

- Ruling Elders: Ruling Elder Ruth Buck (Westminster), Constitutional Questions to the Congregation
Ruling Elder Ruffin King (Olivet)
Ruling Elder Rebecca McGregor (Westminster)
Ruling Elder Matilde Moros (Ginter Park)
Ruling Elder Leigh Anne Ring (Presbytery Vice Moderator; Moderator of the Commission, Constitutional Questions to the Minister)
Ruling Elder Ron Wiley (Westminster), Charge to the Congregation
Ruling Elder Ken Young (Westminster), Constitutional Questions to the Congregation
- Guests: Rev. Jay Sanderford (Presbytery of Detroit), Sermon
Rev. Sarah Wolf (Shenandoah Presbytery)

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Rev. Dorothy Piatt was installed as Associate Pastor of Westminster Presbyterian Church, Charlottesville.

- B. The Commission of the Presbytery of the James appointed to install Seth Lovell as Pastor of Olivet Presbyterian Church, Charlottesville met Sunday, January 19, 2019 at 10:30 a.m. at Olivet Presbyterian Church. A quorum was present consisting of the following:

- Ministers: Rev. Lynne Clements, Charge to the Minister
Rev. Jane Govan, Sermon
Rev. Fred Holbrook, Charge to the Congregation
- Ruling Elders: Ruling Elder Gary Hatter (Olivet), Constitutional Questions to the Congregation
Ruling Elder Charles Holmes (Grace Covenant)
Ruling Elder Nancy Lutz (Charlottesville First)
Ruling Elder Jeannie Miller (Westminster Charlottesville)
Ruling Elder Leigh Anne Ring (Presbytery Vice Moderator; Moderator of the Commission, Constitutional Questions to the Minister)

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Rev. Seth Lovell was installed as Pastor of Olivet Presbyterian Church, Charlottesville.

- C. Investigating Committee 19-01 completed its work and, at the conclusion of the investigation, there was not sufficient evidence to file charges against the minister who was investigated. The matter is concluded.

Reports - 2 - Reports

IV. The Stated Clerk reports the following for information:

- A. Investigating Committee 19-02 has been formed to investigate a request for vindication for rumor and gossip spread about a member of a congregation (elevated to the POJ due to the session of the particular church voting to ask the POJ to assume original jurisdiction for judicial purposes).

- B. The Honor Roll of Clerks shows that 57 clerks of session met the early deadline for the submission of statistics to the Office of the General Assembly. Thank you!!

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

- A. That the minutes of the October 19, 2019 Stated Meeting be approved.

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

PRESBYTERY OF THE JAMES
BUDGET INFORMATION
for Operations, Committees, and Teams
for Stated Meeting February 15, 2020

DESCRIPTIONS	2019			2020
	Jan-Dec Actual (prelim)	Budget	Variance	Budget (Proposed)
SOURCES OF FUNDS				
<u>Congregational Intents -</u>				
Undesignated Support (POJ, Synod Per Capita, and G.A.)	664,333	698,667	(34,335)	698,667
POJ Annual Budget	40,441	60,335	(19,894)	60,335
Per Capita (\$.80 for Synod; \$7.12 for G.A.)	13,463	13,801	(338)	13,801
Designated Giving to Validated Missions thru G.A.	38,617	79,451	(40,834)	79,451
sub-total	756,853	852,254	(95,401)	852,254
<u>Other Designated Missions - non G.A.</u>	0	10,000	(10,000)	10,000
<u>Checking Account Interest</u>	28	16	12	45
<u>Other Income</u>	8,289	19,625	(11,336)	13,625
<u>Use of Existing Funds</u>				
Church Dev / Redev Proj.	63,216	72,250	(9,034)	163,250
Dismissed Churches	0	0	0	25,000
Undesignated	44,590	44,590	0	149,641
GA Commissioner	0	0	0	5,000
sub-total	872,977	998,735	(125,758)	1,218,815
<u>Camp Hanover Fee Income</u>	413,266	685,000	(271,734)	0
				0
TOTAL - SOURCES OF FUNDS	1,286,243	1,683,735	(397,492)	1,218,815
USES OF FUNDS				
<u>Synod and General Assembly</u>				
Synod Per Capita	15,586	15,745	(159)	21,088
GA Per Capita	164,116	164,116	0	164,116
GA Shared Mission Support	38,617	79,451	(40,834)	79,451
Synod & GA / total	218,319	259,312	(40,993)	264,655
<u>Other Designated Missions - non-GA</u>	0	10,000	(10,000)	10,000
<u>Constitutional Committees</u>				
Committee on Ministry (Constitutional Committee)				
COM - Administration for Committee	2,283	2,500	(217)	2,500
Committee on Preparation for Ministry (Constitutional Comm)				
CPM - Financial Aid	12,000	13,000	(1,000)	13,000
CPM - Psychological evaluations	961	1,500	(539)	1,500
CPM - Administration for Committee	204	500	(296)	500
CPM - Travel	0	700	(700)	700
CPM - Recruiting	0	0	0	2,000
CPM / sub-total	13,166	15,700	(2,534)	17,700
Committee on Representations (Constitutional Comm.)				
COR - Administration for Committee	0	0	0	0
Committee on Nominations (Constitutional Comm.)				
CON - Administration for Committee	77	500	(423)	500
CON - GA Alternate Commissioners	0	5,000	(5,000)	10,000
CON / sub-total	77	5,500	(5,423)	10,500
Permanent Judicial Commission (Constitutional Comm.)				
PJC - Administration for Committee	193	0	193	0
All Constit. Committees / total	15,719	23,700	(7,981)	30,700

**PRESBYTERY OF THE JAMES
BUDGET INFORMATION
for Operations, Committees, and Teams
for Stated Meeting February 15, 2020**

DESCRIPTIONS	2019			2020
	Jan-Dec Actual (prelim)	Budget	Variance	Budget (Proposed)
<u>Communications and Coordination Team</u>				
C&C - Communications	25,431	20,250	5,181	20,250
C&C - Staff				
Salaries	240,900	243,574	(2,674)	345,499
Housing Allowances	57,050	57,500	(450)	43,500
Payroll Taxes	16,995	23,032	(6,037)	23,032
Auto Expense (Gen'l Presbyter)	3,172	3,000	172	3,000
Pension / Medical	47,560	48,428	(868)	48,428
Staff Professional Expenses	0	2,300	(2,300)	2,300
Staff Professional Expenses (Gen'l Presbyter)	4,160	2,000	2,160	2,000
Medical Reimbursement	2,312	4,000	(1,688)	4,000
Staff / sub-total	372,149	383,834	(11,685)	471,759
C&C - Presbytery meetings	671	750	(79)	500
C&C - Presbytery Office				
Utilities	10,085	10,900	(815)	10,900
Insurance	2,558	6,500	(3,942)	6,500
Office supplies	1,423	3,000	(1,577)	3,500
Postage	13	500	(487)	400
Telephone/Internet	5,694	4,200	1,494	4,800
Grounds/Building Maintenance	11,634	7,600	4,034	8,000
Remote Bank Fees	192	250	(58)	225
Audit	20,050	18,550	1,500	22,000
Payroll expense	1,518	700	818	1,300
Presbytery Office / sub-total	53,168	52,200	968	57,625
C&C - General Presbyter Expenses	923	500	423	1,350
C&C - Administration	6,475	500	5,975	500
C&C - Capital Replacement Transfer	7,500	7,500	0	7,500
C&C / totals	466,317	465,534	783	559,484
<u>Leadership Connections Team</u>				
LCT - Administration for Team	320	600	(280)	600
LCT - Black Caucus	750	2,150	(1,400)	1,200
LCT - Camp Hanover	66,000	127,400	(61,400)	126,000
LCT - Christian Education	500	1,500	(1,000)	0
LCT - Collegiate	84,000	84,000	0	92,050
LCT - Community of Ministry & Worship	0	0	0	9,641
LCT - Older Adult	257	2,470	(2,213)	1,750
LCT - Presbyterian Women	0	0	0	500
LCT - Resource Center	3,600	3,600	0	3,600
LCT - Small Church	638	0	638	6,950
LCT - Small Church Internship	4,127	6,500	(2,373)	0
LCT - Stewardship	1,655	1,500	155	2,000
LCT - Youth Ministry	0	0	0	6,600
LCT / totals	161,847	229,720	(67,873)	250,891

**PRESBYTERY OF THE JAMES
BUDGET INFORMATION
for Operations, Committees, and Teams
for Stated Meeting February 15, 2020**

DESCRIPTIONS	2019			2020
	Jan-Dec Actual (prelim)	Budget	Variance	Budget (Proposed)
<u>Mission and Service Team</u>				
MAST - Administration for Team	128	300	(172)	300
MAST - Disaster Relief Team	1,200	6,000	(4,800)	6,000
MAST - Haiti	61	12,500	(12,439)	12,500
MAST - Dismantling Racism	0	500	(500)	500
MAST - Evangelism and Church Growth	63,216	72,250	(9,034)	93,250
MAST - Voices of Joy	0	0	0	25,000
MAST - Public Policy	5,345	7,000	(1,655)	7,000
MAST - Self Development of People	633	1,000	(367)	1,000
MAST - Social Justice	0	1,000	(1,000)	1,000
MAST - World Mission	8,192	9,500	(1,308)	10,000
MAST / totals	<u>78,777</u>	<u>110,050</u>	<u>(31,274)</u>	<u>156,550</u>
Camp Hanover Fees (passed to CH)	416,771	685,000	(268,229)	0
TOTAL - USES OF FUNDS	<u>1,357,748</u>	<u>1,783,316</u>	<u>(425,567)</u>	<u>1,272,280</u>
NET INCOME (LOSS)	<u>(71,506)</u>	<u>(99,580)</u>	<u>28,075</u>	<u>(53,465)</u>

COMMENTS**Per Capita rates**

Synod per capita rates for budgeting
2019 \$0.85 per member
2020 \$1.15 per member
General Assembly per capita rates for budgeting
2019 \$8.95 per member
2020 \$8.95 per member

2019 Congregational Contributions

Church	2019 Intent	Undesignated	Per Capita	POJ Budget	Mission Support
Aberdour		\$900.00	\$396.00		
AFREIM		\$600.00			
All Souls					
Amelia	\$1,500.00	\$1,500.00			
Ampthill		\$5,600.00			
Ashland	\$2,700.00	\$2,700.00			\$2,000.00
Bethesda			\$156.80		
Bethlehem	\$2,300.00	\$2,518.00		\$2,000.00	\$2,264.00
Blackstone			\$1,235.10	\$1,714.90	\$5,200.00
Blue Ridge		\$1,200.00			\$500.00
Bon Air	\$26,175.00	\$29,175.00			\$1,228.00
Bott Memorial	\$2,500.00	\$2,500.00			
Brandermill	\$12,000.00	\$15,000.00			\$337.00
Brett-Reed Memorial	\$4,500.00	\$4,500.00			
Burkeville				\$600.00	\$50.00
Byrd	\$3,200.00	\$3,200.00			
Campbell Memorial		\$3,000.00		\$200.00	\$3,800.00
Charlottesville First	\$30,000.00	\$30,000.00			
Chase City First					
Chester	\$30,000.00	\$30,000.00	\$2,700.00		
Colonial Heights				\$1,000.00	\$465.00
Concord	\$2,100.00	\$2,100.00	\$300.00		
Cove	\$3,000.00	\$5,000.00			\$1,000.00
Covenant	\$3,750.00	\$3,750.00			\$2,180.00
Culpeper	\$11,000.00	\$10,087.00			\$3,600.00
Eastminster				\$2,000.00	
Ebenezer					
Emporia First	\$2,800.00	\$2,800.00	\$470.00		
Fairfield		\$10,200.00			
Forest Hill					\$3,500.00
Fredericksburg		\$54,000.00		\$2,000.00	\$10,380.53
Gayton Kirk	\$1,500.00	\$1,250.00			
Genito		\$2,500.00			\$250.00
Ginter Park	\$8,657.00	\$7,935.62			\$200.00
Gordonsville		\$500.00			

Church	2019 Intent	Undesignated	Per Capita	POJ Budget	Mission Support
Gregory Memorial		\$3,400.00			
Hartwood	\$5,000.00	\$2,550.00			
Hawkins Memorial	\$250.00	\$250.00			\$200.00
Hebron				\$1,000.00	
Hopewell First	\$525.00	\$525.00			
King's Chapel	\$5,000.00	\$5,000.00		\$270.00	
Kirk O'Cliff	\$1,840.00	\$1,840.00	\$367.00		
Lakeside		\$2,150.00			
Laurel	\$5,200.00	\$5,200.00			\$437.70
Lawrenceville				\$500.00	
Lord Jesus Korean		\$8,500.00			
Louisa		\$500.00			\$500.00
Madison	\$3,350.00	\$3,000.00			
Mattoax			\$215.60		
Meadows	\$14,000.00	\$14,000.00			\$41.00
Mechanicsville				\$500.00	\$500.00
Milden	\$3,700.00	\$3,700.00			
Milford	\$3,817.80	\$3,817.80	\$382.20		
Mitchells	\$800.00	\$800.00			\$400.00
New Covenant	\$1,500.00	\$1,500.00			
New Hanover	\$1,500.00	\$1,500.00			\$1,131.00
Oak Grove				\$400.00	
Ogden	\$750.00	\$750.00			
Olivet	\$9,000.00	\$9,000.00			\$5,000.00
Orange		\$2,730.00			\$216.00
Overbrook		\$2,864.74			\$653.00
Petersburg Second	\$1,200.00	\$1,500.00			
Pine Grove					
Praise The Lord					
Providence Forge		\$6,000.00			\$100.00
Providence Gum Spring	\$1,000.00	\$1,000.00			
Providence Powhatan				\$1,000.00	
Pryor Memorial	\$300.00				
Rennie Memorial				\$500.00	
Richmond First	\$90,000.00	\$90,000.00			\$8,000.00
Richmond First United	\$2,000.00	\$2,000.00			
Richmond Second	\$50,000.00	\$50,000.00			10,000.00
River Road	\$5,000.00	\$5,000.00			

Church	2019 Intent	Undesignated	Per Capita	POJ Budget	Mission Support
Rockfish	\$13,837.00	\$13,837.00	\$1,833.00		\$2,000.00
Rosewood					
Salem	\$750.00	\$750.00			
Salisbury	\$30,000.00	\$34,823.38			\$6,000.00
Sandston		\$6,500.00			
Scottsville	\$500.00	\$500.00			
South Hill	\$2,500.00	\$2,500.00			
South Plains	\$3,650.00	\$3,650.00		\$500.00	\$1,000.00
Southminster		\$18,000.00			\$1,000.00
St Andrews	\$5,500.00	\$7,100.00			\$269.00
St James		\$100.00			\$100.00
Summit			\$1,800.00	\$2,400.00	\$3,000.00
Swift Creek	\$9,500.00	\$9,500.00			\$5,500.00
Tabor	\$4,500.00	\$4,500.00			\$200.00
Tappahannock	\$13,856.00	\$13,856.00			
Three Chopt	\$15,000.00	\$17,533.12			
Thyne Memorial	\$500.00	\$600.00			
Trinity					
Trinity Ghanaian		\$800.00			
Tuckahoe			\$3,357.00	\$21,327.00	\$9,492.04
Village	\$2,340.00	\$2,340.00			
Waddell Memorial	\$1,000.00	\$1,000.00			
Westminster Charlottesville	\$62,500.00	\$62,500.00			
Westminster Petersburg	\$500.00	\$500.00	\$250.00		
Westminster Richmond	\$5,000.00				\$200.00
Woodlawn		\$600.00		\$1,925.00	\$675.00
Woodville	\$1,000.00	\$1,000.00			
Zion Hill		\$250.00			

Consent Agenda

Presbytery of the James, 104th Stated Meeting
February 15, 2020

Westminster Presbyterian Church
Charlottesville, 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. If there are other nominees for the positions listed in the Consent Agenda, request that the particular election be pulled for nominations from the floor.

I. The Stated Clerk makes the following recommendation:

- A. That the minutes of the Stated Meeting on October 19, 2019 be approved.

II. The Committee on Ministry makes the following recommendations:

- A. Grant member-at-large status:
 - Rev. John Grotz
 - Rev. Michelle Freeman Owens
- B. Grant honorably retired status:
 - Rev. Mark Sprowl, 12/31/2019
 - Rev. Janet Humphreys, 5/31/2020

III. The Committee on Nominations makes the following recommendations:

Committee on Preparation for Ministry

Class of 2022, Jerome Wilson, RE, Blackstone

Permanent Judicial Commission

Class of 2025, Amy Starr Redwine, MWS, First Presbyterian, Richmond

Report of the Strategic Planning Team (SPT) for the POJ

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

Communication and Coordination Team Report to February 15, 2020 Stated Meeting of the POJ

The C&C Team reports this information:

1. The Team will increase its meetings for 2020 from three to six per year. The future meetings will occur on: March 18, May 20, July 15, September 16, and November 18.
2. The Team accepted the offer of Westminster Charlottesville to provide the meal at the February 15 stated meeting of the POJ on a “free-will offering” basis. Money donated is to be given to The Haven day shelter for the homeless in Charlottesville.
3. Learned that the Board of Pensions does not offer programs that help provide or supplement the cost of benefits for pastors of dying congregations.

The C&C Team reports taking the following actions:

1. Granted permission for the Sacrament of the Lord’s Supper to be celebrated at Camp Hanover programs, as appropriate, with the understanding that:
 - a. the celebrant be a minister of the Word and Sacrament or a full-communion minister (RCA, ELCA, or UCC) serving in the POJ or a P.C.(U.S.A.) presbytery;
 - b. record of the Sacrament be maintained in the Camp Hanover Board minutes.
2. Accepted with appreciation the invitation from the Salisbury Church to host the June 16, 2020 POJ stated meeting and from the Orange Church to host the October 17, 2020 POJ stated meeting.
3. Approved a request from Trinity Church to extend the Session terms of ruling elders.

The C&C Team reports the following items for the consent agenda: None

The C&C Team makes the following recommendations:

1. That the Docket for the February 15, 2020 Presbytery meeting be approved.
2. That the 2020 POJ Proposed Budget be approved.
3. That Presbytery approve two nominees to serve on the Committee on Nominations:
 - a. Sarah Dennis, TE, MWS, Tuckahoe – Class of 2020
 - b. Marjorie Clark, RE, Second Richmond – Class of 2022

**Trustees of Presbytery of the James, Inc.
Report to February 15, 2020 Stated Meeting of the POJ**

The POJ Trustees report this information:

1. Ratified the following email votes:
 - a. Approved the request of the Summit Church of Stafford to have the three parcels of land comprising their property transferred by deed from the Trustees of the POJ, Inc. to their corporation, Summit Presbyterian Church of Stafford, VA.
 - b. Approved the Presbyterian Investment and Loan Program loan to Summit Church of Stafford in the amount of \$390,000.
2. Learned that Third Church Richmond contributed \$10,277.58 to Frontier Fellowship as part of the dismissal agreement when Third Church departed the P.C.(U.S.A.).
3. Reached consensus that COM will nominate the commissions in their purview of work (i.e. settling matters between churches and pastors, commissions to ordain and/or install) and the Trustees will nominate those in their purview (i.e. closing a church).
4. Continue to converse with the Victoria Evangelical Presbyterian Church in Lunenburg County in anticipation of settling the matter of property ownership.
5. Recommendations regarding use of the unrestricted gift from the Patty Withrow Estate are being considered at the March 18 meeting of the Trustees.
6. Contact is being made with our insurance carrier to determine if the POJ needs to be listed as “additional insured” under the insurance policies of churches within the POJ. This would provide liability coverage should a matter arise in which the POJ is named in a suit.
7. Remembered in prayer the family of Bruce Gottwald, Jr., a member of the Investment Advisory Group, who was killed in a tragic vehicular accident on a trip to Kansas.
8. Met with Jeff Chapman of RBC Wealth Management at the January 15 meeting of the Trustees. The investment account is doing well and the moneys held by the Trustees are overseen by several sets of eyes in the POJ (the Investment Advisory Group and the Trustees) to make sure that we are fulfilling our calling to be good stewards and to look for ways in which ministry can be augmented throughout our region and world.
9. Received a request from Westminster Canterbury Richmond for a \$400,000 gift from the POJ to its campaign to complete the building of a Spiritual Center on its campus. The request will be on the March 18 Trustees agenda.

The POJ Trustees report taking the following actions:

1. Granted permission to Chase City First Church to sell their manse.
2. Approved the request of the Providence Presbyterian Church of Powhatan Session for a lump-sum withdrawal of \$40,000 (from the Annie P. Bolling Fund) as soon as possible, and monthly distributions of \$1,000 beginning in November 2019, and that the current arrangement of monthly withdrawals of current dividends cease.
3. Approved the allocation of \$20,000 for repairs of the Montrose Church building, 4800 Brittles Lane, Richmond, VA from the Montrose Church Fund. The current lessee is New Destiny Apostolic Church.

4. Approved releasing the remnant of the Allen Memorial Fund (approximately \$7,000) to the Zion Hill Church for maintenance of three predominantly African American cemeteries on the Southside for which Zion Hill has responsibility.
5. Postponed until the March 18 meeting the consideration of a Share God's Gift program and the renaming of the "Dismissed Churches Fund" to the "Genesis and Generations Fund."

The POJ Trustees acting as a commission: None.

The POJ Trustees report the following items for the consent agenda: None.

The POJ Trustees make the following recommendation:

1. Recommend supporting Voices of Jubilee New Worshiping Community at the Bon Air Juvenile Corrections Center with an annual commitment of \$25,000 per year for five years (2020-2024). Lauren Cogswell Ramseur and Ashley Diaz Mejias will serve as co-pastors of the Voices of Jubilee, one of the 1001 New Worshiping Communities in the Presbyterian Church (U.S.A.). The Dismissed Churches Fund will be the source of the \$125,000 total commitment.

Camp Hanover, Inc. Report to the Presbytery of the James – February 2020

Greetings from Camp Hanover! Your Camp has been filled with life and energy these last few months! While one may consider fall and winter as the quiet season, there has been much activity as we invest in Camp Hanover's future.

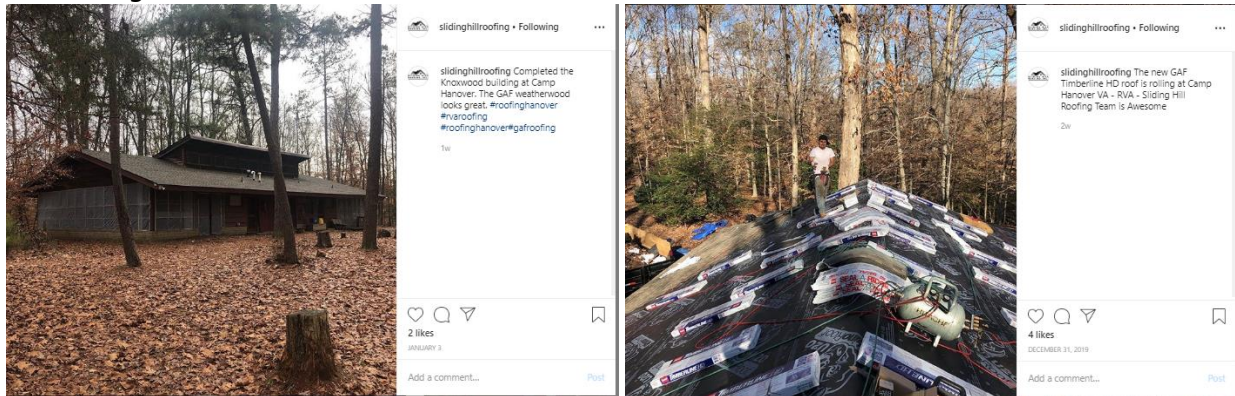
Through the generous support of Presbytery of the James, its members and congregations, there have been construction projects moving forward almost daily since October.

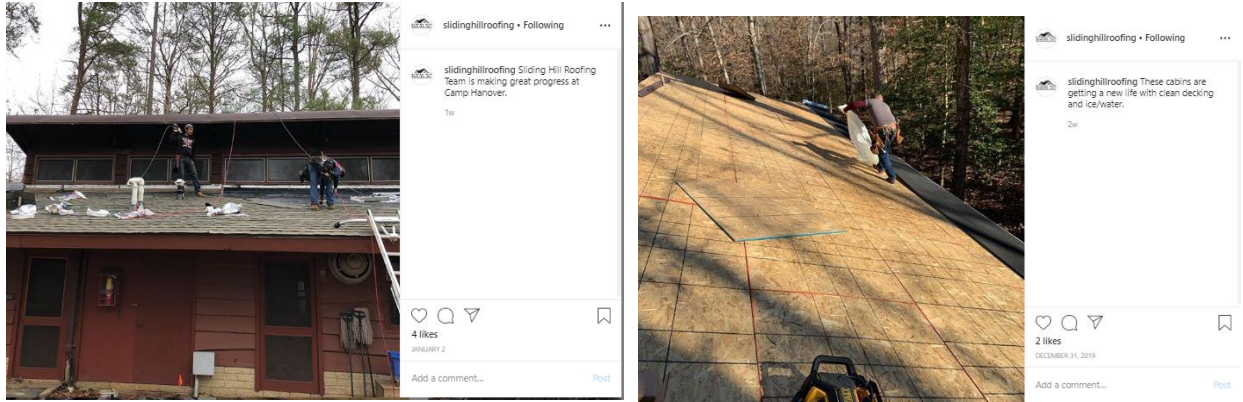
Improvements to the facilities at Camp include construction of Hadder Way (the emergency access and service drive) and Pearson's Trail (the wheelchair-friendly path connecting Wise Lodge to the lake). Both are on track to be completed before the presbytery meets in February.

Cabin and long-house renovations include new roofs, bathroom upgrades and new heating and air conditioning units. Yes, you read that correctly! **We expect campers to experience the comfort of home with air conditioning in their sleeping quarters this summer.** We look forward to the children and youth who will feel welcomed at Camp Hanover by this new amenity.

In addition, work has begun on renovations to the recently acquired property at the entrance at Camp to create a Welcome Center and productive office space for our full-time staff.

The roofing contractor, Sliding Hill Roofing, has been documenting the Camp roof projects on their Instagram account.





Our days were filled with more than construction projects. Early December brought a beautiful starry night on which to share the glorious Christmas story with the community through Hanover Christmas. Just after Christmas, Camp Hanover hosted 40 campers for the three-day Winter Camp. The Confirmation Retreat led by Jeremy Cannada takes place in early February.

Summer Camp Registration is now open, offering 8 weeks of both overnight and day camp experiences for children and youth. The camps include our traditional small group camping with specialty camps including MAD Camp (Music Arts & Drama), Night Owls (for those who like to stay up LATE!) and Camp Jordan (for kids with diabetes). We encourage you to visit camphanover.org to learn more about everything offered this summer.

In addition to the traditional Camp Hanover experiences, we very much look forward to working with other ministry partners once again for some very special camp programs this summer: The Diocese of Mid-Atlantic States returns for their 22 year of music ministry with youth; Comfort Zone Camp comes to Camp Hanover in August for a bereavement camp for kids who have lost a family member, a program now in its 21st year; and Royal Family Kids Camp is back for the second year to give kids who are in the foster care system the “royal treatment.”

Camp Hanover’s Board and committees have been actively engaged in developing the policies and procedures through the transition to a non-profit organization and ministry partner of Presbytery of the James. The IRS officially recognized Camp Hanover’s 501 (c) 3 status in November and the presbytery completed property deed transfers in late December.

We welcome you to join us in ministry. Here are a few suggestions on how you can engage with Camp Hanover this Spring and Summer:

- **Join us for Camp Hanover’s Family Fun Day on April 26, 2020 from 2p.m. – 6p.m.** The Fun Day Open House provides an opportunity to experience our outdoor ministry through games, activities, camp tours, hay rides and S’mores! Consider bringing a group from your church. If you’re interested in volunteering for Fun Day, please contact Harry Zweckbronner at harry@camphanover.org

- **Attend Family Camp May 17 – 19.** Family Camp is designed for families to enjoy camp together and provides activities and fellowship for all ages. The schedule is flexible, allowing you to do what you want and what is helpful for you and your loved ones. It's a great choice if you're thinking about camp for a new camper and want to check things out.
- **Host Camp Hanover Traveling Day Camp** at your church site to provide an affordable day camp experience with a Christian focus to your community. Even if you don't have a large population of children in your congregation, consider hosting to provide as service to the families in your community. Contact Kaylyn McGhee at kaylyn@camphanover.org to schedule your week this summer. Spaces are limited, so sign up now!
- **Promote Camp Hanover Summer Camp** to your congregation and community! Stop by the Camp Hanover table during the February presbytery meeting to pick up your promotional box (including the world famous, home-made, Camp Hanover cookies!).
- **Host a Pizza Party to Share Camp Hanover with Friends & Neighbors** – It's your chance to share your camp experience with your friends and neighbors and earn a free week of summer camp. To learn more, visit: <https://www.camphanover.org/free-summer-camp>.
- **Make 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.
- **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.
- **Recommend someone to serve** on a Camp committee or on the Board of Directors. We seek candidates with a love for Camp and outdoor ministry. We seek 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 Ministry

Presbytery of the James

February 15, 2020

(Meetings of October, November, December 2019; January 2020)

I. The Committee Reports the Following Actions:

A. Reception of Ministers into the Presbytery

1. Rev. Thomas Launius (Grace Presbytery) as Member at Large
2. Rev. Rosalind Banbury (Shenandoah Presbytery) as Member at Large.

B. Approval of Ministry Positions

1. Rev. Christopher Tweel to become pastor of Three Chopt Church, effective 1/6/2020.
2. Rev. Lauren Ramseur to become co-pastor of Voices of Jubilee, a New Worshiping Community ministering to the Bon Air Juvenile Correctional Center, Bon Air, VA, date to be determined.

C. Transfer of Ministers to other Presbyteries

1. Rev. Victoria Bethel to New Castle Presbytery, effective 10/10/2019
2. Rev. Todd Davidson to Coastal Carolina, effective 11/18/2019
3. Rev. Robert Hulme-Lippert to Mission Presbytery, effective 11/14/2019
4. Rev. Molly Spangler to Trinity Presbytery, effective 11/12/2019

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

1. Rev. Jeff Eason and Pryor Memorial, 11/10/2019 - 5/9/2020
2. Rev. Denise Hall and Providence Powhatan, 11/1/2019 - 4/30/2020
3. Rev. Nancy Clark and Mechanicsville, 11/1/2019 - 2/20/2020
4. Rev. Brint Pratt Keyes and New Covenant, 12/1/2019 - 5/31/2020
5. Rev. Brint Pratt Keyes and Lakeside, 12/1/2019 - 5/31/2020
6. Rev. Ann Cherry and Trinity, 11/1/2019 - 4/30/2020
7. Rev. Carson Rhyne and Grace Covenant, 11/4/2019 - 4/13/2020 (or sooner if an interim pastor is contracted)
8. Rev. George Whipple and Hawkins Memorial, 1/1/2020 - 6/30/2020
9. Rev. Donald Denton and Rennie Memorial, 1/1/2020 - 6/30/2020
10. Rev. Eric Douglass and New Hanover, 1/1/2020 - 6/30/2020
11. Rev. Jill Duffield and Olivet, 1/15/2020 - 7/14/2020
12. Rev. Dan Hale and Rivermont, 1/1/2020 - 6/30/2020
13. Rev. Nancy Summerlin and Laurel, 1/6/2020 - 5/31/2020
14. Rev. Ulysses Payne and Westminster Petersburg, 12/28/2019 - 6/27/2020

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

1. Rev. Elizabeth Forney and Charlottesville First, 9/1/2019 - 8/31/2020
2. Rev. Arch Wallace and Petersburg Second, 10/1/2019 - 9/30/2020
3. Rev. Karen Witt and Providence Gum Spring, 1/1/2020 - 12/31/2020

4. Rev. Victoria Murdock and Tappahannock, 1/1/2020 - 12/31/2020
 5. Rev. Sarah Dennis and Tuckahoe, 1/1/2020 - 12/13/2020
 6. Rev. Lindsey Williams and The Presbyterian Church, Fredericksburg, 1/15/2020 - 7/14/2020
- F. Approved Interim Covenants:
1. Rev. Lisa Salita and Madison, 1/6/2020 - 1/5/2021.
- G. Appointed Session Moderators:
1. Rev. Brint Pratt Keyes for Lakeside
 2. Rev. Andy Meyers for Providence Forge
 3. Rev. Joel Morgan for Grace Covenant
 4. Rev. David Frost for Genito
- H. Approved Ordination/Installation Commission:
1. To install Rev. Dorothy Piatt as Associate Pastor for University and Social Justice Mission at Westminster Charlottesville on Sunday, November 17, 2019 at 3:00 p.m.
 2. To install Rev. Seth Lovell as Pastor of Olivet on January 19, 2020 at 11:00 a.m.
- I. Approved financial assistance from the Pastoral Care Fund:
1. Up to \$1,000 for pulpit supply and moderator honorarium from one of the POJ churches
 2. \$1,000 towards the university loan for a pastor's family member
 3. \$1,000 for medical assistance for a pastor
- J. Approved the following policy regarding pulpit supply:
1. The POJ encourages congregations without regular, formal pastoral relationships (installed, interim, or covenant pastors) to seek pulpit supply from the presbytery's Pulpit Supply List (maintained on the POJ website) and from among its minister members;
 2. Sessions must obtain permission from COM before inviting anyone else to preach more than three times in 90 days.
- K. Approved preaching more than three times in a quarter: None
- L. Approved request to form an Associate Pastor Nominating Committee:
1. Richmond Second
- M. Approved request to form a Pastor Nominating Committee (*Book of Order* G-2.0801):
1. Mitchells

- N. Appointed Liaisons to APNC and PNC: None
- O. Approved request to dissolve pastoral relation:
 - 1. Grace Covenant and Rev. Robert Hulme-Lippert, effective 11/4/2019
 - 2. Providence Forge and Rev. Stephen Hodges, effective 12/31/2020
- P. Approved adding to the Pulpit Supply list:
 - 1. Rev. Richard Knox (United Methodist Church), with permission to preach more than three times per 90 days at Scottsville, but without permission to administer the Sacraments or moderate the session.
- Q. Approved a plan for implementing the requirement for training in issues of sexual misconduct and healthy boundaries, using “Maintaining Boundaries in a Digital Age,” from The Lewis Center.

The course will launch January 6, 2020 with a deadline of April 1, 2020 for all pastors, certified Christian Educators, and commissioned ruling elders to complete the course. The cost is \$49 per participant to be paid by the person taking the course. COM will provide financial assistance for those who request it.
- R. Approved Parish Associate covenants.
 - 1. Rev. Diane Prevary and Tuckahoe, 1/1/2020 - 12/31/2020
 - 2. Rev. Hal Breitenberg and Tuckahoe, 1/1/2020 - 12/31/2020
 - 3. Rev. Kelly Kaufman and Olivet, 1/15/2020 - 1/14/2021
 - 4. Rev. Dale Dealtrey and Olivet, 1/15/2020 - 1/14/2021
- S. Elected Co-opted members of subcommittees, Class of 2020:
 - 1. Examinations: Lynne Clements, Ayars Lore, Leigh Anne Ring
 - 2. Administration and Pastoral Care: Mary Jane Winter
 - 3. Church and Pastor Relations: Judy Thomson, Steve Starzer
- T. Appointed Rev. John Storey as mentor for Commissioned Ruling Elder Charles (Mac) McRaven (Waddell Memorial).

II. Consent Agenda Recommendations:

- A. Grant member-at-large status:
 - Rev. John Grotz
 - Rev. Michelle Freeman Owens
- B. Grant honorably retired status:
 - Rev. Mark Sprowl, 12/31/2019
 - Rev. Janet Humphreys, 5/31/2020
 - Rev. Janet Winslow, 5/31/2020

III. The Committee Makes Recommendations:

- A. That presbytery concur with the Overture from the Presbytery of Beaver-Butler including severance as one of the established minimum compensation standards in the *Book of Order* G-3.0303c.
- B. That presbytery approve the policy regarding ministers from another presbytery transferring into the POJ as members at large.
- C. That presbytery examine Candidate Matthew Messenger (National Capital) for ordination, to become pastor of Mechanicsville Church.
- D. That presbytery examine Candidate Ashley Diaz Mejias (Ginter Park) for ordination, to become Co-Pastor of Voices of Jubilee, a New Worshiping Community serving the Bon Air Juvenile Correctional Center, Bon Air, VA.
- E. That presbytery examine Ruling Elder Patricia “Trish” Bracken Carter (Richmond First) for commissioning to particular pastoral service as chaplain at Cedarfield Senior Living Retirement Community, Richmond, VA.

Overture from the Presbytery of Beaver-Butler

On establishing the authority of Presbyteries to define severance plans for installed ministers

The Presbytery of Beaver-Butler overtures the 224th General Assembly (2020) to direct the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-3.0303(c) be amended as follows: [Text to be added is shown as italic.]

G-3.0303 Relations with Sessions

- c. establishing minimum compensation standards *including provisions for severance payments* for pastoral calls and Certified Christian Educators and Certified Associate Christian Educators within the presbytery.

Rationale for Overture from Beaver/Butler Presbytery 8/27/19

In 1993 the General Assembly Permanent Judicial Commission ruled in the case Saurbaugh v. the Presbytery of Great Rivers that “The *Book of Order* does not give the presbyteries power to require congregations to pay compensation upon dissolution of pastoral relationships.” (Remedial Case 206-13,11.094 attached)*

In subsequent years the church has maintained that while a presbytery can have guidelines and policies concerning severance for ministers at the dissolution of a pastorate, the presbytery has no authority to enforce those policies.

This overture seeks to remedy that omission in the *Book of Order* by making explicit the authority of presbyteries to create and enforce severance policies by linking that authority to the power to set minimum wages and approve calls.

The overture does not attempt to set a national severance policy, but to clarify the presbytery's relationship to both the session and the minister during times of transition.

* <https://oga.pcusa.org/media/uploads/oga/pdf/pjc20613.pdf>

Process for Transfer of PCUSA Teaching Elders Into POJ

Guidelines

1. Categories for requests for transfer:
 - a. From a congregation: a Call must be found to be in order (Transitional Relations Subcommittee)
 - b. Specialized Ministry -- Ministry must be validated first (Administration Subcommittee)
 - c. Member-at-Large status
 - d. Honorably Retired

2. The Teaching Elder shall make application for membership in POJ (G-2.0502).
 - a. The Examinations Subcommittee will require from the Teaching Elder his/her PIF or vitae and a written statement of faith.
 - b. For validated ministries, the COM liaison and the members of the PNC, Search Committee, or agency will attend the examination to explain process and suitability of Teaching Elder for the call.

3. In the case of validated ministries, the Teaching Elder seeking transfer, upon reception of required items, will be examined by the presbytery in the following manner:
 - a. The Examinations Subcommittee will talk first with PNC liaison to assess whether the process was properly followed in calling Teaching Elder.
 - b. The Examinations Subcommittee will interview the congregation's PNC (and its head of staff if the candidate is called to be an associate pastor or co-pastor), to help confirm the suitability of the Teaching Elder for this specific call. The Report of the PNC to the Examination Subcommittee will be shared in the interview.
 - c. Teaching Elder seeking transfer will be examined in his/her views in the following areas:
 1. Christian faith
 2. Theology
 3. Sacraments
 4. System of government
 - d. The Teaching Elder will be examined in these areas:
 1. PCUSA ordination questions in W-4.4003
 2. Scruples
 3. Suitability for the particular call

4. In the case of requests for transfer into member-at-large or honorably-retired status, the Examinations committee will review their statement of faith and PIF or curriculum vitae for suitability to the requested status.
5. Upon completion of Step 3 the Examinations Sub-committee will present its recommendation to the COM for consideration following Examination Procedures of COM (COM Manual 3.0300).
 - a. The vote of Examinations Sub-committee shall be reported to the PNC and COM.
 - b. Any restrictions or areas needing further work should be noted and explained to the COM.
 - c. Any minority report from Examinations Sub-committee should be presented in writing along with the majority recommendations to COM.
6. After an affirmative vote of the COM and after an affirmative vote of a congregation or agency, the Teaching Elder will be introduced at the next Presbytery Meeting.

Approved by COM November 14, 2019

Personal Information Forms (PIFs)

Rosalind Evelyn Banbury

rebanbury829@gmail.com

Ecclesiastical Status: PC (USA) Teaching Elder

Presbytery membership: Shenandoah Presbytery (2017 to present)

Ordination Date: September 1980

Formal Education:

- Union Theological Seminary, Richmond, VA, Doctor of Ministry, awarded North American Ministerial Fellowship
- St. Andrews Presbyterian College, Laurinburg, NC, BA in Literature with Honors

Continuing Education:

- *Mediation Skills Training Institute for Church Leaders*, Lombard Mennonite Peace Institute, Richmond, VA, November 12-16, 2018.
- *Leadership and Anxiety in the Church*, Lombard Mennonite Peace Institute, Richmond, VA, September 28, 2018.
- *The Art of Transitional Ministry* (interim ministry training), Montreat, NC, August 27-September 1, 2017, session 2.
- *The Art of Transitional Ministry*, Montreat, NC, August 28-September 2, 2016, session 1.
- *Start with the Good News, Rediscovering the Why of Evangelism*, Union Presbyterian Seminary, September 27-29, 2016.
- *Sacred Journey: Shaped by the Spirit*; speakers: Robert Benson and Roberta Bondi, May 22-27, 2016

- *Music and Worship Conference*, Montreat, NC, June 2015; 2011, 2 preaching classes with Thomas Troeger
- *Ministry and the Arts*; seminar on writing, Montreat, NC, September 2014
- *Acts 16:5*, *Vital Churches Institute* training, one day a quarter, May 2010-May 2013.
- *Prepare/Enrich: Building Strong Marriages*, Union Presbyterian Seminary, October 23-25, 2012
- *Festival of Homiletics*, Minneapolis, Minnesota, May 16-20, 2011
- *The Church Unbound*, Montreat, NC, August 2010
- *Academy for Spiritual Formation*, Upper Room Ministries, October 2007-July 2009, one week a quarter in residence, a two-year program

Certification/Training:

- Interim/Transitional Ministry Training, Montreat, NC
- Church Business Administrator Training, Union Presbyterian Seminary
- Conflict Mediator Training
- Clinical Pastoral Education, one unit, San Antonio, TX
- Stephen Ministry Leader Training, San Antonio, TX
- Disciple Leader, Charlotte, NC
- Stephen Ministry Leader, San Antonio, TX

Employment type you would consider: Full Time, Part Time, Open to Either

Geographic Choices: Virginia

Leadership Competencies: Compassionate, Preaching and Worship Leadership, Spiritual Maturity, Lifelong Learner, Teacher, Communicator, Collaboration, Interpersonal Engagement, Personal Resilience, Initiative

Languages in which you are fluent: English

Clergy Couples: No

Compensation and Housing: Housing Allowance, Open to Either (Manse or Housing Allowance)

Work Experience:

Please list your work experience: (Please include position title, city, state, church size, community type, and dates from/to or number of years.)

- *Interim Pastor*, Tinkling Spring Presbyterian Church, Fishersville, VA May 2017 to present.
- *Acting Head of Staff*, First Presbyterian Church, Richmond, VA, 3 months 2014.
- *Associate Pastor for Adult Ministries*, First Presbyterian Church, Richmond, VA, 1300+ members, suburban, July 15, 1995 to April 2017 in the areas of Christian formation and education for adults, worship and preaching, service in the local community and worldwide, office training.
- *Associate Executive for Synod Ministries*, Synod of the Mid-Atlantic, Richmond, VA, January 1, 1990 to February 1995.
- *Pastor*, Stuart Presbyterian Church, October 1980 to December 1986.

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

- Committee on Pastoral Relations, Shenandoah Presbytery, August 2017 to present.
- Metro Clergy for Rapid Transit, Clergy Committee, Fall 2015 to April 2017.

- Feature Writer, *The Presbyterian Outlook*, *Horizons Bible Study*, 10 articles a year, 2004 to present.
- Moderator of Administrative Commission of Presbytery of the James addressing the request of a church in the presbytery who was seeking dismissal to another denomination, January 2012 to October 2014.
- Chair of Examinations Sub-Committee and member of the Committee on Ministry, January 2008 to December 2014.
- Board member (January 2003-2008), Board President (March 2005 to December 2008) Board of Directors, The Daughters of Zelophehad: A Transitional Housing Program for Homeless Mothers and their Children; income doubled when I chaired the board.

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

I am an interim pastor in a church that has many fine, faithful people with a broad spectrum of theological belief ranging from very “conservative,” to very “liberal” with a large majority in the middle. The church has had turbulence and division. I sought to gain perspective on the past by meeting privately with all elders and other congregational leaders. I have focused on “the middle way;” that is, staying centered on the Biblical teachings of Christ's call to the church and on Christian living. I have guided the officers in examining what Jesus taught about disagreement, conflict and forgiveness and asked ministry groups to look at the church’s mission in the world, rather than seeing ministries as business to get done. The most vocal leaders of the church are not supportive of the denomination. I have developed supportive and honest relationships with several of these leaders as I have sought to care for them as individuals. Though these leaders’ beliefs have not changed, they have become less strident in their views and more respectful of others.

Helping people to cultivate a deeper faith in Christ is always a privilege, whether I am leading adult studies or confirmation classes, meeting with parents about baptism or going with youth to the Massanetta Middle School Conference. With the Prayer Ministry Team, we have introduced two small-group studies: “90 Days of Prayer” and a Lenten study, in which there were forty and sixty participants, respectively.

There are ordinary moments of satisfaction, for example, when people tell me that my sermons are thought-provoking. For two fourteen-year-old guys to grin when they see me warms my heart. To have three and four-year-old children hug me after a story about mad, sad, and glad feelings is grand.

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

I seek a position as an interim pastor. Ideally, it would be a congregation where there is humor, Christian support for each other and service beyond the doors of the church. The time of transition is one of anxiety for congregations. The best transitions are when a congregation is willing to reflect on who they are, celebrate what is good and rich in their community of faith,

correct a few things that don't work and to look out the window to where their mission field can be.

As an interim pastor, I am not a "place holder." The transition time can be a time of spiritual growth for the congregation. I would like to continue to teach and train other lay leaders to lead small-group Bible and faith formation studies and to strengthen the ministry and mission of the church. I believe that it is important for congregational leaders to study the changing religious landscape of America and to think about the needed changes they may decide to make to reach out to a culture that is rapidly more secular.

In a time of great division in our country, a church in transition and I would do the gracious work of increasing our respect and acceptance of each other and all people as cherished children of God. I would like to grow in skill and practice of helping churches deal with disagreement and conflict in healthy ways. The community of faith is enhanced on many levels as we practice listening deeply to each other, discover the various styles of dealing (or not dealing) with disagreement and developing clean lines of communication. I am helping my current presbytery organize a training event, "Creating Healthy Congregations: Managing Anxiety and Conflict," so that pastors and ruling elders can work with their congregations to learn these beneficial skills for the times of disagreement.

What areas of growth have you identified in yourself?

Normally, I am a "let's get it done" kind of person, which can be both good and not-so-good. The good part of that character trait is that there is a sense of accomplishment for those working together to fulfill Christ's mission in the church and world. However, the data needed to make wise decisions includes not just facts but feelings. People need to know that their feelings and thoughts are respected. It is a life-long journey for me to listen, ask open-ended questions to hear what people really think and value, reflect what I have heard, and find ways to cooperatively meet appropriate needs.

During the Lombard Mennonite Peace Institute training, Mediation Skills Training Institute for Church Leaders, I was taught to listen for the deeper values that people hold. I found this type of listening difficult. The method is simple. One asks several times, in different ways, "Can you tell me more about that?" However, the practice of looking at preciously held beliefs is difficult. I would like to grow in this area.

Describe a time when you have led change.

Change is best when we root the process in Bible study and prayer and changes are led by lay leaders. Equipping lay leaders to do well is essential, since they can implement and energize others to become involved.

I have led change throughout my ministry, whether in developing multiple lay-led, small-group Bible studies, chairing a non-profit board and doubling its income, or helping lay leaders engage the congregation in new ministries locally and internationally.

I have been integrally involved in two congregation-wide visioning and strategic-planning processes. With lay leaders, we developed the key questions and an on-line survey that helped the congregation reflect on Christ's will for our community of faith. I trained the lay leaders to lead congregation-wide Biblical reflection and discussions of Christ's call to the congregation.

As an interim pastor, I bring gifts of helping the people and committees of the church to be actively growing in their own faith and self-understanding during the transition time. In the church that I am currently serving, we engaged in "Appreciative Inquiry" as the church's mission study. Appreciative Inquiry uses storytelling to focus on what is positive in congregational life, rather than focusing on problems to be solved.

Statement of Faith

New every morning is God's love. God as Creator brings forth and sustains life, not only in the past but each day. God creates us to live in loving relationship with God, neighbor and ourselves. God calls us to build communities that embrace God's will in our daily living and reflect God's care for all people and the earth.

Yet, human beings reject God's gracious love and rebel against God's loving intentions for human life. We are self-centered people who both willfully and unwittingly hurt each other and tear apart the very fabric of creation. In our families, jobs, community and civic lives, we fail to work for a society that embodies God's compassion, mercy and justice.

Even though human beings separate themselves from God, God is forever seeking us. Through the law, prophets and ultimately in the Son, God pursues us with mercy and goodness.

Jesus came into our world, fully human and fully God in love and will. Jesus embodied the reign of God breaking into life through his teaching, healing and forgiveness. Jesus on the cross experienced the hell of human cruelty and sinfulness. In raising Jesus from the dead, God breaks the power of sin and death, so that we are freed to new and abundant life in Christ now and in the life to come. Jesus Christ is Lord, demanding our ultimate allegiance.

The Holy Spirit is God's continuing presence with us. The Spirit ignites the fire of faith in our hearts, heals, comforts, challenges and gives us courage to be followers of Jesus. Through the Spirit, the scriptures become the living Word of God through which we hear God speaking to us.

In the Sacraments of the Lord's Supper and Baptism, we receive God's grace. In the Lord's Supper, we remember Jesus' death and resurrection and are renewed by his presence with us through the Holy Spirit. In Baptism, we celebrate God's love as a free gift; God loves us before we can do anything to earn God's love. In Baptism, we become a part of the body of Christ, and

we as individuals and as a community pledge to follow Jesus, trusting in the gracious mercy of God.

The church is the Body of Christ. Through what we do and say, the church seeks to love, enjoy and obey God. We are Christ's heart, hands and feet in the world, reaching out to those who suffer crisis, illness, abuse, rejection, and poverty and inviting all into caring community. The church nurtures faith in Jesus Christ and proclaims in deed and word that we are reconciled to God through Christ. In all things, we point not to ourselves but to the living Lord, who sets us free from self-absorption, hopelessness, sin and death.

Richard Goodman

richardgoodman@mac.com

Ecclesiastical Status: Teaching Elder (Minister of Word and Sacrament)

Presbytery Membership: Presbytery of New Hope

Ordination Date: November 26, 2000

Experience Level: 10+ years

Employment Type: full-time

Pension Plan Member: yes

Position Desired: any

Community Types Desired: any

Church Sizes Desired: any

Geographic Choices: Virginia, North Carolina

Formal Education

- Bachelor of Arts, Religious Studies (minors, English and History), Guilford College, 1983;
- Master of Divinity, Union-PSCE, 2000.

Continuing Education

- In Helena & Virginia Beach, participated in weekly study group with colleagues;
- Attended Society for Biblical Literature/American Academy of Religion conference for many years;
- Completed 1 unit of Interim Pastor Training, Montreat, Fall 2006;
- Attended music camp with Richard Thompson for the last five years;
- Workshops, seminars, lectures, training events as available and appropriate.

Leadership Competencies: Bridge Builder, Collaboration, Communicator, Compassionate, Culturally Proficient, Flexibility, Lifelong Learner, Organizational Agility, Preaching & Worship, Teacher

Work Experience

- I began performing professionally as a folksinger in 1976, when I was fifteen. Over the years, this pursuit necessitated the usual side jobs common to musicians: dishwasher; busboy; waiter; cook; restaurant manager; mover; school-bus, taxi, limo, and hearse driver; residence counselor; janitor; bell-boy; hotel clerk; house-keeper; Volkswagen salesman; office temp; cashier; and so forth. In the four years prior to seminary (1992–

1996), I played street music and taught English as a second language in Kyoto and Nara, Japan. This broad and varied work experience continues to inform every aspect of my ministry.

- I served Danbury Community Church in Danbury, North Carolina as a stated supply from September 2000 to June 2001 while my wife was finishing her M. Div. Degree with an internship at Clemmons Presbyterian Church in Clemmons, North Carolina.
- I served First Presbyterian Church of Helena, Arkansas from July 2001 to June 2005.
- I served Fincastle Presbyterian Church in Fincastle, Virginia from July 2005 until June 2006.
- I served Thalia Trinity Presbyterian Church in Virginia Beach, Virginia from January 2008 until December 2013.
- I have served First Presbyterian Church of Ahoskie since April 2014.

Other Services to Church and Denomination

- Winter 2007 to Spring 2009, Care & Oversight Subcommittee of COM, Presbytery of Eastern Virginia;
- February 2002 to June 2005, member, Committee on Ministry, Presbytery of Arkansas; 2004 Board of Pensions liaison;
- Fall 2002 to June 2005, moderator, West Helena Presbyterian Church, West Helena, AR;
- January to June 2003, pulpit supply, West Helena Presbyterian Church, West Helena, AR;
- Spring 2002, moderator, Graham Memorial Presbyterian Church, Forrest City, AR;
- Spring 2000, chaplain intern, Hunter Holmes McGuire Veterans Affairs Medical Center, Richmond, VA (completed full unit of CPE, Clinical Pastoral Education)

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

I founded a community choir in September 2015. Everyone is welcome. We sing for ourselves and for the joy of singing. Our harmony is informal. We don't perform; when we sing at a community event or a worship service, we lead others in singing. We sing songs from the folk tradition, mainly spirituals.

The choir is integrated: black and white, rich and poor, old and young. It's theological diverse, with mainline Protestants singing harmony with Free Will Baptists and Holy Rollers.

We meet every month for a potluck. In addition, we've rehearsed and completed two recordings. The latest features spirituals and is a promising resource for the wider church.

It's been deeply fulfilling, and not just for me. I love the songs and the way we sing them, love the people I'm singing with, and love that several dozen other folks are loving it all just as much as I am.

Recently, a person who attends a lot of worship services around the presbytery came to one of our potlucks, and said it was ‘the first time I’ve felt like I was in worship for a long time.’ The Holy Spirit feels powerfully present in our basic table fellowship and informal singing. In a neglected and disregarded corner of our denomination, in an aging, rural, declining church, we’ve found a good, old-fashioned way — extending and receiving simple hospitality — to be a successful ‘new worshipping community’.

I believe I can replicate this success. I hope to do so in conjunction with a call to an existing worshipping community.

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

I hope I’m open-minded and humble enough to serve cheerfully wherever I’m called, and flexible and capable enough to thrive, with God’s help, in a wide variety of ministry settings. I’ve enjoyed, or at least survived, all the challenges of ministry I’ve met so far and look forward to those to come. Big church, little church, small town, big city — I’m at home.

In any setting, I’m thrilled to proclaim a God always fully active in every part of creation. This isn’t an easy belief or a gentle proclamation for those of us who mourn the passing of the church we love, the church as it has been and is. Our hope and trust reside in knowing that, as always, God is building up at the same time that God is tearing down.

Our call and joy is to devote ourselves to the church as it is becoming, as it will be. God has been leading us through the wilderness of denominational decline, if not institutional collapse. Now God is leading us along new paths, to be a new church.

I view life as continuing education. Living joyfully, loving boldly, making friends, music, merry, and mistakes, I have plenty of educational experience from which to draw. I love to learn and can and will learn in any sphere of ministry, even when loss and loneliness, failure and hard times are my teachers.

Whatever the circumstances of my next call, I’ll give thanks to God for new colleagues and fresh challenges, and endeavor to be a stalwart, faithful, and true companion as we do ministry together.

What areas of growth have you identified in yourself?

Rigorous self-examination, prayerful attentiveness to others, careful study of history, and thoughtful observation of the world is good for the soul and an ongoing lesson in the grace of God.

I pursue two spiritual disciplines that I find difficult, and only possible with God’s help. They are Christ’s commandments to us all: to refrain from judgment, lest we be judged; and to forgive, again and again and again.

To refrain from judging others is to show gratitude that Christ has lifted the burden of judgment from our own shoulders. To forgive others is to acknowledge how much we all need forgiveness, and how much we have all been forgiven in Christ.

I pursue one spiritual discipline that comes more easily: to extend hospitality to everyone I meet, always mindful of Christ's hospitality to all.

I'll never master these three disciplines, but in striving to follow them I'm strengthened in Christ's greatest commandment: to love God by loving others.

Refraining from judgement teaches me not to stereotype or 'pigeonhole' others, but to love people in all their aggravating, glorious, selfish, hopeful, generous, stubborn, delightful individuality.

Forgiveness has brought light to dark places in my soul. Following that light, I'm daily taught humility, patience, and fortitude.

Extending and receiving hospitality is the best way I know to enjoy others — which is the best way to enjoy God.

All three pursuits have provided me occasions of great peace of mind and abiding joy.

Describe a time when you have led change.

God forbid! I'm not a leader. It's hard enough trying to be a faithful follower.

We Presbyterians have traditionally believed that we are led by the Holy Spirit, that we're called to work together to try to discern the leading of that Spirit, and that our duty and joy is to faithfully follow as best we may.

We must always, in spite of all temptations, have confidence that the Spirit is leading us truly, that God's will is indeed being done on this earth. We are being changed — even transformed! — all the days of our lives whether we're aware of it or not, whether we like it or not, and even when we presume to think we're the ones 'leading' the change.

Yes, we train and ordain people to specific offices in the church, but we do well to remember that the best people to fill those offices are always those who follow Christ most faithfully.

Four years ago, with the approval and support of the Session, I started a community choir. It has enriched the lives of its members and the life of the community. Strangers have become friends. Friends have become better friends. Strong bridges have been built. Lives have been changed; the community has been changed. My own ministry has been transformed; others have said the same.

In hindsight, I realize that the Holy Spirit has been leading (and pushing and prodding) me to be part of this kind of ministry all the days of my life. For most of those days, I didn't have a clue. Thank heavens the Spirit knows exactly what it's doing.

Statement of Faith

I acknowledge the absolute sovereignty of God the Father, God the Son, and God the Holy Spirit, the Creator, Redeemer, and Sustainer of all that is, was, and ever shall be.

By virtue of education, experience, reason, temperament, belief, and faith, my answer is a resounding "Yes!" to the nine questions listed in the Book of Order, PC(USA), G-14.0405b.

I believe that the Bible is "the unique and authoritative witness to Jesus Christ in the church universal, and God's Word" to us. The right interpretation of scripture is possible only through the guidance of the Holy Spirit.

I believe that God has given us the sacraments of Baptism and the Lord's Supper as signs of our salvation in Jesus Christ, and that they are genuine instruments of grace by which the Holy Spirit nourishes believers.

I believe that "...all things should be done decently and in order", and that the Presbyterian form of government is a sincere and practical means of striving toward that goal.

My faith is thoroughly grounded in the Reformed understanding and experience of God's saving grace, love, justice, mercy, and truth in human history.

I affirm that the right response to God's grace is a life lived in gratitude, obedience, and service to God. When I serve others, I serve God.

I affirm that the right response to God's love is a life lived lovingly. God loves me, calling me to love others. When I love others, I love God.

I affirm that the right response to God's justice and mercy is a life dedicated to justice and mercy for all. I seek not to judge others; I grow in awareness of God's mercy to me. I seek to forgive others; I grow in awareness of God's forgiveness of me.

I affirm that the right response to God's truth is a life lived honestly and honorably. When I seek to act with integrity toward others, I honor God's fidelity and faithfulness to me.

I confess that I have sinned in thought, word, and deed. Too often, I have fallen short in my response to God's grace. I have been a poor vessel of God's love; my love for others and for God has been found wanting.

Gently, firmly, sometimes roughly, God calls me to lament my brokenness and repent of my sin. God's grace fills my heart, convicts me, challenges me, and beckons me back to the path of gratitude, obedience, faith, and love.

I cannot hold faith in my hand; I cannot say that I 'have' faith. Rather, I try to follow the path of faith, to live faithfully. I know, in the core of my being, that Jesus Christ is risen, that God lives, and that the only life for me is as a participant, however humble, in the life of the Holy Spirit.

Thomas Dean Launius
mypastortom@gmail.com

Actively Seeking?: Yes, Actively Seeking

Ecclesiastical Status: Teaching Elder

Membership Presbytery: Grace Presbytery

Ordination Date: 8/24/1986

Formal Education:

- 1982-1986: Union Theological Seminary; Richmond, VA; Doctor of Ministry
- 1974-1978: Louisiana State University; Baton Rouge, LA; Bachelor of Science

Continuing Education:

- December 2017 - November 2019 Extended Vocational Sabbatical in Bavaria, Germany
- August 2017 Pilgrimage to Taizé and the Cathedrals of France
- July 2017 Re-take first week of Interim Ministry Training, Zephyr Point Conference Center
- April 4-18, 2016 Peacemaking Trip to Israel/Palestine and Pilgrimage to Hagia Sophia in Istanbul
- July 9-24, 2015 Spiritual Pilgrimage to Iona and Scotland
- June 24 -- July 8, 2014 Spiritual Pilgrimage to Taizé and Paris
- February 11-24, 2013 Spiritual Pilgrimage to Israel
- September -- December 2008 Teach a college course on the New Testament
- November 2-4, 2005: Parker Palmer sponsored conference on dialogue; Chapel Hill, NC
- August 2005-May 2006: Monthly phone consultations with Alice Mann of Alban Institute, coaching on developing lay leadership
- October 11-14, 2004: Alban Institute Conference on Emotional Intelligence and Clergy Leadership; Chicago, IL
- May 8-11, 2003: Alban Institute Conference on New Visions for the Long Pastorate; Shocco Springs, AL
- January 14-17, 2003: Spanish Immersion; Antigua, Guatemala
- November 11-14, 2002: Alban Institute Conference on Being the Head of Staff of a Multi-Staff Church; Nashville, TN
- October 24-31, 2001: Seminar for Presbyterian Clergy and Laity, World Council of Churches; Geneva, Switzerland
- May 29 – June 1, 2000: Reclaiming the Text Conference; Montreat, NC
- May 11-15, 1998: Preaching Gospel Forms; College of Preachers; Washington, DC

Employment Type: Full-time

Geographic Choices: District of Columbia, Delaware, Maryland, North Carolina, Tennessee, Virginia, West Virginia

Languages: English

Leadership Competencies: Preaching and Worship Leadership, Spiritual Maturity, Lifelong Learner, Communicator, Technologically Savvy, Culturally Proficient, Entrepreneurial, Strategy and Vision, Bridge Builder, Personal Resilience

Training / Certification:

- Clinical Pastoral Education Training
- Interim Ministry Training
- Week 1 by PC(U.S.A.) at Lake Tahoe, CA in 2017

Clergy Couple? False

Housing Type: Open to Manse/Housing Allowance

Work Experience:

- 12/09 - 11/17 First Presbyterian Church, Claremore, OK; Head of Staff; 275; Small town
- 9/08 – 12/09; St. Johns UCC Church, Hartford and Slinger, WI; Interim Minister; 200; Small town
- 11/99 – 8/08: Southminster Presbyterian Church; Waukesha, WI; Head of Staff; 600; Suburban
- 1/92 - 11/99: First Presbyterian Church; Camden, AR; Head of Staff; Town; 313; Small town
- 6/86 - 12/91: LaCrosse Memorial Presbyterian Church; Hampton, VA; Pastor; Suburban; 107; Suburban
- 9/84 - 8/85: Second Presbyterian Church; Roanoke, VA; Student Intern; 1,504; Urban

Other Services:

- 6/2016—11/17; Regional Ministry Team, Eastern Oklahoma Presbytery
- 1/2010—Present; Committee on Preparation for Ministry, Eastern Oklahoma Presbytery
- 6/2008; Observer, 218th General Assembly, San Jose, CA
- 9/2006—May 2007; Moderator, Milwaukee Presbytery
- 6/2006; Observer, 217th General Assembly, Birmingham, AL

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

“A moment” of success and fulfillment I get to enjoy returns every Sunday morning in the act of preaching. To stand in the pulpit, to look God’s people in the eye, and to re-tell the Good News story as I watch the play of emotion on their faces is, well, to be honest, it’s intoxicating. I simply cannot wait for each new Sunday to roll around so I can once again stand before them. The only thing that makes the wait bearable is the preparation during the week. The academic work in the pastor’s study with commentary and analysis is of course the springboard for the sermon. But the absolute plunge is taking the text out of the study and into the life of my week. I wake and sleep with the text. I carry it with me into Session and committees, where it becomes the basis of the devotion at the meeting’s beginning. Most importantly, the sermon

text goes with me into the hospital room, where I apply an insight from it to the situation at hand. Oftentimes, it's a challenge to imagine how a given text might meet the needs of someone in their extremity, but never have I failed to find a connection between the text and their suffering and hope. When this happens, the text opens up, comes alive, and makes the world its home. Living the text during the week pays off in the pulpit, with preaching that is content rich, passion filled...and fun!

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

With my tongue firmly planted in my cheek, I say to you I would like to serve a church A) in a prime location B) of an impressive size and C) with a handsome salary. Let's take each of those in turn. A) The church must be located in the same block with Law and Gospel. It would be a plus if the church was situated midway between the two—that way, the church would have a balance of righteousness and grace, being neither arrogant nor libertine, but prudent and joyous. B) The church needs to be impressively large...of heart: all who come into its life should come away better for having done so, the size of its ministry encompassing God's love for the world. C) The salary offered should be lavish—the word “salary” coming from the Latin word for “salt”—such that the church is salt and light to the community around it, unstinting in its generosity in reaching the least and the lost. Along with A), B), and C), let's now add a D) the ability to smile and laugh. As this tongue in cheek response indicates, the setting of the church to which I go is less important to me than the quality of its life together—including its sense of humor!

What areas of growth have you identified in yourself?

In light of the two-year sabbatical in Germany which I recently completed, my growth areas can be expressed in three words: Honest. Simple. Love. The honesty of the German people in acknowledging their Holocaust past was breathtaking in both its candor and its lack of self-hatred. This inspired me to be more honest about myself, about both my limits (“sin”) and my gifts. All of this made more real for me what the Study Catechism says, “grace is more abundant—and sin more serious—than we suppose”. The simplicity of the German lifestyle, with smaller homes, plain food (lots of bread!), and few cars, was refreshing. This caused me to re-evaluate the “bigger is better” American lifestyle that had shaped me more than I cared to admit, and to find fresh commitment to simplicity for myself: less attachment to possessions and more contentment in God. The love my new friends in Germany showed me, especially in the form of hospitality, amazed and humbled me. And transformed me. I have never had people open their homes and hearts to me quite like my German friends had done. Of course my life had had a commitment to love and hospitality before my time in Germany, but now that commitment flows with new energy. Honest. Simple. Love. What a joy it will be to place my areas of growth in service to the church!

Describe a time when you have led change.

How I lead change is the biggest change! It used to be I led change by bringing lots of people together at once, writing mission statements and prioritizing goals, then moving everything forward at once. While such an approach has merit, all too often it bogged down. Nowadays, I lead change in an entrepreneurial style: I'm always "scanning the horizon" of the church, looking for people who have a spark in their eye or a fire in their belly. I learn they want to fix an old problem or start a new ministry, then I quietly approach them, encouraging them, connecting them with resources, running interference for them if need be, then standing back as they succeed. With this approach, in the church I currently serve, they have a) fixed a problem with the youth director that had festered for a decade, b) wrote and published a book of their church history that had been on hold for 25 years, and c) completed a parking lot expansion that had languished for nearly two generations. I LOVE this approach to leadership! It WORKS! (There is one additional advantage to this approach—because so much of the leadership work happens behind the scenes, it keeps the pastor's ego in check! And I'm fine with that—I'm convinced what John Kenneth Galbraith wrote is true: "It is possible that people need to believe they are unmanaged if they are to be managed effectively.")

Statement of Faith

My joyous faith in the Triune God can be expressed in a series of sentences, each of which appears in italics below, followed by a brief exposition.

God calls me to live in the Spirit, caring with others and sharing all gifts.

The Holy Spirit is the power of God at work to create loving relationships, with God, with our neighbor, and with our selves. These relationships form as the Spirit causes gifts to abound. In the sharing of these gifts, the Spirit's work of pointing to Jesus Christ is made tangible.

I needn't be perfect, though, I can be patient, waiting as the seed grows.

God created the world as a nurturing place where life and growth are possible. But human sin undermines this world, reversing growth and disrespecting life. God judges sin but always keeps faith, sustaining the hope for repentance. God's patience is the source of our patience as we await renewal.

In the meantime, grace opens me to see all things new, even in the ruins.

In Jesus Christ, we discover grace incarnate. As fully human yet perfectly divine, Jesus Christ has compassion for our situation united with power to redeem. When all looks lost, in the cross and the tomb, even there life is made anew. In the promise of resurrection, all the foundations are rebuilt.

For the sake of the greater good, I find the courage to speak truth, and to listen well.

The church is the place where clumsy sinners find a gracious Savior, and not in the abstract only, but in the concrete words and deeds of their fellow members. In hymn and prayer, Scripture and sermon, fellowship and service, we are formed and re-formed into a closer likeness with Christ.

I come to peace with who I always will be even as I grow day by day.

In the sacraments, God accepts us as the sinners that we are yet calls us to change. God is able to do both at once, without dismissing the seriousness of our sin and without adding to the burden of our guilt, because the sacraments are true signs of the new life in Christ. In baptism, when we are helpless is when we are welcomed. In the Lord's Supper, when we are empty is when we are filled.

In short, I let others into my life much like Christ let me into God's.

All the virtues to which we are called in the Christian life can be gathered into one word: hospitality. When we were strangers to one another and enemies of God, God came in Christ and preached peace, breaking down the dividing wall. Now we have the privilege of enjoying sweet fellowship, with God and one another, forever and forever.

From my birth until now, my faith has been shaped by the ongoing work of God's grace in my life. With the writer of Revelation, I have been blessed to experience, over and over again, the truth of Christ's words: "See, I am making all things new."

Ashley Diaz Mejias
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Ecclesiastical Status: PC(USA) Candidate

Presbytery Membership: Presbytery of the James

Candidacy Date: 02/20/2016

Formal Education:

- Master of Divinity, Union Theological Seminary, Richmond, VA. Friends of the Presbytery Full Tuition Academic Scholarship Recipient Blackstone Presbyterian Church Preaching Scholarship Recipient Graduated: June 2016
- Certificate of Patient Counseling, Medical College of Virginia, Virginia Commonwealth University, Richmond, VA. Graduated: August 2015
- Master of Arts, Religion and Culture, University of Virginia, Charlottesville, VA. Graduated: May 2006
- Bachelor of Arts, Religious Studies and Philosophy Double Major, Rhodes College, Memphis, TN. Graduated: May 2001

Continuing Education:

- 2019-2020 Theology and Racialized Policing Cohort with Sojourners, Howard University, and the CCDA
- New Worshipping Communities and Vital Congregations National Gathering, October 2019
- Discerning Missional Leadership Training, August 2019

Employment Type: Open to both

Geographic Choices: Virginia

Languages: English

Leadership Competencies: Compassionate, Hopeful, Preaching and Worship Leadership, Contextualization, Entrepreneurial, Willingness to Engage Conflict, Collaboration, Bridge Builder, Motivator, Flexibility

Training / Certification: Clinical Pastoral Education Training

Clergy Couple? No

Housing Type: Open to Manse/Housing Allowance

Work Experience:

- Co-Director, Richmond Community Bail Fund, Richmond, VA, March 2017-present. Worked with start-up team to get charitable bail fund up and running for Richmond, VA, and am currently coordinating communications and services with clients and the public defender's office to get clients to court dates and pretrial services.
- Director of English Ministries, Lord Jesus Korean Church, Richmond, VA, December 2017-February 2019. Provided interim preaching and worship leadership for English Ministry and led weekly bible study
- Director of Discipleship, Community, and Administration, East End Fellowship, Richmond, VA, March 2011-December 2014. Provided administrative oversight for church operations, budgets, and reports for highly engaged multi-ethnic church of 200+ attendees. Directed and organized church-related community development and discipleship work. Organized, co-wrote, and implemented year-long congregational curriculum on racial justice, reconciliation and discipleship, worked with lead pastor on issues of discipleship, curriculum, and pastoral care.
- Director of Women's Ministries, Center for Christian Study, Charlottesville, VA, July 2007-July 2010. Developed and directed an effective outreach, educational and discipleship ministry to students in the university community, through teaching, lectures, and book groups. Directed women's community living house for 12 students. Managed program budget and completed programming reports to board and directors.
- Project on Lived Theology Research Assistant, University of Virginia, Charlottesville, VA, August 2004- June 2007, Spring Institute Coordinator, December 2008-March 2009. Assisted with academic research and coordination and worked to organize annual Project on Lived Theology conferences with activists and academics. Managed Lily grant funding for Conference and research and provided reporting using required mechanisms.
- Staff Educational Director, Streets Ministries, Memphis, TN, August 2001–August 2004. Provided programmatic oversight for educational activities (daily tutoring for 60+

students, computer lab, GED tutoring) associated with Streets. Engaged with families and the community of South Memphis and the Cleaborne-Foote Homes area on educational issues, such as illiteracy and standardized test competency. Developed curriculum for 10-week Summer Institute and executed program for 10-12 high school students each summer, giving community high school students a 40-hour work week focused on accessing local civil rights history, writing and academic development. Coordinated with other local organizations to provide support to community.

Other Services:

- Teacher, First Presbyterian Church, Richmond VA, January 2018. Taught 4-week Adult Ed course on Contemporary Conversations about Race.
- Volunteer Chaplain, Virginia Correctional Center for Women, Goochland, VA, June 2015 - March 2017. Provided pastoral care and crisis care to incarcerated women.
- Volunteer Chaplain, Richmond City Justice Center, Richmond, VA, Sept 2015-March 2017. Provided pastoral care and crisis counseling to offenders participating in the R.E.A.L. (Recovering from Everyday Addictive Lifestyles) program. Organized and lead regular and intentionally combined worship service of volunteers from EEF congregation and offenders.
- Teacher, Ginter Park Presbyterian Church, Richmond, VA, Fall Educational Series, 2015 and 2016. Taught two 4-week series for congregational education, one in Fall, 2015 on Mass Incarceration and one in Fall, 2016 on Racial Justice.
- Co-Coordinator and Teacher, East End Fellowship, Richmond, VA, Fall, 2016. Wrote, co-coordinated, and taught a 6-week course for East End Fellowship entitled Racial Justice and the Kingdom of God, covering historical, scriptural, economic, and sociological aspects of racial justice.

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

I am frequently called to moments where my faithful work is, as my friend Lauren often says, to set the table and allow God to work. As our Gospel Choir has grown, our leadership team now includes several returning citizens. While we all hang out and joke and talk while we are rehearsing, we hadn't made organized time for the kids to talk more directly with the leaders who have experienced incarceration. Because of this, we decided to cancel choir practice for a night and arrange for a night of more intentional conversation led by two of our leaders who are returning citizens. It was an incredible evening. The kids were completely locked in and focused on the conversation. In that conversation, these men, both of whom were given sentences of life, plus some years, and had found paths to both literal and spiritual freedom, embodied and proclaimed liberation and love for these kids. My faith tells me that incarnation, hope in the flesh, is the most powerful form of love. I left that time feeling a sense of fulfillment and clarity that the evangelical work of the gospel had happened that night through the grace and presence of the Holy Spirit and the affirmation that these men gave to these kids who were so hungry for it.

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

I have been clear, since beginning my seminary journey, that I am called to liberative advocacy and ministry alongside those who have been impacted by mass incarceration. In the fall of 2018, Lauren Ramseur and I collaborated to bring friends together to respond to a request from the children at Bon Air Juvenile Correctional Center to start a gospel choir. Our hope was not to implement a program or to position ourselves at the center of the work, but rather to set the table and allowing God to work. We soon discovered that we were doing church. As incarceration is a national crisis, we view our discipleship to Jesus as learning to live in both allyship and solidarity with one another. Our vision is that we would embody a community of worshippers whose gospel message is clear and scriptural, as we turn our hearts towards the words of Jesus, quoting Isaiah, in Luke 4: “He has sent me to proclaim freedom for the prisoners.” As we as a Beloved community have grown together, our faith in what God might use us to do has grown as well. We hope to be a community of faith for the youth who are transitioning locally, and we hope to use our economic resources to support our folks who have been impacted by a system of racialized violence. We hope to lift up stories from our community in order to advocate for a more reparative approach to brokenness, and we want to welcome and support returning citizens as valued parts of our community.

What areas of growth have you identified in yourself?

As our community of Gospel worship at Bon Air Correctional Center has grown to include incarcerated young people, returning citizens, and volunteers from a variety of other backgrounds, my biggest area of growth has been in owning my ability to bridge relationships across diverse backgrounds and to leverage those relationships to help the voices of impacted people be heard. As a woman of multi-ethnic heritage, as the partner of a bi-racial man, and as a parent to biracial children who present as white, I've often found my leadership in liminal spaces and have struggled to claim that as a gift rather than a liability. But moving forward, and particularly as God has opened the way for our community at Bon Air Correctional Center to form, I am learning to leverage that gift with compassion and courage for myself and my family, for the children at Bon Air and in hopes of supporting my friends who themselves have experienced incarceration. I do believe that my continued growth in this will help me continue to embody the pastor that God desires me to become. I also am continuing, and will always be on, my journey of understanding the complexity of my own participation in racialized structures and the anti-racism work that I need to be doing, particularly as it relates to my work as a minister of the gospel and the ways that we articulate the love of Christ.

Describe a time when you have led change.

In 2012, the multi-ethnic congregation where I was on staff was working to find vocabulary and structure for processing its complex racial dynamic. Located in a soon-to-be gentrifying neighborhood, and beginning to more openly and collectively process tragedies like the Trayvon Martin murder, the congregation was facing racial tensions I believe change leadership is best done cooperatively, and as part of the church leadership, I worked to create a year-long

curriculum of monthly conversations about race and church life for our congregation. While the process itself went smoothly and our congregation participated in the , the real test came when, in July of 2013, George Zimmerman was found not guilty. While some folks in our congregation were unbothered by this result, others were grieved and enraged. Yet because of the work that the congregation put in over the course of the year, we were able to have an organized, congregation-wide, extremely difficult and yet healthy meeting about the dissonance in our reactions. The meeting gave way to a community conversation we could not have had a year earlier but one that was now informed by the months of change-oriented prayer and learning and led by congregants.

Statement of Faith

I believe in the sovereign, all-loving God, who is the creator and sustainer of all things.

I believe in Jesus Christ as God's only begotten son, truly God and truly human, whose life, death, and resurrection are a testament to God's undying love for humanity and mark God's claim upon our whole lives.

I believe in the Holy Spirit as one with God and Christ, as Comforter and Guide, and as active and working in the world through the Christian church.

I believe that though humanity bears the image of the Holy One, we betray this as we believe lies about ourselves and others and we exploit one another, systemically and individually, when we live in keeping with these lies.

I believe we cannot save ourselves by our own devices. By God's grace, however, sin and violence do not have the final word over creation and humanity. Because nothing can separate us from the love of God in Christ, at the last, we will be known as children of God. I believe that God's grace never abandons anyone.

I believe in, and look to, the Bible as the inspired word of God, written in and to a community and continually challenging us to live with radical love and radical grace towards one another and the world. Through Scripture, tradition, in community, and with the guidance of the Holy Spirit, we pursue the working out of God's presence in Scripture, in the world and in our changing times.

I believe that God has given to the church baptism and the Eucharist as sacraments. In community, with Christ and one another, we experience outward and visible signs of the inward and spiritual grace of Jesus Christ. Through the sacramental use of water and the presence of the Holy Spirit, baptism signifies the beginning of life in Christ and is a sign and seal of what the word proclaims -- that we are marked and loved as Christ's own. Baptism welcomes us into a life of ongoing discipleship in the community of church as we join the body of Christ. At the Eucharistic table, we are welcomed to join in breaking bread, and to celebrate the grace

of Christ and with the beloved community. We do this in remembrance of what Christ has done for us, and in anticipation of what will one day be fulfilled in God.

Finally, I believe in a resurrection hope that proclaims in all of life and even death, we belong to God in Christ and because of this, we can proclaim that death is not the end. The end is life, and life everlasting.

As we live in a fractured world, I believe that this resurrection faith is worked out most concretely in Beloved community. I believe that this community is where we live life with others who are committed to both bringing about justice and mercy for the whole of God's creation, to being the family of God across diverse boundaries and in diverse moments, and to proclaiming the love of Christ in worship and remembrance that Jesus Christ has transformed the whole of history towards hope.

Matthew Doyle Messenger
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Ecclesiastical Status: PC (USA) Candidate

Current Presbytery: National Capital Presbytery

Formal Education

- Master of Divinity, Union Presbyterian Seminary, 2017
- Master of Arts, History, George Mason University, 2011
- Bachelor of Arts, History, George Mason University, 2006

Continuing Education

- The Hymn Society Annual Conference, 2018
- Perfecting Project Management, 2018

Certification/ Training

- Next Church Community Organizing Training, 2018

Leadership Competencies: Preaching and Worship Leadership, Technologically Savvy, Collaborative, Contextualization, Flexibility, Hopeful, Compassionate, Personal Resilience, Lifelong Learner

Service to the Church

- High School Youth Group Advisor, Manassas, VA - 2010 – 8/2019, Manassas Presbyterian Church
- Pulpit Supply, National Capital Presbytery, 6/2017 - Current
- 2019 Omega Planning Team, Montreat Youth Conference, 7/2018 – 7/2019
- Workshop Presenter, 2019 Montreat College Conference, 1/2/2019 – 1/5/2019
- Small Group Leader, Montreat, NC, 7/2012, 7/2014, 7/2015, 7/2016, 7/2017, 7/2018, Montreat Youth Conference
- Seminary Intern, Manassas, VA, 6/2016 - 5/2017, Manassas Presbyterian Church
- Massanetta Chaperone, Massanetta Springs, Virginia - 7/2019
- Triennium chaperone, Purdue University, IN, 7/2013

Work Experience

- Sr. Quality Assurance Manager, 03/2018– present, Fairfax, VA - ICF International
 - Manage team of 4 analysts
 - Oversee and manage all test efforts
 - Build and review test processes and teams
 - Work with clients to meet a diverse group of expectations
- Sr. Quality Assurance Analyst, 11/2014– 02/2018, Fairfax, VA - ICF International
 - Manage team of 4 analysts
 - Oversee and manage all test efforts
 - Build and review test processes and teams
 - Work with clients to meet a diverse group of expectations
- Sr. Quality Assurance Engineer, 10/2008 – 7/2014, Fairfax, VA - ICF International
 - Responsible for testing and QA of financial systems
 - Oversee and manage all test efforts
 - Build and review test processes and teams
- Quality Control Manager, 9/2006 – 10/2008, Fairfax, VA - Pyramid Systems
 - Manage team of test engineers
 - Oversee and manage all test efforts
 - Build and review test processes and teams
- Seminary Intern, 6/2016 – 5/2017, Manassas, VA, Manassas Presbyterian Church
 - Worked with the congregation in the broad areas of Congregational Life, Christian Education, Membership and Evangelism, and Worship
 - Participated weekly in worship and preached periodically.
- High School Youth Group Advisor, 2010 – present, Manassas Presbyterian Church
 - Work with Director of Christian Education to provide program and conversations around the intersections of faith and life experience
 - Facilitate youth Sunday services
 - Facilitate Montreat youth conference trips
 - Engage in youth facing work and mentorship
- Volunteer, 2008- Present, Northern Virginia, Boy Scouts of America
 - Facilitate adult training events
 - Facilitate youth program and training events
 - Manage a staff of volunteers to ensure quality program across 68 units
 - Work with youth to achieve rank advancement, personal growth, and personal development
 - Work with volunteers to manage budget and fundraising initiatives.
- Robotics coach, 2010 - 2014, 2019 – Present Manassas, VA - Sudley Elementary School
 - Taught basic programming and quality assurance principles
 - Facilitated youth in problem solving and overcoming challenges related to the yearly competition theme
 - Worked with other volunteers to ensure all youth were actively engaged in the competition challenges
- Co-Owner & Lead Designer, 2013 - 2017, Manassas, VA - Twisted Wire Artisans

- Responsible for design and build of jewelry
- Oversaw budgeting and resource allocation
- Responsible for sales and show scheduling
- Co-Owner & Designer, 2017 - present, Manassas, VA - Messenger Designs
 - Responsible for design and build of jewelry
 - Oversee budgeting and resource allocation to ensure material availability
 - Responsible for sales and show scheduling

Personal Glimpses

- My wife Stephanie and I have been married for 22 years and have 4 children. They are Brendan (17), Hannah (14), Audrey (9), and Reid (6).
- I am the third of 4 children and have 4 children.
- Before pursuing and completing degrees in History and Divinity, I studied music and classical guitar.
- My first computer was an x386 PC that I promptly took apart to figure out how it worked and then put it back together successfully.
- Studying history taught me how to look at an issue from multiple angles and how, when given the same set of data, people could come to differing conclusions.
- I participated in the creation of the Supplemental Hymn book “Songs for the Holy Other” released at the 2019 Hymn Society Conference.

Statement of Faith

I believe in God, maker of Heaven and Earth. I believe in a creator God that is constantly making creation new. I believe that God has chosen to reveal God’s self in three persons that we understand as God the Father, God the Son, and God the Holy Spirit. I believe that, through the mystery of the Trinity, these three distinct persons exist in unity as one true, eternal, sovereign God.

I believe that Jesus Christ is the Son of God, existing in unity with the Father and Holy Spirit, coming from the Father to seal humanity in covenant relationship with God. I believe that Jesus’ involvement in the human condition is God’s involvement in the human condition. His compassion, his demand for justice, truth, and faithfulness to the will of God are all God’s commands to humanity.

I believe that salvation comes from God through the person of Jesus Christ. I believe that the Holy Spirit is in and among God’s people, and in the world, working to bring about the will and work of God, both in humans as individuals and in humanity as God’s called community.

I believe that the Hebrew Scriptures and the New Testament are necessary, sufficient, and reliable as witnesses to Jesus Christ, the living Word. I believe that the Holy Scriptures are inspired by God and reveal God’s work in creation and God’s will for humanity.

I believe that the sacraments are symbolic of God's commitment to humanity. I believe that, in eating the bread and drinking the wine in the sacrament of communion, God confirms the promises that God makes to humanity. I believe that by washing in water, through the sacrament of baptism, we are sealed by God into covenant community through God's grace.

I believe that as part of God's creation, humanity is created and is being created to be in covenant relationship with God. I believe that our collective sin resulted in the breach of our covenant relationship with God. It is God's sacrificial gift of love to us through the crucifixion of Jesus Christ that is the restoration of the relationship between God and man. The cross is our call to restore our human relationships as God has restored the divine relationship to humanity through the crucifixion.

I believe the nature of the church is to be a community of faith that seeks to faithfully be in covenant relationship with God. This is expressed by coming together to worship and do the work we are called to do by God as expressed by the person of Jesus Christ, as expressed through God's word, and as received through the inspiration from the Holy Spirit.

I believe that as a community and as individuals, we are in an ongoing work of creation with the divine; that the story is not finished. We do not have the final say. I believe that God alone is the author of the story. I believe that apart from God we can do nothing to bring in the Kingdom of God, but that in covenant with God the Father, through Jesus Christ, and with the Holy Spirit - we live in hope.

Patricia Bracken Carter
tbcarter@pinnacleliving.org

Ecclesiastical Status: Ruling Elder

Presbytery Membership: PC (U.S.A) Teaching Elder and Candidate

Church Membership: First Presbyterian, Richmond, VA, PIN 22909

Formal Education:

- BS, Education, Old Dominion University, 1991
- MDiv, Baptist Theological Seminary at Richmond, 1996

Continuing Education: 4 units of Clinical Pastoral Education, Caring Community CPE

Geographic Choices: Virginia

Leadership Competencies: Compassionate, Hopeful, Preaching and Worship Leadership, Lifelong Learner, Public Communicator, Risk Taker, Willingness to Engage Conflict, Collaboration, Personal Resilience, Flexibility

Languages in which you are fluent: English

Work Experience:

- Chaplain, Richmond, VA, 500 residents, Cedarfield CCRC, April 30, 2018-present
- Young Adult Ministry Director, Richmond, VA, 1300 members, FPC, 2012-2018
- Director of Youth Ministries, Richmond, VA, 1300 members, FPC, 1996-2000

Service to the Church: I currently serve First Presbyterian Church as an Elder. Throughout the years, I have also served in the areas of children, youth, and young adult ministries. I have filled in as a liturgist and preacher. I have led PW circles and served on the PW council.

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

While visiting with a resident who had recently entered hospice care, I was invited to sit and listen to a poem the gentleman said he had written about God. The poem was lengthy and full of rage. When he had finished reading it, he leaned closer to me and asked what I thought about God in his poem. I leaned in and replied that I believed the poem said more about the gentleman himself than it did about God. He laughed and said that I could visit him any time. I visited with him often and got to know his family well in his final months. During our conversations, he trusted me as an active listener while he sorted through some heavy thoughts. I feel that I had passed his initial test without having to defend God or engage in debate.

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

I feel strongly that God has called me to work with older adults. I currently serve as a chaplain at Cedarfield—a continuing care retirement center. Cedarfield houses approximately 500 residents—some live independently, while others live in assisted living, health care, or memory care. In my work as chaplain, I walk closely with residents who face the end of life. God has given me the compassion to serve this community as a non-anxious presence. In this ministry setting, I am privileged to help others find meaning in their own stories and discover how God is walking with them.

What areas of growth have you identified in yourself?

While reading Edwin Friedman’s *Generation to Generation* (based on Murray Bowen’s family systems model) I have been thinking about the concept of self-differentiation. I have embraced this as an area of growth for myself. This has been hugely freeing for me. While digging into my personal history, I began to see patterns that informed my thinking. This has taken my view of self-awareness from being solely aware of myself to my being aware of the impact I have on those around me as well as the impact those around me have on me. This has helped me to grow as a chaplain. Specifically, I have grown in my awareness of my involvement in or successful avoidance of emotional triangles. Once aware of them, they surface with surprising regularity. I have successfully avoided many emotional triangles since embracing this as an area of growth.

Describe a time when you have led change.

As a new chaplain, I inherited a service that meets each Thursday in the health care portion of Cedarfield. I began leading the service the way that I had observed it being led by the chaplain

who preceded me. I wondered why we used paper hymnal handouts each week when there were a few memory care residents who were verbally reluctant to return the handouts or to switch to a new hymn. I began creating the service in PowerPoint with hymn lyrics displayed on a large screen. When I requested the projector and screen, I was told by several people that it had never been done that way and that it would simply not work. I gently asked for an opportunity to give it a try. Now, more than a year later, attendance at this service has doubled. Folks arrive early to enjoy the slide show and music that precedes the service. Over the year, the quality of the PowerPoint has increased. The projector and screen are now housed in the room where we meet. Throughout the process of this change, others were gradually brought on board and felt ownership over the process.

Statement of Faith

I believe in actively appreciating beauty and fully embracing mystery. This combination serves me well and informs my belief in the triune God. God has graciously chosen each of us—how truly amazing! My response to this graciousness is eternal gratitude—though, admittedly, it is sometimes difficult to remember.

I believe that through the Scriptures—both Old and New Testaments, we learn about God’s covenant with us. Following the rich stories of God’s covenant relationship through many generations in the Old Testament, we learn of God’s new covenant with us through the ultimate gift of Jesus Christ.

I believe that Jesus Christ, both fully human and fully divine, has connected us even more deeply with our creator God by sacrificing his life for us all. Jesus Christ is God’s Word that was spoken at creation as well as God’s Word that was made flesh to dwell among us. The start of the Gospel According to John puts it this way, “in the beginning was the Word, and the Word was God.” I am very drawn to this language in John’s gospel.

I believe that the Holy Spirit is the mysterious, beautiful presence of God that continues to connect us to God and to each another. The Holy Spirit dwells within us, is present with us at worship, and inspires us to use our talents in gratitude to God. During those times when I forget to be grateful, the Holy Spirit is there nudging me to remember.

I believe that part of our demonstration of gratitude is our worship—where we have an opportunity to open our hearts as God’s Word is proclaimed. Through the Holy Spirit, Jesus Christ is present and active with us when we worship.

I believe that during worship, as the Word of God is proclaimed and the Sacraments are celebrated, we are drawn together as people of God. I do not claim to understand how or even why God is so faithful in being present with us and speaking to us during worship. Each time I prepare to preach, I take to heart the desire to let the words of my mouth and the meditations of my heart be acceptable to God. The knowledge that God chooses to speak through me—even in spite of me—is humbling.

I believe that through Baptism, we experience the covenant love of God. Baptism is an outward sign of a new relationship with Jesus Christ. The holy act of claiming a child speaks volumes to me. As an adopted child, I am no stranger to the concept of being chosen. The thought that God has chosen us follows the pattern of mystery and beauty to which I am drawn.

I believe that through the Lord's Supper, we are reminded of the lengths to which Jesus went to save us. The Lord's Supper connects us to all believers both past and present, near and far. I am overwhelmed by the holy and raw beauty of this sacrament. What can be more intimate than placing something in the mouth?

I believe that birth and death are holy moments that are intricately connected one to the other. Shortly after one is born, the first nourishment comes by the intimate act of connecting one's mouth to a source of nourishment. I am in a position to provide the elements of the Lord's Supper to those who are at the other end of life's spectrum. While serving this population, I often place the wafers directly into one's mouth. What a holy, mysterious, and beautiful moment it is to play a small part in the facilitation of the ultimate nourishment—Jesus Christ with us.

I believe that this nourishment is there for each of us, no matter where we are along life's spectrum. To hold these elements in our mouths while we contemplate Jesus' presence with us, is to truly experience something holy.

I believe that I am called to share the love of God with others. With God's help, I search for beauty most days. Though I do not claim to understand the mysteries of God, I am grateful that God loves and sustains me and is able to use me.

Position Description

Title: Co-Pastor, Voices of Jubilee

To provide leadership and vision for the development of a new worshipping community, Voices of Jubilee at the Bon Air Juvenile Detention Center. The Voices of Jubilee is a New Worshipping Community of the PCUSA that serves in ministry with incarcerated youth from across Virginia who reside at the Bon Air Juvenile Detention Center. We are a community of liberation hope made up of returning citizens, incarcerated youth, former prison guards, pastors, disciples, and all who are willing to join their voice in hope, praise, and liberative worship and action.

Job Description

- Oversee growth and development of this ministry
- Lead organizing and building structure of this new worshipping community
- Provide pastoral leadership at twice-a-month worship services
- Provide pastoral care to incarcerated youth
- Teach central elements of the Gospel and theological understandings
- Maintain relationship with the Bon Air Juvenile Detention Center and other jail and prisons

- Lead celebration of the sacraments as appropriate and with annual approval of the Committee on Ministry of the Presbytery of the James

Development

- Preach/teach at connecting congregations
- Outreach to potential investors
- Develop funding documents
- Seek a Start-Up Grant from the 1001 New Worshipping Communities of the Presbyterian Church (U.S.A.) including full benefits provided through the Board of Pensions as an Evangelist serving the Presbytery of the James
- Work with development team to develop and lead fund-raising strategy

Community Relationships

- Communicate with community members
- Invite new community members into ministry

Advocacy

- Connect with attorneys of incarcerated youth to advocate for them in their judicial process
- Connect with partner organizations to advocate for the transformation of the juvenile justice system

Leadership Development

- Oversee staff and leadership team: choir director, accompanist, mentors, treasurer
- Develop capacity of leadership team

October 31, 2019

Voices of Jubilee New Worshipping Community



Our History and Vision

In the fall of 2018, Lauren Ramseur and Ashley Diaz Mejias collaborated to bring friends together to respond to a request from the children at Bon Air Juvenile Correctional Center to start a gospel choir. Our hope was not to implement a program or to position ourselves at the center of the work, but rather to set the table and allow God to work. We soon discovered that

we were doing church. As incarceration is a national crisis, we view our discipleship to Jesus as learning to live in both allyship and solidarity with one another. Our vision is that we would embody a community of worshippers whose gospel message is clear and scriptural, as we turn our hearts towards the words of Jesus, quoting Isaiah, in Luke 4: “He has sent me to proclaim freedom for the prisoners.” As a team of incarcerated young people, returning citizens, and followers of Jesus longing to hear a word of liberation, we have grown both as Beloved Community and as hopeful visionaries who have faith that God may use us. To that end, we hope to be a community of faith for the youth who are transitioning locally, and we hope to use our economic resources to support our folks who have been impacted by a system of racialized violence. We hope to lift up stories from our community in order to advocate for a more reparative approach to brokenness, and we want to welcome and support returning citizens as valued parts of our community.

Our Current Ministry

The Voices of Jubilee gathers twice a month for a community of worship at Bon Air Juvenile Detention Center. Our worshipping community includes 24 incarcerated youth, prison guards, returning citizens, former prison guards and those longing for the liberative word of the Gospel. We provide pastoral care to incarcerated youth through letter writing, community conversation and pastoral care visits. We empower and support returning citizens as mentors and advocates for the youth, on their own healing journey and to share their story to be witnesses to the incarnational hope and liberation they have found in their lives. We are working with attorneys of the youth in the Voices of Jubilee to be advocates in their ongoing legal process.

Our Future Vision

With an increased capacity, for ministry we envision creating additional worship gatherings to reach more of the 200 youth who are incarcerated at Bon Air and providing additional pastoral care support for the youth. We are only allowed to gather 24 at one time due to center regulations, and there is currently a waiting list of youth who want to participate. With more time and resources, we could offer additional gatherings to reach more of the youth. We also envision expanding our outreach to the Richmond Detention Center which houses up to 65 youth pre-trial and Sussex II prison where youth who have been tried and convicted as adults are incarcerated. We would also expand our advocacy work to partnering with RISE for Youth, Richmond Community Bail Fund and other organizations who are seeking to transform the juvenile justice system in Virginia. We hope to be a community of faith for youth who are transitioning out of prison locally and to connect our youth with communities of faith in their home community. We do this work as part of our journey to dismantle racism in the systems in our community. As we have been engaged in this ministry over the last year, the Holy Spirit has brought people and opportunities for ministry to us at every turn. We continue to listen, pray and discern where God is leading this ministry.

Our ministry is grounded in the work of Matthew 25:

31 “When the Son of Man comes in His glory, and all the [c] holy angels with Him, then He will sit on the throne of His glory. **32** All the nations will be gathered before Him, and He will separate them one from another, as a shepherd divides *his* sheep from the goats. **33** And He will set the sheep on His right hand, but the goats on the left. **34** Then the King will say to those on His right hand, ‘Come, you blessed of My Father, inherit the kingdom prepared for you from the foundation of the world: **35** for I was hungry and you gave Me food; I was thirsty and you gave Me drink; I was a stranger and you took Me in; **36** I was naked and you clothed Me; I was sick and you visited Me; I was in prison and you came to Me.’

We are sent to the prisons by Jesus’ imperative. We go to Bon Air to meet Jesus in the youth who are incarcerated there.

Statistics

“Though youth incarceration has declined in Virginia, much remains to be done to address disparate treatment and meet the needs of youth in the system. Black youth are overrepresented in every stage of Virginia’s juvenile justice system and accounted for 71 percent of all admissions to JCCs in 2016 (DJJ 2016). Nine of 10 youth 1 admitted to JCCs present significant treatment needs, and many are far from home because both JCCs are located in central Virginia (DJJ 2016). Virginia’s public school system has the highest number of student referrals to the juvenile justice system in the country, with a rate double the national average (Prison Fellowship Ministries et. al 2016), and a small but notable proportion of youth in JCCs are incarcerated for non-felony offenses (DJJ 2016). (Urban Institute Report 2017,” <http://www.riseforyouth.org/wp-content/uploads/2015/07/Data-Snapshot-of-Youth-Incarceration-in-VA.pdf>

We cannot take pictures or video of our transforming work at Bon Air, but these two recent documentaries by the Atlantic Magazine provide a snapshot of the environment where we are rooting our ministry:

<https://www.theatlantic.com/video/index/554468/marquez-jackson/>

<https://www.theatlantic.com/video/index/554462/bon-air-detention/>

Report of the Committee on Preparation for Ministry

Presbytery of the James - February 15, 2020

Meeting held on November 26, 2019

I. The Committee Reports the Following for Information:

A. Of the 16 persons under care on January 21, 2020, 6 are inquirers, and 10 are candidates. Of the candidates, 5 are ready to be examined for ordination pending a call.

II. The Committee Reports the Following Actions:

A. Assigned new liaisons: David Garth will replace Darren Utley as liaison for Gary Hatter; Mark Sprowl will replace LaVerne Johnson as liaison for Crystal Parker (Nov 26).

B. Conducted a final assessment of Candidate Ashley Diaz Mejias (Ginter Park) and voted to certify her ready to be examined for ordination, pending a call.

III. Consent Docket Recommendations: [None]

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

The Leadership Connections Team (LCT) Report

The LCT strives to help stimulate communication between the various ministries being conducted and the presbytery as a whole. There are ten ministries that are under our care and support: Black Caucus, Camp Hanover, Collegiate Ministries, Community of Ministry and Worship, Older Adult, Presbyterian Women, the Resource Center, Small Church, Stewardship and Youth. Here are reports from seven of the ten.

George Whipple, Moderator of LCT

The Community of Ministry and Worship Ministry

The Community of Ministry and Worship is a ministry of Presbytery of the James and is led by Jill Duffield (editor of *The Presbyterian Outlook*) and Gary Charles (pastor of Cove Presbyterian Church). The CMW is built on the premise that the presbytery's greatest resource is its pastoral leaders and that we are living in a social and religious context where all presbyteries need to be more intentional about strengthening the work and witness of pastoral leaders. Research out of Notre Dame and from the Lilly Foundation has shown that more than 50% of seminary graduates who move into pastoral ministry today will no longer be in pastoral ministry after five years. We do not perceive this as a problem for the church, but as a crisis before the church that requires imaginative leadership at the presbytery and seminary level.

So, the CMW is designed to provide a safe, stimulating, and challenging context for pastors new to pastoral ministry to develop their skills in preaching, worship, administration, stewardship, counseling, public witness, and spiritual leadership of the people of God. The CMW recognizes the many demands, both time and financial, on pastors and so it does not ask pastors to use portions of typically small continuing education resources to fund their participation in the cohort. Instead, the CMW incentivizes participation in this cohort by providing each participating pastor with a small stipend for the year, paying for all books to be read together, and covering travel expenses to the monthly meeting, and all lunch and retreat expenses. One by-product of this approach is a growing appreciation by pastors of how the presbytery is investing in their ministries.

The second cohort of the CMW began with an all-day retreat last August and will conclude in May 2020. The third cohort of the CMW will be constituted in the spring of 2020 and will begin in August 2020. The cohort consists of nine pastors from the POJ, all of whom have been out of seminary for less than seven years. Some serve on church staffs, some as Associate Pastors, and some as the sole pastor of a smaller congregation. The cohort meets monthly under the leadership of Jill Duffield and Gary Charles. The focus of each meeting is developed through consultation with the cohort. We look forward to another all-day retreat in January with Professor Charlotte Matthews from UVA and for an intense seminar on preaching and worship with Professor Tom Long in April.

On behalf of Jill, I want to thank the POJ, and especially Fred Holbrook, for the resounding support of this vital project to support and sustain pastors who are new to pastoral ministry.

Gary Charles, Co-Moderator

Presbyterian Women

Purpose of Presbyterian Women:

Forgiven and freed by God in Jesus Christ and empowered by the Holy Spirit, we commit ourselves:

- To nurture our faith through prayer and Bible study.
- To support the mission of the Church worldwide.
- To work for justice and peace.
- To build an inclusive, caring community of women that strengthens the Presbyterian Church (U.S.A.) and witnesses to the promise of God's Kingdom.

Most Presbyterian Women in congregations in Presbytery of the James are studying the Ten Commandments using the 2019-2020 *Horizons* Bible Study, *Love Carved In Stone*, written by Dr. Eugenia Gamble. This study "reminds us of the moral responsibilities that come with being God's people, what a moral life looks like, and how we are to live it. The 2020-2021 *Horizons* Bible Study will feature the Psalms of Lament. Its title is *Into The Light: Finding Hope Through Prayers of Lament* by Dr. P. Lynn Miller, a graduate of Union Presbyterian Seminary. The overview describes this study as follows, "This study revives lament as a proper theological

response to the difficult situations of our world. The one who laments remembers God. The lamenter is strengthened by God to face the world and to hope.” This study will be available in late March.

Dr. Miller is also an artist and will be leading the Bible study and offering both Bible moderator and art classes at the Synod of the Mid-Atlantic Summer Gathering of Presbyterian Women. This 32nd annual Gathering takes place June 11 through 14, 2020 at Massanetta Springs Conference Center near Harrisonburg, Virginia. Registration for this Gathering will open on February 1, and online registration will be available this year. Further information will be distributed via email to PW Moderators and contact persons in our local congregations. New this year will be a concurrent leadership conference for emerging women leaders in our congregations. Scholarships are available for these conferences. Contact your congregation’s area leader if interested in applying for a scholarship.

Presbyterian Women of the James held Fall Gathering at First Presbyterian Church in Richmond on Saturday, November 2, 2019. 63 Women attended representing 28 congregations. Dr. Amy Starr-Redwine, pastor of the host church and a contributing writer for *Horizons* magazine, was keynote speaker, offering an inspiring message, “We Are Family.” The Gathering included a Haiti marketplace with proceeds benefiting the Haiti Child Sponsorship scholarship program. Thank you to all of the members and staff of First Presbyterian for their gracious hospitality in hosting this Gathering. Thanks also to Barbara Espigh and Kelley Hope from the presbytery office for their help with this Gathering’s registration.

At Fall Gathering voting representatives selected Presbyterian Women’s “Together In Service” program for disaster relief in Puerto Rico as recipient of the offering that will be received at the 2020 Spring Gathering of PW-POJ. This Gathering will take place on Saturday, May 2, 2020. Information about this global mission program as well as the location of this Gathering will be circulated shortly through emails to PW-POJ moderators and contact persons. Last spring Presbyterian Women of the James collected \$3,207 during the 2019 PW-POJ Spring Gathering for the Presbyterian Children's Home of the Highlands in Wytheville, Virginia.

The triennial Churchwide Gathering of Presbyterian Women will be held August 5 through 8, 2021 in St. Louis, Missouri. The theme will be “Rejoice In Hope.” At the present time leaders for this Gathering are being recruited. You may recommend a plenary/forum speaker or workshop leader through the web site [https://www.presbyterianwomen.org/what we do/build-community/churchwide-gathering/suggest-a-churchwide-gathering-leader/](https://www.presbyterianwomen.org/what_we_do/build-community/churchwide-gathering/suggest-a-churchwide-gathering-leader/). Leaders are needed for the following topics or areas:

- Bible Study/Spirituality/Theology
- Mission (local and/or global)
- Justice and Peace
- Community
- Leadership/PW Basics
- Dance/Movement

- Health/Wholeness/Relaxation
- Creative Arts

Presbyterian Women always have been heavily involved in mission work at the local, presbytery, synod, and churchwide levels. This year's mission emphasis for Presbyterian Women of the James is on one of the defining issues of our time, climate change. Missions Coordinator Linda Smiley is sending out periodic "Did You Know" emails to raise awareness about climate change in our world and ways that we can make a difference. We plan to have a speaker about climate change during the 2020 Spring Gathering on May 2, 2020.

Moderators or contact persons from local congregations should have submitted their congregation's history and statistical annual report to the Historian, Sharon Moser, and to their area leaders by January 31, 2020.

The Search Committee presently is working on recruiting candidates for the following Leadership Team roles which begin in the 2020-2021 program year:

- Moderator Elect
- Vice Moderator
- Secretary
- Area Leader
- Search Committee Members

PW-POJ enjoyed participating in the Ministry Fair that was held during the October meeting of the Presbytery of the James at New Hanover Church. We especially are grateful to the presbytery's Communications Coordinator, Kelley Hope, for her assistance with preparing materials about PW-POJ which were distributed that day.

Jayne Sneed, Moderator

Older Adult Ministry

At the October 19 presbytery meeting OAM had a table of handouts and a sign-up sheet for anyone wanting to have OAM do a 2-3-hour workshop on end of life issues. 15 people signed up. OAM team hopes to gain some new members. We also plan to contact all of these churches in the spring and begin to offer some OAM workshops. We have some retired ministers along with our team who are willing to present. Doug Walters has set two more workshops for 2020 for Older Adults. The first will be March 24 and OAM will co-sponsor this. Please ask for educators, lay folks, and ministers to join this vital team. We meet once a month. Contact Lillian Rhudy, 804-270-0871 or at rhudys2@verizon.net.

Below, please find the article I submitted to POAMN (Presbyterian Older Adult Ministries Network) regarding the workshop held at Camp Hanover on November 7, 2019. Article requested by Quentin Holmes for POAMN's quarterly newsletter.

Presbytery of the James Older Adult Ministry and Camp Hanover Combine Efforts for Reaching Older Adults

Strength for Today, Bright Hope for Tomorrow has special meaning for a group of adults in Central Virginia. On November 7, 2019 a group of 40 Presbyterians gathered at beautiful Camp Hanover for a day of fun, food, and fellowship. Presbytery of the James OAM, Camp Hanover, and the POJ Associate for Stewardship, but working mainly with small churches, joined forces in a couple of meetings and planned this event. We sent flyers, emails, etc. with only a 3-week lead time. The goal was to encourage communities of older adults to take active roles in their churches and encourage churches to recognize and use this select group of folks. Older adults come with great experience, wisdom and rich legacies. A VIP Pass was offered, good for a complementary registration, for a first-time retreat attendee to come as a guest of registered attendee. The cost for the day was \$20 a person. The subtitle of the event was *Reflecting on our Purpose and the Next Chapter*. The ideas for speaker topics and TED talks came from the song *Great is Thy Faithfulness*.

Deborah Rexrode, presbytery's Associate for Stewardship, suggested legacies that we leave and may not have considered: encouragement, forgiveness, grace, love, etc. Doug Walters, Camp Hanover's Executive Director, focused on the legend of P.T. Barnum and the seasons we experience throughout our lives on our faith journeys. He incorporated other famous people who started later in life: KFC's Colonel Sanders, Grandma Moses and Phyllis Diller.

Rev. Clay Macaulay, Director for Alumni Relations at Union Presbyterian Seminary, reflected on looking at our blessings as older adults and our need to look for adventure, tell our stories and finish well in the third thirty of life.

In addition to the strength for today being reflected in the scrumptious breakfast and hardy family style lunch, there was time for strolling the spacious grounds, learning about their family of goats, and about future programs adapted to needs of seniors at Camp Hanover. The day ended with reflections from the TED discussions and communion.

Lillian Rhudy, Moderator

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) or Opportunities

Vacation Bible School Curriculum Fair on February 6 (1-4 p.m.), 7 (1-5 p.m.), and 8 (10 a.m. – 2 p.m.), 2020, offers congregations and VBS teams a hands-on opportunity to review and explore dozens of 2020 VBS curricula, listen to the music, receive free consultation, enjoy special discounts (up to 30% off plus free shipping)! There are some exciting new options this year, including two one-room VBS options for smaller membership churches. 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 is a more in-depth one-day opportunity to dialogue with our colleagues who write the books/curriculum we use. Topic and date TBA, Spring 2020.

Highlights of Recent Activity

Teachers' Toolbox on October 5, 2019 provided basic and advanced teacher-equipping sessions for leaders from local congregations offered by workshop leaders from various denominations (including POJ). Our 2019 special guest, Rev. Dr. Joseph V. Crockett, focused 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 presented several time-tested tools religious educators could use to guide, nurture, and encourage learners to bear marks of Christian discipleship. Effective teaching, Crockett asserted, can accomplish these ends while affirming learners' God-given freedom and responsibility to express authentically God's just and reconciling love. Watch for the 2020 date for this annual half-day event!

Honoring Excellence in Ministry Banquet, held October 25, 2019, honored more than a dozen lay and clergy leaders nominated by their congregations for their faithfulness and excellence in ministry. Offered annually, the banquet 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 and 2020 date to be posted soon at www.resourcingchurches.com!

How to Get Involved / Next Meeting

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!

Denise Janssen

Small Church Ministry

The Small Church Ministry is deeply grateful to the leadership of Mark Sprowl who served for many years as the moderator of this group. In December, Mark retired from pastoral ministry and will no longer be serving as Moderator of Small Church Ministry. Special thanks to Mark for his leadership, faithfulness, and service to this important ministry in our presbytery.



Small Church Grants

One of the ways that Mark provided leadership was the distribution of Small Church Grants to assist small membership churches in the funding of immediate repairs and needs as well as funding emerging ministries. Over the past three years, more than \$75,000 has been awarded in Small Church Grants. Information and applications are available on the presbytery website.

Small Church Forums

Mark was also instrumental in seeking out new ways to help our smaller congregations be as viable and healthy as possible. With the leadership of Deborah Rexrode, Associate for Stewardship, Small Church Ministry worked in collaboration with the Presbyterian Foundation to provide four Small Church Forums. Twenty congregations participated in these forums to discuss such topics as generational impacts on members, pastoral change and transition, and narrative budgeting.

Mission, Ministry and Money

The biggest success of the Small Church Forums was bringing together pastors and leaders from our small membership congregations to share common needs and interests. Because of this outcome, Small Church Ministry has partnered with the Associate for Stewardship to provide two workshops a year under the heading of Mission, Ministry, and Money (M³). The goal of these workshops is to provide a safe space for leaders to discuss issues they have in common,

provide ideas for how to focus on the areas where congregations are the most effective, and provide encouragement and support to the small membership congregation.

Communication Through Websites

In the past year, the Small Church Ministry also hosted a Communications Workshop led by Kelley Hope, POJ Communication Specialist. This workshop generated a great deal of interest among our small membership churches in how they might create a stronger online presence through the development of a professional website. Kelley is a resource for guiding pastors and communication leaders in how to get started and how to maintain a good website.

The outcome of this workshop was the support of the Leadership Connections Team in providing financial support for churches who would like to start a website but do not have the necessary funds. In the coming year, congregations will be given an opportunity to apply for funding to develop a website and then three years of hosting support. Stay tuned for more information coming soon!

Small Church Interns

The Small Church Ministry also provides support to small membership congregations who are interested in having an intern. Some of our current pastors serving small membership congregations in our presbytery served as interns while completing their seminary education at Union Seminary. This program is affiliated with the Field Education Program at Union and Jason Cashing works closely with these interns providing places for them to serve our smaller congregations. Jay Morgan is currently serving as an intern at Ashland Presbyterian Church with Kerra English, pastor.

Small Church Ministry is currently being staffed by Deborah Rexrode, and we are looking for special people who have a heart for the small membership church. If you are interested in learning more about this opportunity, contact Deborah at deborah@presbyteryofthejames.org.

Stewardship Ministry

As I begin my fifth year as the Associate of Stewardship, I am deeply grateful to the presbytery for giving me this wonderful opportunity to serve the congregations in our presbytery. Some of the joys I experience in my ministry include getting to know the pastors and the members of our congregations, providing stewardship education and resources to them, and encouraging them in their various ministries. If I have not been to your church, I would love to come to speak to the session, lead a workshop, teach a Sunday school class or preach.

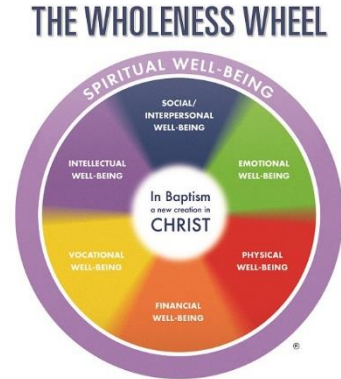


Giving Sermon

I was honored to have the privilege of preaching at the October presbytery meeting. The title of my sermon was, “The Giving Church.” In I Timothy, Paul tells Timothy to pursue a life of wonder, faith, love, steadiness and courtesy. Seize the eternal life to which you were called.

Consider the six areas of the Wholeness Wheel:

- *Social/interpersonal:* Is there leadership in your congregation to be sure the community is robust, encouraging healthy communication, broad welcome, and good “on-boarding” of visitors and new members? Is there plenty of opportunity for those participating in your congregation to know each other?
- *Emotional:* What’s the current emotional temperature of your congregation? What influences the way your community feels about itself and its mission? How might you improve your congregation’s resilience?
- *Physical:* How healthy is your physical plant, if you have one? Have you been skating by maintenance issues for a while, or is everything at its best? Are you using your physical assets for mission with your external community as well as your internal one?
- *Financial:* How are things shaping up for next year’s budget? What might you work on during the coming months to prepare the way for the next budget process? What will you need to interpret? Have you done an audit of your financial practices?
- *Vocational:* Are you a congregation just because, or are you clear about your “why”? What’s your mission? How deeply are congregational members bought in?
- *Intellectual:* Are people learning and growing intellectually in your congregation? What cool Bible studies are you doing? Does your adult forum capture people’s interest? What about book groups, small groups, or a speaker series?



Note: Portico Benefit Services' wholeness wheel emblem is a trademark of Portico Benefit Services (U.S. Patent and Trademark). Certificate of registration numbers: 4,837,286; 4,837,288; 4,837,289; 4,838,281; 4,877,811; 4,768,884.

I recently had an opportunity to use this exercise with a session at their annual retreat, and we found it to be an engaging way to celebrate the things the congregation was doing well and to identify the most important needs on which to focus in the coming year. I encourage you to use this as a guide in your own planning for the coming months.

Stewardship is more than a fall campaign. It is stewarding all that God has entrusted to us every day of our ministry. Let me know how I can help you steward your congregation’s wellness.

Deborah Rexrode, POJ Associate for Stewardship

Youth Ministry

We are continuing to grow into our new structure as a ministry of the presbytery. Youth Ministry is comprised of two sub-committees: Youth Council, or YoCo, whose membership is high school students with connections to POJ congregations and/or Camp Hanover; and a committee of adults to support the work of the Youth Council. Youth Council has 18 members from 12 churches and has met monthly since September. The adult sub-committee is still forming. If you’re interested in supporting Youth Ministry in our presbytery, contact Colleen, Director of Youth Ministry, at colleen@camphanover.org.

Youth Council is hosting two retreats at Camp Hanover this spring: a High School retreat on March 21-22, and a Middle School retreat on April 25-26. YoCo has decided to use Romans

12:21 to guide the retreats, “Do not be overcome by evil, but overcome evil with good.” Students developed this theme with an emphasis on youth empowerment (1 Timothy 4:12 “Let no one despise your youth...”) and navigating the many emotions they’re feeling about the evil in our world (Psalm 34 “The Lord is near to the brokenhearted...”).

The Youth Council members are excited to continue to grow in their leadership in and commitment to our Church. Please continue to pray for them and encourage them!

Colleen Earp, Director of Youth Ministry

The Mission And Service Team (MAST) Report

The Mission and Service Team is excited to share the things going on within our presbytery. MAST continues to do the important work of serving in our communities and around the world. There are a variety of ways to be involved, individually and as congregations. We encourage everyone to share in the exciting work of God’s people.

The MAST team is looking to fill out its membership, if you are interested and in the needed area, please connect with a member of Nominations Committee.

Lindsey Williams, Moderator

Creating a Culture of Evangelism Ministry

This group has nothing to report at this time, as we have taken a short break while we await the direction of the Vision 2020 report. We want to support the vision of the presbytery.

Dismantling Racism: Building Beloved Community Ministry

Building Beloved Community Curriculum: Our ambassadors that we sent to the Colnspire Retreat at Montreat came back with a few requests from across the country from churches who wanted to use our curriculum. The curriculum was sent out to three churches. Currently, January through February, Salisbury Presbyterian Church is using the curriculum in multiple classes on Sundays and mid-week. Rev. Jim King is also preaching a sermon series related to the themes of the study.

The Building Beloved Community Curriculum is an in depth 6-week Bible study that looks at God’s call for us to live as one human family dedicated to God’s love and justice in the world. If you would like more information about the curriculum please contact Darren Utleby darren@fairfieldpcusa.org

Special Events: Our ministry team in partnership with Coming to the Table – RVA (cttt-rva.org) helped to organize the following events:

Repairing the Breach: History, Religion, and the Racial Divide

January 21, 2020 - 6 pm - 7:30 pm

The Virginia Museum of History and Culture - 428 N Arthur Ashe Blvd, Richmond, VA 23220

Coming to the Table RVA, in partnership with the Virginia Museum of History and Culture, held a discussion to commemorate the National Day of Racial Healing. Historian Dr. Ed Ayers, theologian Dr. Brian Blount, and special guest Dr. David Ragland, founder and co-director for the Truth Telling Project of Ferguson and the National Reparations Network, participated in a panel discussion about racial healing moderated by Dr. Corey Walker, University of Richmond visiting professor and senior fellow for religious freedom at the Religious Freedom Center in Washington.

Faith, Education and Reparations

January 22, 2020 - 11:45 - 5:30

Union Presbyterian Seminary

On Wednesday, January 22nd at Union Presbyterian Seminary, Coming to the Table RVA held discussions and sessions to commemorate the National Day of Racial Healing as we boldly move forward in our campaign to repair what is broken in our city. Dr David Ragland, founder of the Truth-Telling Project, Lotte Dula, creator of Reparations4Slavery.com, Dr. Corey Walker University of Richmond visiting professor and senior fellow for religious freedom at the Religious Freedom Center in Washington and a host of local professionals were on hand to brainstorm strategies of reparations that work.

Get Involved: We are constantly discerning the ways that the Spirit is leading us to be a part of building the beloved community in our corner of the commonwealth. To join our mailing list, send Darren Utley an email at darren@fairfieldpcusa.org

The Hunger Ministry

Has no report at this time.

Public Policy Witness Ministry

Our Public Policy Witness Ministry wants to thank the Rev. Nelson Reveley for his time leading us. We will miss him. We were moved that his wife Jess, Nelson and their families were generous even as they endured such a tragic time. To honor them and as a tangible thank you to Nelson, we are determined to make DonatLife one of our causes moving forward. Please review the flier below. More educational materials will be made available in the future.



We are dedicated to the enactment of sensible gun laws in our state. As this report is being prepared for the packet, the Charlottesville Coalition of Gun Violence Prevention and others in our area are still planning on going in the MLK vigil at the Capitol on January 20th. We are considering cancelling, however, because of safety concerns.

Self-Development of People Ministry 50 Years of Service to People in Need

The Self Development of People Ministry accomplished several goals and objectives for 2019.

The main goal was to become more visible with churches in the Presbytery of the James, non-denominational churches in the community, and non-profits groups working with our core strategies:

- Promote Justice
- Build Stronger Communities
- Seek Economic Equity

The SDOP Ministry enhanced its communication capability with a new website for POJ churches, non-profits and others to apply online and complete a grant application for funding a project with response and assistance within one week's time if the project qualified. The new website received in excess of fifteen online applications in 2019.

The SDOP Ministry was able to partner with several POJ churches, community groups and conduct grant workshops at several Chesterfield County libraries. SDOP grant workshops are announced in the Chesterfield County Library brochure several times a year. Several POJ churches referred grant applicants to the SDOP Ministry. The most qualified grant application was received from VA League for Safer Streets, which was referred by Bon Air Presbyterian Church. The SDOP Ministry under Presbytery of the James has successfully funded grants in 2018 and 2019.

The goals for 2020 continue to be our core strategies with more outreach to the POJ churches, church mission committees, community leaders, non-profits and more grant workshops. The SDOP Ministry looks forward to completing the required recertification process in 2020 and participating in the 50th Anniversary Celebration of the year SDOP was started in 1970 in Rochester, NY.

The ministry is seeking more support from the churches in the POJ and volunteers to serve on the ministry. Visitation is welcomed to our regular monthly meeting on the third Saturday of the month at the presbytery office at 3218 Chamberlayne Avenue, Richmond, VA. The meeting time is 10:00 am to 11:30 am. Come and meet the members of the SDOP Ministry and learn how you and your church can make a difference in your community.

Lamar Lockhart, Moderator

World Mission Ministry Report

World Mission Ministry strengthens the involvement of congregations and individuals in Presbyterian World Mission, especially through the Young Adult Volunteer (YAV) Program, our presbytery's shared engagement in Guatemala with Peaks Presbytery, our support of mission co-workers Ruth Brown and Cindy Corell, and our development of leaders through national events. If you have a heart for God's mission in the world, join this ministry of the Presbytery!

Migration and Ministry: In October a group representing the presbyteries of the Peaks and the James traveled to Guatemala to better understand the causes of migration affecting both of our countries, to learn how our church partners are addressing this critical issue, and to discern our response. Participants were touched by conversations with migrants as they heard their stories first hand. They also experienced the amazing work that is being done to address poverty and hopelessness and to transform lives through the work and witness of people of faith. We are better together! Participants returned eager to support God's vision for all people, both there and here. If you would like to learn more, or have a speaker come, or would like to participate in a similar life-changing trip, contact Mary Jane Winter (mjwinter@comcast.net).

Ruth Brown: Ruth writes that she will not be in the United States in 2020, but in early 2021 at the end of her four-year term when she will be available to speak in churches. She serves in northern Ghana to build leadership for Community Health Evangelism (CHE). Ruth also works with church leaders to plan economic initiatives intended to reduce poverty (small income generating enterprises, community savings and loans programs, and entrepreneurship training, etc.). Read her mission letters here:

<https://www.presbyterianmission.org/ministries/missionconnections/ruth-brown/>

Cindy Corell: Cindy Corell, our mission co-worker in Haiti who is serving there because of our presbytery's partnership with her, plans to return to Haiti at the end of February, if the way be clear. World Mission Ministry joined with the Haiti Ministry to sponsor an afternoon on to meet with her and to learn about the dire challenges facing Haiti, and how we might engage with her and with our church partners there to respond on February 2. The need to rebuild Haiti is great. Connect with Cindy on Facebook, through the Haiti Mission Network, or through Presbyterian World Mission. Read Cindy's latest mission newsletter where she talks about us, Presbytery of the James!

<https://www.presbyterianmission.org/ministries/missionconnections/letter/keeping-hope-alive-for-the-people-of-haiti-even-from-far-away/>

Young Adult Volunteers: This year Presbytery of the James is supporting two outstanding young adults serving with this program. Who in your congregation should apply for 2020-21?

Laura Haney, who has been active in the presbytery and serving with the staff at Camp Hanover, is serving in Tucson, AZ through Community Home Repair Project of Arizona (CHRP), helping bringing dignity and safety to neighbors in need by repairing everything from flooring to roofing to swamp coolers. She also participates in immigration activism in the local community and along the border through the Presbyterian border ministry Frontera de Cristo. Read her blog here: <https://yavlahaney.home.blog/>.

Sam Shin, who is a member of Lord Jesus Korean Presbyterian Church in Midlothian, is serving in Washington, DC, where YAVs serve alongside the poor and low-income residents of DC—and will have the unique opportunity to engage issues such as poverty, hunger, and homelessness on the policy level. Read his blog here: <https://samdcyav2019.home.blog/>

Young Adult Volunteers is the Presbyterian Church (U.S.A.) service corps for adults ages 19-30. Volunteers complete a “year of service for a lifetime of change” at sites around the United States and around the world. There is scholarship money in the presbytery for anyone who is accepted, and the presbytery has a long history of supporting YAVs. Do you know of someone with a desire to serve? Want more information? Contact Colleen Earp, our presbytery's Director of Youth Ministries who served as a YAV herself at colleen@camphanover.org

Mary Jane Winter, Moderator

Report of the Committee on Nominations

Presbytery of the James

February 15, 2020

MWS = Minister of the Word and Sacrament

RE = Ruling Elder

MC = Member of the Congregation

MAL = Member at Large

HR = Honorably Retired

I. The Committee Reports the Following for Information

A. On behalf of the presbytery, thank you letters have been sent to those who have completed their term of service on one of our Teams/Committees.

B. At the request of Interim General Presbyter/Stated Clerk (Fred Holbrook) and General Assembly coordinator for the POJ (Deborah Rexrode), the Committee considered the following request: to make specific assignments for each Alternate General Assembly Commissioner to be paired up with a Commissioner in the event the Commissioner cannot attend General Assembly.

Commissioner	Designated Alternate
Hyun Chan Bae (MWS)	Beverly Bullock (MWS)
Brint Keyes (MWS)	Patrick Dennis (MWS)
Judy Thomson (MWS)	Ann Cherry (MWS)
Marilyn Johns (RE)	Bruce Harvey (RE)
Kenna Payne (RE)	Cherry Peters (RE)
Andrew Sanders (RE)	Lamar Lockhart (RE)

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

In February, the Nominations Committee will be sending a letter to teaching elders and clerks of session inviting them to submit the names of potential candidates to serve as Vice Moderator of the POJ in 2021. The vice moderator will ordinarily succeed the moderator. In the rotation system the presbytery uses, we will be seeking male Ruling Elder candidates this year. The deadline for submissions is April 1. A general nomination form will be found on the POJ website.

II. Consent Docket Recommendations:

Committee on Preparation for Ministry

Class of 2022, Jerome Wilson, RE, Blackstone

Permanent Judicial Commission

Class of 2025, Amy Starr Redwine, MWS, First Presbyterian, Richmond

III. Current Opportunities for Service:

Committee on Preparation for the Ministry

Class of 2020, Region C, 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

The following vacancies exist on committees that are filled by the C&C Team:

Committee on Nominations

Class of 2021, Region B, MWS or 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 Denise Hall, vice-moderator, Committee on Nominations: hallograms@gmail.com.