love with the religions of the world. They were all so beautiful in their teachings. I have never lost my love for all the great religious teachings in the world. Each one of them helps me to understand Jesus a little better. I think these great ones – Jesus, the Buddha, Muhammad, Rumi, Guan Yin; they were so filled with God’s presence that they were able to reveal God to us. I never felt that Jesus was threatened by the others – and so I should not be threatened either. I follow Jesus – but I love them all.

I went to graduate school, initially, to study Islam. I studied Arabic and the Quran and the practices of Islam for 2 ½ years. I liked what I was learning but felt dry inside. I didn’t want to just study religion, and somebody else’s religion at that – it somehow felt one step removed. I applied to be a seminarian in the University Chapel, began my work leading daily prayers and felt that big “aha” of my call. I switched my program to pursue an M.Div.

I was ordained just after my 26th birthday. Too young! I have been so lucky to serve churches that have taught me what it means to be a minister and nurtured and supported me - as I did the same for them. My spiritual life has been continually awakened through the discipline of studying, praying, writing and preaching each week. It became a spiritual practice for me. I have loved being a pastor and have also had hard times as a pastor. What is the church? Potluck suppers, tag sales, youth service trips, visiting the sick, practicing prayer, the annual retreat, Easter Sunrise service with the men cooking breakfast before the 11:00 service; as well as conflict and struggle, grief and vulnerability, facing injustice and trying to find a way forward together. I think God is so richly alive in this kind of common life and work; *and* I also at times struggle with the structure and priorities of the church and I continue to wonder, “*are there new ways we can be together in Christian community that may help us to grow in love and maturity*”?

The heart of much of my ministry has been with young people: adolescents and young adults in churches, schools and universities who are growing into their own identity, exploring their core values and beliefs, and discovering their agency in the world. The questions they are beginning to ask are the same questions we all wrestle with for the rest of our lives and they inspire me. For 10 years of my ministry I worked in a Friends School and was greatly influenced by living and learning with the Quakers. The practice of Silent Meeting and the Quaker testimonies of simplicity, peace, integrity, community and equality have shaped my spiritual life beyond measure. I have experienced the power of the Holy Spirit in listening and discernment circles and I have seen the impact these practices have on young people. Thomas Kelly’s book, [A Testament of Devotion](#) is one of the most profound books I have ever read. Kelly calls us to attend to the wisdom and insight of the heart and to welcome Christ as the inner teacher.

I have also been greatly inspired by Cynthia Bourgeault. I stumbled on her book, Wisdom Jesus about 10 years ago and felt she had written the thoughts of my own heart. I have attended three of her Wisdom Schools and continue to learn from her teaching. Over the past six years, Centering Prayer has become my ongoing and sustaining spiritual practice.

About three years ago, after serving churches for 27 years, I decided to take some time away from pastoral ministry and see if I could feel again what it is to just be a child of God, to experience God's presence out in the world (and to play on Saturday night). This has been very good – and it is working. I trust the path that God is providing. I trust God is near. In fact, “trusting God” has become one of the most important acts of faith for me.

Increasingly, I have found myself drawn toward “smaller” pastoral relationships – I especially like working with groups within a congregation. I have been asked to sit with teenagers and parents and others to help them discern next steps or see a way forward. I have sat with congregations going through transitions to help them listen to one another and discern a new direction. I think companionship – walking along side one another through thick and thin – is pretty much the beginning and end of human love. It seems to me that Jesus was teaching us how to be companions to one another, and certainly with strangers – and even with our enemies.

Dorothy Elizabeth Piatt

dpiatt@firstpresbyterian.org

Actively Seeking?: Yes, Actively Seeking

Ecclesiastical Status: Teaching Elder

Presbytery Membership: Detroit Presbytery

Ordination Date: 7/9/2017

Formal Education:

- **Vanderbilt University Divinity School, Nashville, TN**
M.Div. (2016) Highest Honors
Associated Honors & Awards
 - Founder's Medal for First Honors
 - St. James Academy Preaching Award
 - Umphrey Lee Dean's Award
 - ARCUS Foundation Justice Through Engagement Program Grant Recipient
 - Harold Stirling Vanderbilt Scholar
- **Sewanee: The University of the South, Sewanee, TN**
B.A. in English (2005) Magna Cum Laude
Associated Honors & Awards
 - Lilly Endowment Summer Discernment Program Grant Recipient
 - Andrew Nelson Lytle Award for Academic Achievement
 - Omicron Delta Kappa National Leadership Honor Society
 - Order of Gownsmen (Sewanee Academic Honor Society) Wilkins Scholar
 - English Departmental Honors

Continuing Education:

- Stephen Series Leader's Training Course, Pittsburgh, PA
Stephen Leader Certification (2018)

Trained to implement and oversee a Stephen Ministry program for lay pastoral care

Employment Type: Full-time

Minimum Effective Salary: \$48,000 / Year

Geographic Choices: Unlimited

Languages: English

Leadership Competencies: Compassionate, Preaching and Worship Leadership, Spiritual Maturity, Public Communicator, Culturally Proficient, Organizational Agility, Collaboration, Interpersonal Engagement, Bridge Builder, Initiative

Training / Certification: Clinical Pastoral Education Training

Clergy Couple? No

Housing Type: Open to Manse/Housing Allowance

Work Experience:

First Presbyterian Church, Ann Arbor, MI August 2017–Present, Resident Minister

- Balanced individual ministry areas with ongoing worship leadership, intensive pastoral care, and teaching responsibilities at a dynamic, 1600-member, university-based church through the 2017–2019 Resident Ministry Program for intentional pastoral formation and leadership development
- Maintained primary pastoral care responsibility for a designated group of older adults within the church and for members in an outlying retirement community
- Coordinated and provided pastoral leadership for the church’s ministry for graduate students and young professionals, 20s & 30s of Ann Arbor (T2A2), as part of a team that re-launched and re-energized the church’s Campus Ministries
- Collaboratively shaped and implemented “First Forums” to explore challenging issues in the world, address increasing polarization, and discern faithful responses through mutually respectful dialogue
- Through the Mission-Vision Task Force, served during a period of transition and transformation by collaboratively assessing ~1700 member reports, facilitating listening sessions, and engaging various cross sections of the congregation in a communal discernment process to identify formative areas for future change
- Through the Adult Education Committee, shaped faith-formative series for adults, taught classes, recruited speakers, empowered lay leaders, and helped hone the church’s approach to small-group ministry
- Through the Congregational Life Committee, collaborated in planning and executing all-church fellowship events and focused on new member and young adult integration
- Alongside other pastoral and administrative staff, led an incremental effort to make worship more joyful, participatory, and intentionally inclusive of children and families
- Provided spiritual leadership during an intergenerational mission trip to Nicaragua and a pilgrimage along the Camino de Santiago
- Provided worship leadership for two nearby retirement communities upon request
- Co-led church officer training to educate incoming deacons and ruling elders about scripture, theology, church history, Session operations, and their respective leadership roles
- Deepened the church’s understanding of gender and sexual diversity to enhance its commitment to inclusivity by teaching classes for Stephen Ministers and parents
- Assisted with the 2017 annual stewardship campaign; served a term on the Finance Committee (forthcoming Feb.–Aug. 2019)

Second Presbyterian Church, Nashville, TN May 2014–May 2016, Pastoral Intern

- Served in pastoral ministry with a 500-member, suburban church
- Initiated fellowship opportunities — including one-on-one coffee conversations as well as social events and service activities — to build and strengthen relationships among young adults and integrate them more deeply into the church’s life
- Coordinated special events and gatherings — including annual More Light Sunday worship services, a Presbyterian Peace Fellowship banquet, and a mutual support group for people undergoing life transitions
- Supported various Session committees — including helping to shape Adult Education programming and working with the Hospitality Committee to make the church fully welcoming and inclusive of people with different intellectual abilities
- Worked with church leadership to deepen the congregation’s commitment to justice and full inclusion for LGBTQIA + individuals and families through Vanderbilt Divinity School’s Carpenter Program and the ARCUS Foundation
- Initiated a deeper communal focus on intentional antiracism and intersectional justice through development of a specialized Lenten lectionary and thematic focus, leadership in associated educational series, inclusion of implicit bias training, and purposeful one-on-one and group conversations with congregants
- Planned and led Bible studies and small-group discussions
- Preached and led worship through planning, writing liturgy, and serving as liturgist
- Provided pastoral care as appropriate in collaboration with full-time pastoral staff
- Played percussion in worship

Monroe Harding, Inc., Nashville, TN May 2015–Present Residential Specialist & Summer Counselor

- Provided trauma-informed residential care for young men ages 15–18 in state’s custody
- Developed constructive relationships with youth, supervising and guiding them through their schedules
- Maintained a therapeutic environment for youth to process experiences and emotions
- Empowered youth in working toward long-term behavioral change
- Mentored youth, taught daily living skills, and nurtured their talents and ambitions
- Engaged in enrichment activities with the youth on and off campus
- Provided support for Cooperative Living Program staff of residential specialists, therapists, youth and family services workers, and administrators

Vanderbilt Central Library, Nashville, TN August 2013–December 2016, Graduate Night & Weekend Supervisor

- Assisted staff, faculty, students, and community members with research and media-related projects
- Helped patrons use media equipment and access resources in the Government Information and Media Services department
- Oversaw departmental operations outside staff librarians’ office hours

Erlanger Health System, Hospice of Chattanooga, January–May 2013, and Siskin Rehabilitation Hospital, Chattanooga, TN, Chaplain Intern

- Provided pastoral care to patients and families on a general hospital floor, Traumatic Brain Injury Unit, the Hospice Care Center, and hospice floors of a nursing home

- Served as the onsite chaplain during 24-hour on-call rotations, responding to pastoral care needs throughout a large hospital with the area's only Level-I trauma center
- Led worship for patients and staff at Siskin Rehabilitation Hospital
- Completed the Chattanooga Association for Clinical Pastoral Care's Clinical Pastoral Education program

True North Custom Media, Chattanooga, TN January 2006–November 2012, Copywriter & Managing Editor

- Developed content for magazines, e-newsletters, tablet apps, and direct mail campaigns for more than 30 accounts in the healthcare and benefits industries by researching topics, writing articles, assigning copy to writers, collaborating with designers, and managing the copywriting and proofreading processes
- Maintained strong relationships with clients to ensure a clear understanding of their marketing plans, top generating service lines, and target audiences
- Focused on education about preventive healthcare, patient empowerment, and population health management
- Managed editorial functions for prominent accounts, including HealthSouth, Unum, St. Vincent Health System, and the North Shore-LIJ Health System
- Mentored new team members, assisted in leading departmental training, worked on projects for executive leadership, participated in the sales process, and reviewed sensitive galleys and proofs

Every Voice Network, Claiming the Blessing May–August 2005, San Francisco and Pasadena, CA, Lilly Program Intern

- Participated in the Lilly Summer Discernment Institute for theological exploration of vocation
- Was integral in coordinating and publicizing a national conference in D.C.
- Edited newsletter articles
- Assisted with development by identifying prospects for grant research and writing

The John Knox Center, Ten Mile, TN May–August 2003, 2004, Summer Counselor

- Helped plan and implement off-site day camp programs
- Maintained charge of campers ages 4–18 for 23 hours/day
- Taught Bible studies and environmental education classes
- Facilitated challenge course and team building elements
- Planned recreational activities and workshops
- Mentored youth

Other Services:

- Member, Company of New Pastors, Presbyterian Church (USA) (2015–Present)
- Volunteer, Visitation on Death Row Program, Riverbend Maximum Security Institution, Nashville, TN (2014–2017)
- Volunteer Host and Training Participant, Launch Pad together with Second Presbyterian Church, Nashville, TN(2014–2017)
- Volunteer Host and Training Coordinator, Room in the Inn at Second Presbyterian Church, Nashville, TN (2014–2017)
- Selected Member, Worship Committee, Vanderbilt Divinity School (2014–2016)
- Member, New Church Development Committee, Presbytery of East Tennessee (2011–2013)

- Advisory Council Member, Mercy Junction Justice & Peace Center (New Church Development) (2011–2013)
- Secretary/Historian, Presbyterian Women’s Council, New Hope Presbyterian Church, Chattanooga, TN (2011–2012)
- Volunteer Systems Installer/Water Hygiene Educator, Living Waters for the World, Yamaranguila, Honduras (2010,2011)
- Volunteer Coordinator, Habitat for Humanity with New Hope Presbyterian Church, Chattanooga, TN (2009–2013)

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

FPC Ann Arbor’s Nicaragua mission team has a longstanding partnership with a school in Quebrada Honda. Last year, the team coordinator noted our 20s & 30s group’s flourishing with my leadership and asked me to co-lead an intergenerational mission trip. Building on intentional relationships previously forged in coffee meetings, weekly small group, and social outings, I encouraged four young adults to join our efforts in Nicaragua. After days of working alongside the Quebrada Honda community to install electricity at their request, I facilitated a space for veteran team members and graduate students with varied faith journeys to coalesce around questions related to theology, power, equity, cultural learning, and difference of all kinds. Our spirited conversation illuminated local and global systems while enabling us to grapple with our individual experiences, grow spiritually, and deepen relationships with one another. After the trip, participants became more engaged in worship, got to know one another better, connected outside worship, and informally explored faith and life questions. The trip was one aspect of my work with an older congregation seeking to integrate students and newer members into its wonderful community, and it was a joy to grow with them in this journey. I come alive in this and other moments that combine threads of my pastoral experience to make meaningful intra- and intergenerational connection central to my ministry as a community builder at heart.

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

I believe God calls me to pastoral care, worship leadership, faith-formative education, and service with other imperfect and beloved people seeking to grow communally. Journeying together, I hope a church and I can engage people of all ages and walks of life to nurture spiritual peace, celebrate awe and wonder at the abundant diversity of creation, cultivate gratitude for God’s grace, and develop our individual and collective senses of meaning and purpose. When we gather, we can build on shared values and learn from our differences. As a nonjudgmental listener, I am passionate about walking alongside individuals and families through all of life’s stages—in blessing and brokenness, celebration and crisis. Therefore, I will make space around me for people to bring their whole selves, including their joy and grief, faith and doubt, hopes and fears. I am also called to understand and attend to ways systemic and institutional concerns may affect members of a community. As a result, I am drawn to communities seeking to practice intentional inclusivity. I desire to bring complex questions about Christian discipleship in our pluralistic society into conversation with Scripture, our experiences, our tradition’s resources, and diverse perspectives. Ultimately, I resonate with a welcoming church where people listen for the Spirit’s guidance and encourage one another to “do justice, love kindness, and walk humbly with [our] God” by responding to our local and global neighbors’ needs.

What areas of growth have you identified in yourself?

While colleagues and care receivers across diverse settings have affirmed me as a “natural pastor” and instinctive listener, I began ministry as a hesitant speaker. Then, in seminary, I embraced the opportunity to learn from a church full of theologically educated professionals and people eager to explore Scripture’s relevance for contemporary life. Peers joked that preaching at that church was daunting. Yet I appreciated the congregation’s collective wisdom and the chance to use writing strengths from my former media career to craft meaningful liturgy and find my voice in the pulpit. Informed by deep listening to the community, I found joy as a preacher in gathering with others around questions central to our lives. I also grew as an educator by cultivating space for mutual learning to welcome people from all backgrounds to share their experiences and insights. That church recognized my gifts for clear, engaging preaching and teaching. Now, FPC Ann Arbor celebrates these among my primary contributions and has helped me further develop as an organizationally agile leader. FPC has empowered new growth in understanding various systems and operations in a large church. Finally, the high workload of a pastoral residency has stretched me in areas essential to efficacy and fulfillment in my call: self-care and boundary setting. A sense of humor, solid relationships, and healthy habits of body, mind, and spirit help me be resilient and fully present with people.

Describe a time when you have led change.

Ministry has allowed me to partner with two congregations in transformation and lead change collaboratively. In a challenging, transitional season at FPC (including staff departures), I attended to the staff and congregation’s anxiety and fostered collective visioning as a Mission-Vision Task Force member. In all aspects of communal life, lay and ordained church leadership are creating an atmosphere of joy, wellness, and transparency. In my prior ministry setting, I was tasked to further the church’s growth as a More Light congregation. I supported people during life transitions, organized special events, and shaped worship services that nurtured faith while welcoming all into delicate conversations about LGBTQIA+ inclusion. The Youth Director enlisted me to revise the Safe Church Policy and host a panel on sexuality and bullying. I honored teens’ vulnerability and provided age-appropriate information. With adults, I led series on 1) Scripture and human diversity and 2) inclusion of trans and gender-expansive people. Together, we explored how to integrate our calling as an affirming church into our everyday worlds. Acknowledging people’s courage to show up, I met them where they were by listening with a grounded, invitational presence. At its heart, our work was about making space for all God's children. People shared that our learning profoundly changed them, and the relational trust we built enabled me to strengthen our focus on antiracism and systemic change.

Statement of Faith:

I belong to the triune God who created heaven and earth, and declared all who inhabit them good, and whose creative work continues by providence. God freely relates to the world in initiative-taking, self-giving love. From the first people on, sin has insinuated itself in our relationships with God and one another, making the divine image in all of us hard to recognize and threatening the integrity of creation. Still, God’s love, mercy, and desire for covenantal relationship with us remain steadfast.

I trust in Jesus, who in continuity with the Hebrew Scriptures revealed God's life-giving and redemptive purposes. In Christ the eternal Word, God became flesh and walked among humanity in its brokenness, implicating himself in our struggles without sinning. Jesus embodied God's righteous and loving reign in his life and ministry of compassion for the suffering, care for society's most vulnerable, forgiveness of personal sin, and confrontation of sinfully exploitative systems. This way of being cost his earthly life. His death revealed the depth of God's love for humanity, and his resurrection secures our hope in cosmic redemption.

I depend on the Holy Spirit, who dwells within and among us, illuminates God's Word in Scripture, enables us to pray, and guides our lifelong growth in love. Without the Spirit, I would not be able to recognize Scripture's authoritative and indispensable witness to God's self-disclosures. I would not know I am God's beloved child and a graced sinner who has been justified and freed from sin's grip for joyful participation in God's reconciliatory mission through Christ's death and resurrection.

I need the Church as Jesus' follower. As Christ's body, we bear God's Word into the world together and seek the kingdom for which Jesus taught his disciples to pray—a realm in which sin, death, and evil are ultimately overruled by empowering love, as Jesus' death and resurrection revealed. Through the Spirit, the reading and proclamation of God's Word in worship renews and equips us to love God who loved us first and to share God's love with a broken and fearful world. In doing so, the Church acknowledges the divine presence and actively anticipates the promised shalom of creation's complete and eternal communion with the triune God, which brings abundant life even here and now.

The Church needs the sacraments for our commissioning into God's mission. When we enact God's Word in baptism, the Spirit signs and seals God's promises within us. At the font, we respond to God's gracious and unconditional claim on our lives by promising to nurture one another in Christian discipleship. In the breaking of bread and sharing of the cup in the Lord's Supper, the Spirit unites us with the communion of saints in all times and places. At the table, we meet the ascended Christ spiritually, remember Jesus' self-giving love, and are nourished for faithful living toward God's glory and the good of God's beloved world.

Christian Raymond Shearer
crshearer1969@gmail.com

Inactively Seeking: Not actively seeking, but open to a call

Ecclesiastical Status: Other – RCA Minister of Word and Sacrament

Presbytery of care: Presbytery of the James

Ordination Date: Originally ordained in 12/96 within the Southern Baptist churches, transferred that ordination into the Reformed Churches of America (RCA) in the summer of 2007 when called to the pastorate of RiverTree Community Church (Wyoming, MI), and am now a member in good standing of the Great Lakes City Classis of the RCA. The RCA is a partner denomination of the PCUSA, UCC, ELCA, and CRC, with whom there is a "formula of agreement" to expedite sharing of clergy, among other things.

Formal Education:

- **Ph.D. Trinity Theological Seminary** in affiliation with the University of Canterbury - Christ College. Major emphases - New Testament Studies and Interpretation; minor emphasis – Postmodern Hermeneutics. Completed in 2006. Graduated summa cum laude.
- **Work toward Ph.D. (A.B.D.) – Dallas Theological Seminary, 1996 – 1998.** Completed all the coursework for a New Testament Studies and Interpretation degree. and began work on dissertation. Reason for not completing degree: left Dallas for my 1st pastoral role, and at the time, D.T.S. did not offer off-campus dissertation completion.
- **Th.M. Dallas Theological Seminary.** Major – Systematic Theology.. Completed in 1995. Graduated summa cum laude. Graduation awards for thesis work on the Trinity and the Imago Dei, and classroom teaching excellence.
- **B.A. The Master’s College, Newhall, CA.** Major emphases - Pastoral Ministries and New Testament Studies. Completed in 1991. Graduated summa cum laude. Graduation honors for classroom teaching excellence and biblical studies.

Continuing Education:

- 2019 PCUSA Polity Tutorial Class (Presbytery of the James)
- 2018-Present Participant in the Interim/Transitional Pastor Work Group (Presbytery of the James)
- 2012-2017 Co-creator, member, and church consultant for the Sustainable Small Churches work group in the Great Lakes City Classis (RCA), including research work into the best practices of 21st-century American small churches
- 2014-2015 Kaufman Interfaith Institute dialogue group (Grand Valley State University, MI)
- 2014 Missional Communities training event - 3DM (Synod of the Great Lakes – RCA)
- 2013-2014 Co-author/researcher, “Rethinking Church Ministry to Millennials” report for the Great Lakes City Classis (RCA)
- 2013 Monastic Immersion Retreat – St. Gregory Abbey (Three Rivers, MI)
- 2012 – 2015 Ecumenical Contemplative Group – Dominican Center at Marywood (Grand Rapids, MI)
- 2012 - 2014 Neo-monastic community learning group (Grand Rapids, MI)
- 2012 When Helping Hurts – Rethinking Ministry to the Poor training event (Holland, MI)
- 2011 Missional Church Renewal event - Reggie McNeal (Synod of the Great Lakes – RCA)
- 2011 Group Spiritual Discernment training event (Listening Hearts Ministries at Western Theological Seminary)
- 2010 Congregations, Anxiety, and Change seminar (P. Steinke and Healthy Congregations Group at Western Theological Seminary)
- 2010 Conflict Transformation Skills training (Lombard Peace Center – Detroit, MI)
- 2009 Appreciative Inquiry Facilitator Training (Grand Rapids, MI)
- 2009 Accountable Leadership Organizational Governance seminar (Carver Policy Governance Group, joint RCA/CRC training conference, Grand Rapids, MI)
- 2008 Strategic Planning and Assessment for Organizational Renewal training/coaching (Partners in Action, Inc., Ada, MI)
- 2008 Becoming a Teaching Church training event - to become a church/pastor who can utilize and supervise seminary interns (Western Theological Seminary)

- 2008 RCA Pastor Huddle Facilitator/Coach training I and II (Great Lakes City Classis – RCA)
- 2008-2009 REVEAL adult spiritual formation training I and II (Willow Creek Community Church, South Barrington, IL)
- 2005 and 2008 Natural Church Development Assessment Training I and II
- 2005 Connecting Church training (Pantego Bible Church/Randy Frazee, Arlington, TX)
- 2004 Healthy Conflict Resolution in Churches conference (EFCA West district event, Tucson, AZ)
- 2003-2004 Research project on 2nd stage church plants (EFCA West district)
- 1999 Church Planting Boot Camp (Conservative Baptist Assoc. of AZ)

Certification/Training:

- Interim/Transitional Ministry Training Week I Union Seminary (Richmond), 2017, Week II Montreat Conference Center, 2018

Employment type: Open to Either

Geographic Choices: Anywhere in the USA

Leadership Competencies: Preaching and Worship Leadership, Spiritual Maturity, Lifelong Learner, Teacher, Advisor, Change Agent, Strategy and Vision, Collaboration, Interpersonal Engagement, Bridge Builder

Languages: English

Clergy Couple: No

Housing Type: Open to Either (Manse or Housing Allowance)

Work Experience:

- 2/18 – Present Specialized Transitional (Interim) Minister, Culpeper Presbyterian Church (PCUSA), Culpeper, VA Church
 - size: 300 members, 160 weekend attendance
 - community type: a transitioning community (from rural county hub to commuter exurb to northern VA)
- 6/07 – 9/17 Senior Pastor, RiverTree Community Church (RCA), Wyoming, MI.
 - Came to RTCC to lead it through an anticipated season of massive fiscal and congregational instability into a new chapter of vitality and ministry
 - 50% of the RTCC body were from either unchurched/dechurched backgrounds
 - Likewise, RT transitioned from a demographically narrow church to one that was very diverse socio-economically, religiously, generationally, etc.
 - Church size: 100-250; community type: diverse suburban
- 9/99 - 9/07 Senior Pastor, Mountain View Church (EFCA), Los Alamos, NM
 - Came to MVC to revitalize a dying small congregation.
 - Much of this revitalization work focused on creating a church that was focused on the reaching the unchurched, uniting differing Christian groups into one united ecumenical body, and creating adult spiritual formation and community programs/structures
 - Church size: 85-125; community type: highly educated small town
- 7/98 - 8/99 Interim Associate Pastor for Congregational Renewal, First Baptist Church, Tucson, AZ
 - Started “Undergrounds,” an alternative Christian community geared toward University of Arizona students

- Church size: 100 at the church, 100 at Undergrounds; community type: urban university setting
- 9/94 – 5/96 Instructor in The Lay Institute, Dallas Theological Seminary, Dallas, TX
- 6/92 - 6/96 Chaplain to Resident Students, Dallas Theological Seminary, Dallas, TX
 - Created and supervised spiritual formational programs for all resident students.
 - Offered crisis and spiritual counseling to resident student body. Served on the Spiritual Life Team overseeing the spiritual and personal development of 1500+ students.
- 9/89 - 12/91 Junior High Youth Pastor, Fellowship in the Pass, Beaumont, CA, and Grace Baptist Church, Newhall, CA

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

Since I've been at my current interim gig for 13 months, let me focus in on that setting when answering this question:

a. In my current context, I've seen teaching play a crucial role in opening up healthy dialogue about change, consideration of altogether new ministry ideas, etc. Connecting the mission and vision of church directly to scripture has been a sure foundation for the sometimes-scary conversations about how the world is changing, and how the mainline churches of Christendom must evolve and adapt to it. I've rarely experienced a church as hungry to learn.

b. Friendliness, warmth, and lots of humor have been the “the spoonful of sugar that makes the medicine go down” (to quote Mary Poppins). As even the most anxious and resistant have engaged with me relationally, they become more open to defining reality more accurately, even the less-pleasant parts of it, and have begun to imagine what might be a brighter, if a little different, future for the church.

c. Strategic planning has been big. That is, thinking beyond the present and instead working on concrete steps to take over the next few years that will yield a better future. Like many other churches and Sessions, their frame of reference had been very narrow, no more than a few months into the past and future. And as such, they had gotten stuck in the wheel of just repeating over and over whatever they've done previously; strategic thinking has moved them past their unquestioned norms and routines.

d. In systems theory, a grounded, self-differentiated leader will see that calmness radiate out through the entire system. Likewise, some of the more unhealthy or anxious constituents in the system will react pretty negatively to that, as they sense of the system shifting. I've experienced both at Culpeper Presbyt. – I think the church has been able to let out a collective sigh of relief, and relax, not being as nervous about the future. They've also been able to see that whenever a conflict arises, it will be handled fairly, above board, and with both grace and wisdom. That makes them less fearful of conflict and disagreement.

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

Though I didn't really set out after seminary for this to happen, God has seemed to place me in the same kind of ministry settings over and over again. At this point, His call on me seems

unmistakable. What He's led me to pursue, and now embrace fully, is renewal/redevelopment church ministry. I'm almost 20 years into learning that specialized kind of ministry. That redevelopment work has tended to emphasize missional church ministry, as well as intentional spiritual formation as its center. Renewal/redevelopment work may be the most difficult you can undertake, because real change that reshapes the future is slower than you think and ensures more discomfort than the church may initially want to endure. To be missional means to partner together to join God's redemptive, restorative already underway in the world; and to be formational means that we don't just talk about spirituality, but instead learn together how to experience and practice that reality, for spirituality is the only real way to drive and sustain change.

What areas of growth have you identified in yourself?

While I could identify a specific area or two in my life/ministry right now that are a "growing edge" for me, when I read that question, something much bigger and overarching comes to mind:

While we all know that life is a journey, mine has on occasion taken sharp, 90 and 180 degree turns into the pitch black unknown. My soul has the bumps and bruises, and scraped hands and knees to prove it. I would not have predicted at 23 that I end up here at 49; I would have never imagined that my young, naïve, narrow-minded fundamentalism was to implode, and send me hurtling off in a tight spin toward new and uncharted spiritual territory.

But here's the key: that how growth happens. It is a product of fear and faith, letting go anxiously and reaching out courageously, albeit often blindly. You tolerate the discomfort because you've no choice but to adapt or be made new.

The 23-year-old who was inflexible and hard-edged about what should be believed and what shouldn't is now a perpetual learner, not nearly as sure I once was, more glad that we all don't agree than if we did. The old me feared doubt; the present me embraces doubt as a letting go in order to find an even better alternative or reality. The young me was comfortable in his group, his tribe, and equally uncomfortable with some of those not in it; the middle aged me has been led by God's Spirit to a radically inclusive perspective, one that is optimistic and generous in spirit (what Brian McLaren would call a "generous orthodoxy")

If the next 23 years resembles in kind or extent the categorical shifts made in the last 23, I'm in for one exhilarating, sometimes petrifying ride. Change, if nothing else, is proof that God is indeed the potter, and you are merely the clay. The me of today takes solace in that fact (most of the time anyway); me as a fundamentalist fought it at every turn.

Describe a time when you have led change.

My entire ministry track record is one of leading change, and specifically change in congregations in transition, preparing for a new chapter/future, or in decline/crisis.

Though the instances are almost innumerable, let me go all the back to my first pastoral work right out of seminary. I was hired as a contracted "change" associate pastor by a small, aging, urban small church in the heart of Tucson, AZ, near the University of Arizona. Their goal was to find a way to invest in their surrounding neighborhood, and in so doing preserve the church for the next generation. We started by doing some demographic work around us, identifying those

who were passionate for this missional renewal within the congregation, and plan how to fund the efforts from the church's endowments. Appreciative inquiry (finding and building on your strengths) was less important in this particular case, insofar as we were seeking to reach out to a generation not well represented at the church. The end result was the identification of three major new endeavors – a) a college ministry and alternative worship gathering called “Undergrounds” (in the redone basement of the church, including a coffee shop), b) a city-wide ministry to and gathering for adult (over 25) singles, and c) seeking and securing several congregations to come on to the campus, meet there, and partner with us in several key ministries (like youth/kids).

Statement of Faith

The Rev. Dr. Christian Shearer

A Contemplative Reformed Statement of Faith:

God has always been, Father, Son, and Spirit, One, Three in Loving relationship, a divine mystery of “I” and “We.” So then Love has always been, because God is inherently and indivisibly Love. It is this Love that created all things, and now sustains all things.

God, who is Love, has been speaking this Love from the beginning. Jesus the Son – who He was, what He did, what He taught, why He died, and how He rose victorious – is God's greatest self-expression of Love to us. The Bible is the story of this Love, moving through the patriarchs and Israel, culminating with and then stretching forward from Christ, the promises (or covenants) of Love uniting the sequence into a whole.

Therefore, God, who has always been Love, has always Loved all people and all things like Jesus, for the Son reveals the Father to us. So then Love and God has always been Christ-like, it sounds, acts, thinks, and feels like Jesus: it sacrifices for justice, serves humbly, watches over the broken and marginalized, forgives readily, challenges the self-righteous, seeks peace, gives generously, trusts radically, delights in good, withstands evil, hopes ceaselessly, and never quits.

Human beings, each and every one, were envisioned by this Love that has always been to be His unique signature in and for the world; humanity is meant to stake out the claim of Love upon the cosmos. We were and are to receive and then channel this Love outward, but alas both blind and willful resistance to it is intrinsic to our nature. And whenever we choose against Love, it is sin, the inverse and undoing of Love, resulting in a world of inflated “I”s and diminished “you”s, “us against them,” not “we”. The ripple effect of this anti-Love, from person to person, society to society, epoch to epoch, is the rip tide pulling against where Love has been leading all things.

God's Spirit, which is Love, is active among and around us all, tireless and persistent, coaxing every person to embrace this Love, stirring us to believe God's Love more than we believes anything else, and imploring us to refract that Love to others. No one is outside of or forgotten by the initiative of divine Love; none are excluded from the insistent whisper of Love, not for one day, from our first to our last.

To agree with God's Spirit of Love at work in our midst is to agree with the call of that Spirit to follow the personification of Love called Jesus. We entrust ourselves to God's Love wholly, say a

grateful “YES!” to it for doing what we cannot do ourselves, and become its students (disciples). This is salvation, this is no less than the start of new creation. We awaken from the darkness of a life that is not Love, we are realigned to our divine intent, and join God in liberating our world from what it is to what Love has always yearned for it to be.

The church is the collection of those who have yielded to this Love as expressed in Christ and perpetuated by God’s Spirit, and who are freed and empowered by it. Its holy task is parallel to its genesis: those who have received this great Love that is God in turn give their lives to Love each other, neighbors, strangers, and even enemies. They Love as they have been Loved; those entrusted with this Love become its ambassadors. They gather for worship and relationship through which Love renews them for mission. They testify to this Love in part through the sacraments: in baptism, they celebrate the Love that encompasses them before they ever open themselves to it, and they welcome one another fully into the community and school of Love that is church; in the Lord’s Supper, they remember, rejoice over, and are spiritually connected to that divine Love, epitomized in the cross and resurrection of Christ.

And because Love was before all things, started all things, and even now is kneaded into and guides all things, we are assured that Love will triumph over and be the glorious conclusion of all things. The arc of and goal for all creation is Love; what began in Love ends as Love.

All praise and honor to the God who is Love, for He is faithful and Love will not fail, amen.

Report of the Committee on Preparation for Ministry (CPM)

Presbytery of the James

October 19, 2019

Meetings June 25, August 27, 2019

I. The Committee Reports the Following for Information:

A. Of the 16 persons under care on September 23, 2019, 7 are inquirers, and 9 are candidates. Of the candidates, 4 are ready to be examined for ordination pending a call.

B. The following candidates were ordained as ministers of the Word and Sacrament: Jess Cook (June 29, 2019); Humphrey Muraya (June 30, 2019).

C. The following persons withdrew from the process of preparation: Catherine Schilling Turner (Richmond First) [June 25].

II. The Committee Reports the Following Actions:

A. Approved the following persons’ continuation in the preparation process on the basis of an annual consultation: Robert Vaughan (Westminster Charlottesville), Kendall Cox [June 25].

B. Conducted final assessment of Robert Vaughan (Westminster Charlottesville), and certified him ready to be examined for ordination, pending a call [June 25].

C. Approved the following grants: Megan McWilliams (Fairfield), \$4,500; Jonathan Moelker (Richmond Second), \$2,500; Jay Morgan (Richmond Second), \$5,000 [June 25].

D. Approved a budget request for 2020: Financial Aid, \$13,000; Psychological Evaluations, \$1,500; CPM Administration and Books, \$500; Travel, \$700; Recruitment, \$2,000. The new line item, Recruitment, will fund a new initiative of CPM to encourage people to take up the work of the ministry of the Word and Sacrament [Aug 27].

E. Interviewed Inquirer James (Jay) Morgan (Richmond Second) and voted to recommend that presbytery examine him for candidacy [Aug 27].

III. Consent Docket Recommendations:

A. That the following persons be elected as readers of ordination examinations for 2020: Readers TE David Garth, TE Beverly Bullock, RE Arnold Moody, RE Gwendolyn Young; Alternate RE Linda Coye [Aug 27].

IV. The Committee Makes the Following Recommendation: [None]

2020 Proposed POJ Budget

	2019		2020		
	As of Jan-August	2019 Budget	Team Proposed		
Income					
Undesignated Support (POJ, Synod Per Capita, and G.A.)	\$345,318	\$698,667	\$698,667	\$6,000	TRX from temp rest. Funds for Disaster Relief
POJ Annual Budget	\$25,688	\$60,335	\$60,335	\$4,500	Rent income
Per Capita (\$1.15 for Synod; \$8.95 for G.A.)	\$8,805	\$13,801	\$13,801	\$1,000	McIntire Trust
Designated Giving to Validated Missions thru G.A.	\$19,283	\$79,451	\$79,451	\$1,400	Utilities & POJ Registrations
General Assembly Extra Commitment Opportunities		\$0	\$0	\$725	Older Adult - Nettleton
Other Designated Mission - non G.A.		\$10,000	\$10,000		
Checking Account Interest	\$20	\$16	\$45		
Endowment-Church Development / Redevelopment Projects		\$72,250	\$163,250		adding \$70K for Evangelism Staff + \$12,500 for AFREIM
Transfer from Investment Gains/Interest (RBC)			\$70,000		
Transfer from POJ Budget Fund		\$44,590	\$79,641		
Transfer from GA Commissioner Reserves		\$0	\$5,000		
Other Designated Income	\$5,107	\$19,625	\$13,625		
Camp Hanover Income	\$414,261	\$685,000			
TOTAL POJ & CAMP HANOVER INCOME	\$818,483	\$1,683,735	\$1,193,815		
Expenses					
SYNOD AND GENERAL ASSEMBLY					
2020 Synod Per Capita \$1.15 x 18,337	\$11,808	\$15,745	\$21,088		
GA Support					
2020 Per Capita \$8.95 x 18,337	\$54,705	\$164,116	\$164,116		
Shared Mission Support	\$11,041	\$79,451	\$79,451		
Total SYNOD AND GENERAL ASSEMBLY	\$77,555	\$259,312	\$264,655		
Other Designated Gifts - non G.A. (Outreach Fdn., Frontier Fellowship, Union Sem., etc.)		\$10,000	\$10,000		
CONSTITUTIONAL COMMITTEES:					
COMMITTEE ON MINISTRY					
5601 - Committee on Ministry Admin.	\$1,190	\$2,500	\$2,500		
Total COMMITTEE ON MINISTRY	\$1,190	\$2,500	\$2,500		

COMMITTEE ON PREPARATION FOR MINISTRY

5701 - Financial Aid	\$12,000	\$13,000	\$13,000
5702 - Psychological evaluations	\$461	\$1,500	\$1,500
5703 - Committee on Preparation for Ministry Admin.	\$179	\$500	\$500
5710 - Travel		\$700	\$700
5711 - Recruitment			\$2,000
Total COMMITTEE ON PREP FOR MINISTRY	\$12,641	\$15,700	\$17,700

COMMITTEE ON REPRESENTATION

COMMITTEE ON NOMINATIONS

5901 - Admin. Expenses	\$69	\$500	\$500
GA Alternate Commissioners Gross Expense		\$5,000	\$5,000
Total COMMITTEE ON NOMINATIONS	\$69	\$5,500	\$5,500

5950 - PERMANENT JUDICIAL COMMISSION

			\$0
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Total CONSTITUTIONAL COMMITTEES

	\$13,899	\$23,700	\$25,700
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COMMUNICATION & COORDINATION TEAM

5102 - Communications	\$13,674	\$20,250	\$20,250
POJ Staff and Independent Contractors			
5104 - Salaries and Contract Fees	\$162,382	\$243,574	\$339,952
2020 Salary COLA increase			\$5,547
5105 - Housing Allowances	\$38,333	\$57,500	\$43,500
5106 - Payroll Taxes	\$9,525	\$23,032	\$23,032
5107 - Auto Expense for General Presbyter	\$1,910	\$3,000	\$3,000
5110 - Pension/medical expense	\$31,417	\$48,428	\$48,428
5117 - Staff Professional Expenses		\$2,300	\$2,300
5119 - Fred Holbrook Professional Expenses	\$3,017	\$2,000	\$2,000
5118 - Medical Reimbursement	\$1,581	\$4,000	\$4,000
Total POJ Staff and Independent Contractors	\$248,166	\$383,834	\$471,759
5120 - Presbytery Meeting Expenses	\$159	\$750	\$500

*includes Director of Evangelism

Presbytery Office Expense

5504 - Utilities	\$6,937	\$10,900	\$10,900
5502 - Insurance	\$6,350	\$6,500	\$6,500
5505 - Office supplies	-\$2,386	\$3,000	\$3,500
5506 - Postage	\$183	\$500	\$400
5507 - Telephone/Internet	\$4,067	\$4,200	\$4,800
5508 - Grounds/Building Maintenance	\$7,483	\$7,600	\$8,000
5552 - Remote Bank Fees	\$132	\$250	\$225
5511 - Audit	\$20,050	\$18,550	\$22,000
5512 - Payroll expense	\$778	\$700	\$1,300

Total Presbytery Office Expense \$43,594 \$52,200 \$57,625

5540 - General Presbyter & Stated Clerk Expenses	\$473	\$500	\$1,350
5560 - Communication & Coordination Admin. Expenses	\$5,025	\$500	\$500
5530 - Capital Replacement Transfer Expense	\$5,000	\$7,500	\$7,500

Total COMMUNICATION & COORDINATION TEAM \$302,416 \$445,284 \$539,234

LEADERSHIP CONNECTION TEAM

Administrative Expenses for Team	\$320	\$600	\$600
Black Caucus		\$2,150	\$1,200
Camp Hanover (POJ Subsidy)	\$22,000	\$127,400	\$126,000
Christian Education Ministry		\$1,500	\$0
Collegiate Ministries **	\$57,400	\$84,000	\$92,050
Community of Ministry & Worship			\$9,641
Older Adult Ministry	\$125	\$2,470	\$1,750
Presbyterian Women			\$500
Resource Center	\$2,700	\$3,600	\$3,600
Small Church Ministry	\$3,302	\$6,500	\$6,950
Stewardship	\$749	\$1,500	\$2,000
Youth Ministry			\$6,600

Total LEADERSHIP CONNECTION TEAM \$86,596 \$229,720 \$250,891

MISSION AND SERVICE TEAM:

Administrative Expenses for Team		\$300	\$300
Disaster Relief Team**		\$6,000	\$6,000
Haiti		\$12,500	\$12,500
Dismantling Racism		\$500	\$500
Evangelism and Church Growth	\$39,891	\$72,250	\$93,250
Public Policy	\$5,345	\$7,000	\$7,000
Self Development of People		\$1,000	\$1,000
Social Justice		\$1,000	\$1,000
World Mission	\$6,110	\$9,500	\$10,000
Total MISSION AND SERVICE TEAM		\$51,345	\$110,050
		\$131,550	
Camp Hanover Expenses (without subsidy)		\$416,922	\$685,000
TOTAL EXPENSE:		\$517,981	\$1,763,065
		\$1,222,029	
TOTAL NET INCOME:		\$300,502	-\$79,330
		-\$28,214	