



- Ministers: Rev. Jess Cook, Sermon  
Rev. Aaron Houghton  
Rev. Katherine Todd
- Ruling Elders: Ruling Elder Leigh Anne Ring (Moderator of Presbytery),  
Moderator of the commission, Constitutional Questions  
Ruling Elder Matilda Moros (Ginter Park)  
Ruling Elder Chris Lane (Mechanicsville)
- Guests: Brendan Messenger  
Chenin Guber  
Ian Smith  
Rev. Adam Ogg (National Capital Presbytery), Charge to the Minister  
Melissa Kirkpatrick  
Rebecca Cummings-Meister

Pursuant to the assignment of presbytery and the provisions of W-4.04 of the *Book of Order*, Matthew Messenger was ordained and installed as Pastor of Mechanicsville Presbyterian Church.

- C. The Commission of the Presbytery of the James appointed to install Christopher M. Tweel as Pastor of Three Chopt Presbyterian Church in Richmond, VA met Sunday, March 1, 2020 at 1:30 p.m. at Three Chopt Church. A quorum was present consisting of the following:

- Ministers: Rev. Jeremy Cannada, Sermon, Charge to the Minister  
Rev. Fred Holbrook  
Rev. Jaechul Pi, Charge to the Congregation  
Rev. James Taneti
- Ruling Elders: Ruling Elder Cheryl Atchsion (Grace Covenant)  
Ruling Elder Leigh Anne Ring (Moderator of Presbytery),  
Moderator of the commission, Constitutional Questions  
Ruling Elder Karen Scherling (Three Chopt)  
Ruling Elder Johnny Walker (All Souls)

Pursuant to the assignment of presbytery and the provisions of W-4.04 of the *Book of Order*, Rev. Christopher Tweel was installed as Pastor of Three Chopt Presbyterian Church.

**IV. The Stated Clerk reports the following for information:**

- A. Review of Session Records: The presbytery's team of examiners has reviewed the minutes of meetings of the sessions and congregations. No records were received from the following churches: Ebenezer, King's Chapel, Mitchells, Overbrook, Praise the Lord, Rosewood, Summit, and Village.

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

- A. That the minutes of the February 15, 2020 Stated Meeting be approved.

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

### **Consent Agenda**

Presbytery of the James, 105th Stated Meeting  
June 16, 2020  
Via Zoom Videoconference

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 February 15, 2020 Stated Meeting be approved.

**II. The Committee on Nominations makes the following recommendations:**

- A. The committee recommends that Rebekah Tucker-Motley, Teaching Elder, Orange, Region A, be elected to Mission and Service Team, Class of 2021.  
B. The committee recommends that Nicole Ball, Teaching Elder, MAL, Region F, be elected to Committee on Preparation for Ministry, Class of 2022.  
C. The committee recommends that Edward Kross, TE, MAL, be elected as Vice Moderator of Leadership Connections Team, Class of 2021.

**III. The Committee on Ministry makes the following recommendations:**

- A. Change Rev. Janet Winslow's retirement date to 6/30/2020.  
B. Grant honorably retired status to Rev. Nancy Clark, 2/20/2020.

**IV. The Communication and Coordination Team makes the following recommendation:**

- A. That the 2020 POJ Budget to Actual April report be received.

## Leadership Connection Team

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, Community of Ministry and Worship, Older Adults, Presbyterian Women, Resource Center, Small Church, Stewardship and Youth. These are extraordinary times in which we are living yet these ministries continue to serve their Lord in their various capacities as they learn new ways of meeting and sharing. Here are reports from five of the ten.

George Whipple, Moderator of the LCT

### Report from Presbyterian Women of The James

Presbyterian Women of the James continues to carry out its purpose during the COVID-19 pandemic. Unfortunately, the Spring Presbytery and Summer Synod Gatherings of Presbyterian Women had to be cancelled due to the state's stay at home directives. The rescheduled Presbytery Gathering will take place on Saturday, November 7 at South Plains Presbyterian Church in Keswick, Virginia.

Technology is helping members of our organization to stay connected. Many congregations' circles are meeting for Bible study by Zoom. One circle of a small congregation plans to meet outdoors in June for the final lesson of the year with social distancing in place. Inclusive, caring communities of women are being maintained through phone calls, Facebook groups, YouTube, email, and card ministries. Many are using the "Love Carved in Stone" DVD by author Dr. Eugenia Gamble which has been shared at no cost by the national office so that congregations may stay on schedule with this year's Horizons Bible study.

A Synod-wide town hall meeting took place in April by Zoom hosted by members of the Churchwide Coordinating Team and national staff members as a way of maintaining community and sharing ideas for continuing the work of PW during the pandemic. A similar call is planned in the near future. The "Mile of Pennies" collection for Massanetta Springs continues through the end of May.

At the Churchwide level, support staff members in Louisville have been available to help while working remotely since their building was temporarily closed. The 2020-2021 Horizons Bible study seems to have been written providentially. "Into the Light: Finding Hope in the Psalms of Lament" by Dr. Lynn Miller is now available for order from [www.presbyterianwomen.org](http://www.presbyterianwomen.org). Plans for the August 2021 Churchwide Gathering of Presbyterian Women in St. Louis are moving forward.

Election of the new Coordinating Team for Presbyterian Women of the James is taking place by an absentee ballot process prescribed in section 4.7 of the bylaws of the national PW organization called "action without meeting." The election process will close on June 6.

## Reports -4- Reports

PW area leaders continue to stay in touch with their congregations. Do not hesitate to contact them or any member of your presbytery's Coordinating Team should you need assistance.

Grace and Peace,  
Jayne Sneed, Moderator, Presbyterian Women of the James

### **Small Church Ministry**

Small Church Ministry is being challenged and implemented in a whole new way with the events of the past few weeks. As the interim moderator of Small Church Ministry, I reached out to the pastors in each of our small membership churches to hear how they were coping in this season of ministry and to assist in any way possible.

Our small churches are vital places of ministry and are showing lots of “energy, intelligence, imagination, and love” in their various congregations. They are also demonstrating a huge amount of resilience. Some took on the Zooming and Facebook and YouTube without any reservation. Others have recorded sermons, provided devotional materials, and connected with members of their congregations by phone.

I am inspired by the congregations and sessions who have used their Inspire Gifts to provide for the needs of others in their communities – gifts to food pantries, a contribution to a bereavement fund, gift certificates for employees of a local grocery store, meals for hospital staff, groceries for needy families, a gift to a housing response fund, grief and bereavement counseling resources, masks, and international scholarships to the seminary – just to name a few. The harvest is yet to be known from the way these gifts will be used.

### **Small Church Grants**

The Presbytery of the James continues to provide a limited amount of funds to smaller congregations to assist them in meeting urgent or emergent financial needs. If you have an emergency need, you can go to the Presbytery of the James website and review the application process. Because these are designated for urgent or emergent financial needs, the Small Church Ministry reviews the applications and accompanying documents as they are received to shorten the approval process. If you have questions on how to apply, please contact [Deborah Rexrode](#).

### **Communication Through Websites**

One of the most important ways you can communicate with your congregation and be a presence in your community is to maintain a vibrant and informative website that is up-to-date with information about how the church is doing ministry in these unusual times and in the future.

The Small Church Ministry has available resources for congregations who do not currently have a website to help you develop a site and host it for the first three years. The funding each year is limited but it is our hope to assist up to six congregations each year. If you are interested in learning more about how to get started, contact [Deborah Rexrode](#).

## **Reports -5- Reports**

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 or anything mentioned in this report, contact Deborah Rexrode at [deborah@presbyteryofthejames.org](mailto:deborah@presbyteryofthejames.org).

### Stewardship Ministry

Our year together began with a busy schedule. I enjoyed teaching “Cultivating a Culture of Generosity” for four Sundays at Laurel Presbyterian Church followed by four Sundays at South Plains Presbyterian Church. What a joy to explore some of the Biblical foundations of Stewardship and to discuss what it means to live an abundant life and to leave a legacy that reflects our deepest generosity.



Then when we turned the corner into March, things began to shift focus. I found myself working with congregations in our Presbytery to think about new ways for us to provide leadership to our congregations in terms of Stewardship. Some of the questions we explored are:

- How can we be good stewards of the relationships we have with our congregations if we are not in physical contact with them?
- How can we be good stewards of our leaders and support them in this new way of doing ministry and worship?
- How can we be good stewards of our resources and be faithful in our giving?
- What new ministries might God be calling us to steward in this new season of our life together?

My days became filled with online meetings and webinars with colleagues and congregational leaders across the country discussing the CARES Act, PPP Loans and Loan Forgiveness, Online Giving, Recurring Giving, Internal Controls, and Offering Talks. Special thanks to leaders at Macedonian Ministry, Horizons Stewardship, and the Office of Vital Congregations of the Presbyterian Mission Agency for these meaningful conversations.

### 224<sup>th</sup> General Assembly:

As the General Assembly Coordinator for the Presbytery of the James, I want to recognize the following commissioners elected by the POJ: Rev. Hyun Chan Bae, Elder Marilyn Johns, Rev. Brint Pratt Keyes, Elder Kenna Payne, Elder Andrew Sanders, Rev. Judy Thomson, and Young Adult Advisory Delegate Noah Morgan.

This year’s General Assembly will take place online rather than in person in Baltimore so providing prayer support behind-the-scenes will be our alternate commissioners: Rev. Beverly Bullock, Elder Bruce Harvey, Rev. Patrick Dennis, Elder Cherry Peters, Elder Lamar Lockhart, Rev. Ann Cherry, and Young Adult Advisory alternate, Bethany Reitsma.

The General Assembly will convene on Friday, June 19 for the election of a new Moderator and Vice-Moderator or Co-Moderators and again on Friday-Saturday, June 26-27 to consider and act on a limited list of critical business items. Commissioners, advisory delegates, and corresponding members will join the sessions from their homes, offices, or other safe spaces. As in a physical General Assembly, commissioners will have voice and vote and advisory delegates will be polled before the commissioner vote. All sessions will be live-streamed for the many others who are interested. For more information: <https://ga-pcusa.org/>

**Looking to the Future:**

These are unprecedented times, but Stewardship is a way of life as we continue to care for all that God has entrusted to us. Here are some of the ways I am seeing congregations engage and plan their Stewardship Ministry:

- Churches are exploring online giving for their congregations as a way for people to remain faithful in their giving while staying-at-home.
- A student at Union Seminary collaborated with me on his Polity Class Project by putting together a Stewardship Program for a congregation that has never done a fall program.
- One congregation has invited me to spend the four Sundays in November with them, “Cultivating a Culture of Generosity.”
- A Stewardship Committee in a congregation is looking at the possibility of doing Shared Ministry Visits in the fall to every member of their congregation to talk about new ways of doing ministry, supporting ongoing ministry, and celebrating together the work of their congregation.
- One church has invited me to speak at their first College of Elders and Deacons gathering.
- A Presbytery-wide fall event is being discussed to think about Stewardship of Property. How can we be good stewards of our facilities as our congregations change in new ways?

So much is unknown about the future, but it is promising to think of the ways we might be able to continue these activities and envision other ways to teach congregations about generosity and Stewardship.

**Additional Staff Leadership:**

It is a joy for me to serve as the Staff Liaison with the Leadership Connections and Mission and Service Teams as well as the Older Adult Ministry, the Small Church Ministry, and the Haiti Ministry. I also continue to serve as a Consultant to the Camp Hanover Development Team.

If you have an area of Stewardship you would like me to explore with you, please contact me at [deborah@presbyteryofthejames.org](mailto:deborah@presbyteryofthejames.org) or call me at 434-996-6032 (currently working from home).

Deborah Rexrode, POJ Associate for Stewardship

## 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, spiritual formation, and 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](http://www.resourcingchurches.com) (there's a link at the bottom of the main page).

Even during these days when COVID-19 means we are unable to welcome you to The Resource Center in person, **we are still accepting email requests** ([info@resourcingchurches.com](mailto:info@resourcingchurches.com)) to borrow resources and will mail them to you or deliver them (contactless) in a day or two. If you're not sure what you need, send a note with your contact information and we'll call you. We can also provide phone or Zoom consultation if you're looking for some ideas that might work well virtually. Someday soon, we hope to be able to encourage you to 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!

### **A Story about The Resource Center and How We Fulfill Our Mission**

Early in 2020, when we were still open to the public on Tuesday – Friday from noon to 6 p.m., we had a call from a congregation looking for some resources to help them have a difficult conversation following the painful departure of a pastor more than a year ago. The congregation was still feeling hurt and betrayed, and they were reticent to move forward in calling a new pastor. The lay Christian educator who called was asking about a particular resource that had been recommended to her, a DVD-based study series entitled, *Unafraid*. We had just acquired that resource and were able to arrange for her to pick it up the next day. Through this study and the conversations it provoked, some healing began to take place. We also connected them with a gifted facilitator to help them continue the conversation in a guided way after the study series. The person who led the study let us know that the congregation has refocused its efforts and is searching for their next pastor with a renewed sense of hope. Connecting people and congregations with the tools they need – that's an important part of what we do at The Resource Center.

### **A Plan for our Ministry Going Forward**

The next frontier of resourcing is electronic resources – eBooks, videos, and other tools. Christian publishers have been slow to adapt to these new delivery methods, but they are warming to the idea and producing more options in these areas. In partnership with the Samuel DeWitt Proctor School of Theology where we are physically located, The Resource Center will serve as the resourcing partner for their \$1 million Thriving Congregations grant from the Lilly Endowment. A small portion of the grant budget has been designated to acquire and provide resources in support of the grant's work both virtually in through traditional means. Our hope is that, very soon you will be able to borrow an eBook or other resource from The Resource

Center much like you do through your public library or an online bookseller. We keep innovating to serve you better with the thriving of your congregation as our first priority.

### **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! You are invited to contact Dr. Denise Janssen, executive director, at 708.955.8913 (cell). Even when we can't gather, the staff of your Resource Center is here to help for consultation and resourcing virtually!

Denise Janssen, Moderator

### **Youth Ministry**

Like everything else under the sun, Youth Council's plans were greatly affected by the global pandemic. YoCo spent the program year training and preparing for youth retreats at Camp Hanover, which had to be cancelled in the interest of everyone's health and safety. In-person meetings were also suspended, including our closing meeting in which we typically celebrate our graduating seniors. This has been disappointing for everyone, particularly in light of so many other milestones and celebrations being cancelled or moved into online formats. Our students are understandably grieving many letdowns.

Our last meeting before stay-at-home orders were enacted was thankfully a joyful one: we met at The Presbyterian Church (Fredericksburg) and spent time writing and sharing prayers. We also spent time in fellowship at the famous Carl's frozen custard stand. While the "work" part of the meeting was intended to help prepare the students to lead worship at the planned youth retreats, we can now look back at this final physical gathering and appreciate the opportunity we had to pray with and for one another, and enjoy sweet treats on a beautiful afternoon.

Youth Council had their final meeting of the year on Sunday, May 17 on Zoom. We checked in with one another, dreamed up ways of supporting youth and continuing our work amidst a global pandemic, and celebrated our graduating seniors as best we could. Colleen sent care packages in advance with snacks and affirmations to enjoy together, even though we were physically separated at this time.

Colleen has been hosting youth fellowship opportunities on Zoom throughout the spring for middle and high school youth and their leaders. These were a wonderful time of check in, games, and getting to know teens from around the presbytery. These were scheduled through the end of May but can continue through summer if there is interest.

In these Zoom fellowships, students were asked to "check in" at the beginning with a high, a low, and answering a silly question (like, if you had a pet dinosaur, what would you name it?). We then "checked out" at the end with one word to describe how we were feeling at the end of our hour together. Students often share words like "happy" and "relaxed" and "better." It is a gift to be able to connect with one another in such a strange and stressful time.

### **Reports -9- Reports**

An application for Youth Council for the 2020-2021 school year, as well as plans for how we will continue our work together, are forthcoming (this report was due before the final YoCo meeting of the school year, when we make those plans!). We will also be looking for adults to serve on a subcommittee of Youth Ministry, to help guide and support the youth leaders in our midst.

Please keep our youth in your prayers as they navigate the myriad challenges of these unprecedented times! If you have questions, ideas, or want to get involved with any of these things, please be in touch with Colleen Earp, POJ Associate for Youth Ministry at [colleen@camphanover.org](mailto:colleen@camphanover.org).

Colleen Earp, Moderator

### **Mission and Service Team Report**

During these unprecedented times, the work of the church goes on, through ZOOM, through phone calls, through new and innovative ways we had yet to imagine. The ministries of Presbytery of the James are no different. The Mission and Service Team ministries continue to work in the presbytery and around the world. Please take a moment to see just how some of our various ministries have been serving since we last met.

If you would like to know how to get more involved, please do not hesitate to reach out to one of these ministries listed or to any member of the Mission and Service Team. We are here to connect you to various ways to serve in our communities. Grace and peace and health to you all.

Respectfully,  
Rev. Lindsey Williams, MAST Moderator

### **Haiti Ministries Report**

The global impact of COVID-19 is unprecedented. As difficult as it is here, it is even more devastating in countries like Haiti and other parts of the world where our mission co-workers serve. In March, the Presbyterian Church (U.S.A.) made the difficult decision to recall all its mission personnel and its international Young Adult Volunteers (YAVs). By mid-April, both **Cindy Corell** and **Ruth Brown** were home in Virginia.

#### **Cindy Corell**

Cindy had returned to Haiti the first of March after several months in the United States due to the political unrest there. After only 6 weeks, she had to leave again. Cindy is working remotely while living with her sister in Swope, VA. She brings greetings to the presbytery and shares this message written in early May:

*“In Haiti, there are 1,037 suspected cases and 12 people have died from the virus. Closed borders, mandated social distancing, and closing public markets has led to greater food insecurity. Several global organizations are warning that Haiti and similar countries will face famine in the next months. The situation is like a slow-moving earthquake, except Haiti is worse off now than after the 2010 earthquake.*

*“FONDAMA, the mission partner of the Presbyterian Church, is working on plans to provide food and resources to farmer organizations across the country. The grant from Presbytery of the James (Hunger Committee), along with help from Presbyterian Disaster Assistance and Presbyterian Hunger Program, has made funds available that can quickly be put to use. Thank you!*



*“Fabienne, the director of FONDAMA, tells me that hunger has taken an even tighter grip on rural communities. Each of FONDAMA’s member farmer organizations is working hard to respond to their own communities and at the same time to come up with national approaches to the issues.*

*“As for me, I speak daily with colleagues in Haiti, follow the news, and coordinate with Fabienne. We both are so grateful for all POJ’s faithful and generous support. We feel your prayers.*

*“Please know that all members of FONDAMA and its farmer organizations are grateful for ALL the ways you support the people of Haiti.*

*Much love to you all!”*

Cindy

### **What Can Churches Do?**

1. Invite Cindy to speak and share directly with your congregation. Set up a Zoom Conference. Contact Cindy [ccorell10@gmail.com](mailto:ccorell10@gmail.com). She cannot be in Haiti, but she can speak to your church. She is in daily contact with Haiti. She is writing. She is speaking. She is interpreting, developing partnerships, and connecting all of us with Haiti.
2. *Give to the 5 Cents a Meal Offering*, which addresses hunger in Haiti with food, seeds, training, and advocacy.
3. *Above and beyond* sending your support for Cindy to serve, *send an additional gift* to support the efforts of FONDAMA. Contact Cindy for details.

Sarah Dennis, Haiti Ministries Moderator

## **Public Policy Witness**

With this COVID thing going on, it's the perfect time to think through what we want to do moving forward. A few months ago, we entertained the notion of dissolving; however, YOU know that churches must have a voice in our nation and in our communities. Churches have a Christian perspective needed now more than ever before.

Happily, progress has been made on public transportation in Richmond. We can say that many important, and sensible gun laws have been passed in our state, too. WE had a role to play in that sea of change, so give yourselves a pat on the back! And don't forget to give God the glory!

Fielding around for new issues, we spoke with Lauren Ramseur. She and copastor Ashley Diaz Mejiaz are serving young men at a detention center in Bon Air. Their church is Voices of Jubilee. Ray Inscoe, Lauren and I see a great opportunity for us to be an arm of Lauren and Ashley's ministry--helping them in their advocacy for this sadly underserved community. And, for those of us who live in Charlottesville? Geography shouldn't matter. Lauren and I even talked about how we might serve similar detention communities in Charlottesville area.

Dorothy Piatt (clergy with Westminster, Charlottesville) is relatively new to our presbytery. She will be joining us. She has worked with incarcerated populations before. She's a definite plus! We definitely could add more folks to our ranks, though. Bring your ideas!

Gay Lee Einstein, Moderator

## **Self-Development of People**

The Mid Council Level SDOP Committee began 2020 with an agenda which included goals to recruit one or two new ministry members, create or form new partnerships with POJ churches, non-denominational churches, non-profits, community groups and organizations, award two to three Mid Council Level grants, conduct a minimum of three community workshops and provide additional support to our 2019 SDOP Grantee. The ministry saw the need to work closer with the national office of SDOP to partner with larger community groups who apply for grants in amounts available at the national level which are also available year-round.

These opportunities have multiplied under COVID-19. The Mid Council SDOP under the POJ is acutely aware of the many needs in the communities surrounding the churches in the POJ and has plans to become actively involved on several levels because of COVID-19. The National Office of SDOP has provided several Zoom webinars and training opportunities to help with available strategies and resources to help in our effort to form new partnerships and work with groups who provide services in addition to applying for grants.

## **Reports -12- Reports**

Our goals to partner with grant applicants have not changed but will include working with groups and non-profits to assist in meeting the needs of the:

- Poor
- Vulnerable
- People affected by COVID-19
- People experiencing injustice

The impact of COVID-19 has provided the opportunities to connect with SDOP leaders on a national level, discuss how and what to do in situations unique to our area, and have dialogue and exchange ideas for problem solving. We, the SDOP ministry under the POJ, are working weekly using conference calls and plan to open the POJ website for Mid Council Level Grants June 1, 2020. The National Level Grants are on the website year-round.

Lamar Lockhart, Moderator

### **World Mission Ministries Report**

In March, World Mission made the difficult decision to call its mission personnel home. After many cancelled flights, Ruth Brown left Ghana on April 15. Following the required quarantine time, she is now staying with a family friend in southeastern Henrico.

**Ruth Brown** writes:

*“I am working remotely by internet to assist coordinators based in Ghana for 5 funded programs of the Upper Northern Presbytery of the Evangelical Presbyterian Church in Ghana. All these programs are being coordinated through the E. P. Church's Development and Relief Agency (EPDRA). These programs include two agroforestry programs, a corn mill to assist with promoting Saboba Presbyterian Church programs, a conference and training for Saboba district church women, and two programs to assist residents of the Gnani camp for men and women accused of witchcraft.*

*“Additionally, I plan to assist the E. P. Church's Development Office with information and education materials related to combating the spread of the Coronavirus in Ghana. Currently, Ghana has at least 5,735 known cases of COVID-19, which is an increase of over 4,500 cases, more than 7 times the number of cases since my last day in Ghana on April 15, 2020. Most of the known infection is concentrated in Ghana's two largest cities, but the virus is present in all of Ghana's geographical regions, including the Northern Region where I was based. Throughout Ghana, schools and religions services have been cancelled indefinitely, and all borders have been closed, but the large cities are no longer on tight lockdown. People testing positive for the virus spiked 10 days after reopening these cities.”*



## How can churches respond?

*“I would be happy to give a brief presentation over Zoom about our partnership with the E.P. Church in Ghana during a worship service, or with Presbyterian Women, or with a mission committee or session meeting beginning in June 2020; my official full IA schedule will begin in January 2021. Please contact me by email at [roots4health@gmail.com](mailto:roots4health@gmail.com).”*

*“Most of all keep the people of Ghana in your prayers.”*

**Other Presbyterian Mission Co-Workers:** If your congregation supports additional mission co-workers who have also been required to return, please reach out to them, and offer similar opportunities to speak by Zoom or Skype. They are eager to connect with their supporting congregations even if they cannot do so in person.

**Presbytery Mission Travel** to partners in Haiti and Guatemala in 2020 has been postponed due to the coronavirus and safety concerns. If conditions change, anticipate opportunities in 2021.

**Two Young Adult Volunteers** sponsored by Presbytery of the James will conclude their year of service the end of July: Samuel Shin is serving in Washington, DC, and Laura Haney in Tucson, Arizona.

**Laura Haney** writes:

*“My YAV year is going well! I am really enjoying living in Tucson and working with my community partner, Community Home Repair Projects of Arizona (CHRP). This is an organization that provides free home repairs to low income homeowners in order to ensure people have adequate housing. I have learned a lot from them about the hands-on aspects of home repairs and about partnering with clients and the community as a whole.”*



*“The pandemic has affected us a lot. For 6 weeks I did not work at my community partner because as a volunteer, I am not an essential worker; however, because CHRP provides emergency home repairs and it is already very hot here in Tucson, much of the work there has to do with the very important task of ensuring people have adequate cooling systems in their homes to keep them safe and healthy. Due to the change in urgent needs at my community partner, I chose to go back to work 2 weeks ago with lots of precautions in place. I wear a mask all the time at work now and have an extensive cleaning/decontaminating routine when I get home in the evenings.”*

*“We meet with our site coordinator via Zoom every day and do some activities to engage with each other and educate ourselves about things happening in the world. We are also continuing the work of vocational discernment that we have been doing all year, which may be one of my favorite parts of YAV apart from working at CHRP.”*

*“The plan right now is for me to return to Virginia in August. I am willing to talk to a few churches over zoom now and would also be happy to do in person conversations after I am back in the state.”* Laura’s email is [laurahaney18@gmail.com](mailto:laurahaney18@gmail.com).

## Reports -14- Reports

**Sam Shin** writes:

*“I have been serving at Shirley's Place in DC. With the pandemic hitting here pretty hard, we have transitioned to working from home. Things at the site have also changed a lot as some of the volunteers have decided to go home so we have been adjusting to building community through a distance at the same time. It is definitely weird and difficult. As of right now, I have committed to staying in DC so that if Shirley's Place does open back up, I can be available to help as soon as possible; however, with the stay-at-home order in DC being extended to June 8 with a possibility for further extension, things may change.*



*“If any congregations would like to reach out to me, that would be more than fine with me, and we could potentially set up a time.”* Sam’s email is [10sshines@gmail.com](mailto:10sshines@gmail.com).

### **Young Adult Volunteer Program**

If you know a young person, age 19-30, who might enjoy exploring a faith-based year of service, either internationally or in the United States, encourage them to apply in 2021. The presbytery ordinarily sponsors two YAV participants each year. For more information contact Colleen Earp [Colleen@camphanover.org](mailto:Colleen@camphanover.org).

Mary Jane Winter, World Mission Ministries, Moderator

## **Report of the Committee on Preparation for Ministry**

Presbytery of the James

June 16, 2020

Meetings, January, April, and May 2020

### **I. The Committee reports the following for information:**

- A.** Of the 17 persons under care on May 27, 2020, 6 are inquirers, and 10 are candidates. Of the candidates, 5 are ready to be examined for ordination pending a call.
- B.** Rev. Fady Lous resigned from the committee to receive a call in Lehigh Presbytery in Pennsylvania (Apr 28).
- C.** Welcomed new member: Jerome Wilson (Apr 28).

### **II. The Committee reports the following actions:**

- A.** Approved requests to withdraw from the preparation process: Inquirer Kelcey Bailey (Blue Ridge) (Jan 29); Inquirer Amy Taylor (Gayton Kirk) (May 26).
- B.** Enrolled inquirers: Joslyn Shipman (Bon Air), liaison Sylvester Bullock (Jan 29); Amy Taylor (Gayton Kirk), liaison Brittany Harvey.
- C.** Approved on the basis of an annual consultation the continuation in the preparation process of Jonathan Moelker (Richmond Second) (Apr 28).

**III. Consent Agenda recommendations: [None]**

**IV. The Committee makes the following recommendation:**

- A. That, given the unprecedented logistics of this meeting, presbytery receive Inquirer Jonathan Moelker as a candidate, accepting CPM's interview with him on May 26, 2020 as his examination by presbytery (May 26).

### **Report of the Strategic Planning Team**

**June 16, 2020**

Meeting together in a time of uncertainty, anxiety, and wonder, the members of the Strategic Planning Team have been both humbled and invigorated by the myriad of ways POJ members and collaborators in ministry have responded to the COVID-19 pandemic with grace, energy, imagination, and abundant faith.

It is an understatement to say that this is an interesting time to be part of a strategic planning team – who knew when we last gathered in Charlottesville in February to enjoy our SPT three-layer cake that a pandemic demanding social distancing, isolation, and toilet paper shortages was bearing down on us? Undeniably a vision of 2020 none of us saw coming . . .

The SPT has continued to convene these past months, using Zoom as our online meeting room. We have taken time to reflect on the “new normal” aspects of ministry, sharing challenges and unexpected delights of life with the novel coronavirus. We are continuing our work on discerning potential structural outlines and models for the POJ, reviewing the financial program for funding the future, focusing on concrete and specific ways of embodying the mission of the POJ to support leaders, congregations, and ministries in growing followers of Jesus Christ who joyfully live out God’s mission in the world.

We do not seek any action by the POJ at this time, except for your continued prayers for insight and faithful vision for this presbytery as the SPT eagerly anticipates the day we will all jubilantly meet together for cake and comradery once again.

### **Communication and Coordination Team**

**Report to June 16, 2020 Stated Meeting of the POJ**

**The C&C Team reports this information:**

1. Directed the staff to communicate with the POJ ministers, educators, and churches that the churches are expected to comply with the Governor’s Executive Orders. Services can be through a variety of means including teleconferencing, Zoom, Facebook Live, etc.
2. Discussed the possibility that, if the October 17 stated meeting of the POJ is held virtually, the final report and recommendations of the Strategic Planning Team might need to be presented at the February 20, 2021 meeting of the POJ when we might be able to be together “in person.”

**The C&C Team reports taking the following actions:**

1. In response to COVID-19, closed the presbytery office to meetings, asked the staff to work remotely from home, and directed that meetings of the POJ teams and entities occur electronically until Executive Orders of the Governor allow for other decisions to be made.
2. In response to COVID-19, expected churches within the presbytery to follow the Executive Orders of the Governor's office.
3. Approved a new POJ policy: "Groups or ministries wishing to sell their wares (CDs, tapes, art, crafts, products, etc.) at a POJ meeting or event will be allowed to do so only with permission of the Communication and Coordination Team. 'For profit' individuals, groups, ministries, or entities are not permitted to sell their wares at POJ meetings or events."
4. Approved an amendment to Section Two, Item G "Overtures" in the *Manual of Administrative Operations and Standing Rules* which replaces the current language with the following:

*Overtures to Presbytery by Church Sessions shall be submitted to the Stated Clerk in writing at least eight weeks prior to a stated meeting of Presbytery. The C&C Team shall consider each overture and make a recommendation with regard to the action to be taken by the Presbytery at its next stated meeting.*

*When an overture is presented to the Stated Clerk within the eight-week period outlined above, the overture may be submitted to the Presbytery for its consideration as an "Overture of the Day" at its next stated meeting, subject to the Presbytery's approval of the addition of the overture to the docket as new business by a two-thirds vote of the Presbytery. Ordinarily the C&C Team shall meet to consider such and overture prior to action by the Presbytery.*

*Requests from other presbyteries to concur with an approved overture of the other presbytery to the General Assembly shall be considered in the same manner as described in the previous paragraphs.*

5. Concurred with the Personnel Committee's position descriptions for the POJ staff and independent contractors. Those positions include: Interim General Presbyter and Stated Clerk (Fred Holbrook), Assistant to the Stated Clerk (Franklin Reding), Associate for Administration and Support (Barbara Espigh), Associate for Communications (Kelley Hope), Associate for Evangelism (TBD), Associate for Stewardship (Deborah Rexrode, independent contractor), Associate for Youth Ministry (Colleen Earp), and Finance and Accounting Service Manager (Cindy Hollingshead, independent contractor).
6. Approved the recommendation of the Strategic Planning Team and the Personnel Committee that the Associate for Evangelism position remain vacant until the SPT reports its recommendation regarding a staffing model to the POJ in October 2020.
7. In the POJ Net Assets Without Restrictions, approved combining "Church Development Endowment" and "Church Development Reserves" into one fund called "Church

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Development Fund” and approved that the account for the negative balance in the Office Park Fund be offset by the Church Development Fund.

8. Jointly with the Trustees of the POJ, concurred with Fred Holbrook and Cindy Hollingshead applying for the Paycheck Protection Program loan of the CARES Act.
9. Approved that we continue with the calendar as presented in our POJ *Manual of Administrative Operations and Standing Rules* and hold the June 16, 2020 stated meeting of the POJ virtually.
10. Concurred with the Committee on Preparation for Ministry acting as a commission to examine Inquirer Jonathan Moelker (Second Church Richmond) on May 26 in order that he might be moved into the candidacy phase of preparation to become a minister of the Word and Sacrament.
11. Approved the POJ receiving the donation of Haitian art (metal and paper maché) from Partners for Just Trade, having it stored at Salisbury Church, making that art available for sale through the Haiti Ministry of the presbytery (all purchases payable to the POJ) with the commitment that presbytery will channel all sales to projects in Haiti identified by Cindy Corell in consultation with the Haiti Ministry.

**The C&C Team reports the following items for the consent agenda:**

1. That the 2020 POJ Budget to Actual April report be received.

**The C&C Team makes the following recommendations:**

1. That the Agenda for the June 16, 2020 Presbytery stated meeting be approved.
2. That an Administrative Commission, requested by the New Covenant Church to walk with them through closure and dissolution of the congregation, be elected consisting of the following persons: (to be presented at the June 16 POJ stated meeting).

**PRESBYTERY OF THE JAMES  
BUDGET TO ACTUAL  
AS OF APRIL 30, 2020**

DESCRIPTIONS	2020		
	Jan-Apr	Budget	Variance
<b><i>SOURCES OF FUNDS</i></b>			
<u>Congregational Intentions -</u>			
Undesignated Support (POJ, Synod Per Capita, and G.A.)	151,520.02	698,667.00	-547,146.98
POJ Annual Budget	8,376.57	60,335.00	-51,958.43
Per Capita \$1.15 for Synod; \$8.95 for G.A.)	4,034.92	13,801.00	-9,766.08
Designated Giving to Validated Missions thru G.A.	10,034.68	79,451.00	-69,416.32
sub-total	<u>173,966.19</u>	<u>852,254.00</u>	<u>-678,287.81</u>
<u>Other Designated Missions - non G.A.</u>		10,000.00	-10,000.00
<u>Checking Account Interest</u>	7.07	45.00	-37.93
<u>Other income</u>	1,510.00	13,625.00	-12,115.00
			0.00
<u>Use of Existing Funds</u>			0.00
Church Dev/Redev Proj.		163,250.00	-163,250.00
Dismissed Churches		25,000.00	-25,000.00
Undesignated		149,641.00	-149,641.00
GA Commissioner		5,000.00	-5,000.00
sub-total	<u>1,517.07</u>	<u>366,561.00</u>	<u>-365,043.93</u>
<b>TOTAL - SOURCES OF FUNDS</b>	<u><b>175,483.26</b></u>	<u><b>1,218,815.00</b></u>	<u><b>-1,043,331.74</b></u>
<b><i>USES OF FUNDS</i></b>			
<u>Synod and General Assembly</u>			
Synod Per Capita	4,708.33	21,088.00	-16,379.67
GA Per Capita		164,116.00	-164,116.00
GA Share Synod & GA/total		79,451.00	-79,451.00
	<u>4,708.33</u>	<u>264,655.00</u>	<u>-259,946.67</u>
<u>Other Designated Missions - non-GA</u>		<u>10,000.00</u>	<u>-10,000.00</u>
<u>Constitutional Committees</u>			
Committee on Ministry (Constitutional Committee)			
COM - Administration for Committee	378.68	2,500.00	-2,121.32
Committee on Preparation for Ministry (Const. Committee)			
CPM - Financial Aid		13,000.00	-13,000.00
CPM - Psychological Evaluations	500.00	1,500.00	-1,000.00

DESCRIPTIONS	2020		
	Jan-Apr	Budget	Variance
CPM - Administration for Committee	25.00	500.00	-475.00
CPM - Travel		700.00	-700.00
CPM - Recruiting		2,000.00	-2,000.00
CPM/sub-total	525.00	19,720.00	-17,175.00
Committee on Representations (Constitutional Comm.)			
COR - /Administration for Committee	0.00	0.00	0.00
Committee on Nominations (Constitutional Comm.)			
CON - Administration for Committee	55.86	500.00	-444.14
CON - GA Alternate Commissioners		10,000.00	-10,000.00
CON/sub-total	55.86	10,500.00	-10,444.14
Permanent Judicial Commission (Constitutional Comm.)			
PJC - Administration for Committee		0.00	0.00
All Constit. Committees/total	959.54	32,720.00	-29,740.46
<u>Communications and Coordination Team</u>			
C&C - Communications	2,676.89	20,250.00	-17,573.11
C&C - Staff			
Salaries	77,129.41	345,499.00	-268,369.59
Housing Allowances	19,304.96	43,500.00	-24,195.04
Payroll Taxes	4,734.32	23,032.00	-18,297.68
Auto Expense (Gen'l Presbyter)	208.06	3,000.00	-2,791.94
Pension/Medical	16,088.38	48,428.00	-32,339.62
Staff Professional Expenses		2,300.00	-2,300.00
Staff Professional Expenses (Gen'l; Presbyter)	152.53	2,000.00	-1,847.47
Medical Reimbursement	905.28	4,000.00	-3,094.72
Staff/sub-total	118,522.94	471,759.00	-353,236.06
C&C - Presbytery Meetings	165.00	500.00	-335.00
C&C - Presbytery Office			
Utilities	2,901.35	10,900.00	-7,998.65
Insurance	4,677.75	6,500.00	-1,822.25
Office Supplies	1,445.81	3,500.00	-2,054.19
Postage	112.19	400.00	-287.81
Telephone/Internet	1,622.84	4,800.00	-3,177.16
Grounds/Building Maintenance	3,271.00	8,000.00	-4,729.00
Remote Bank Fees	76.50	225.00	-148.50
Audit		22,000.00	-22,000.00

DESCRIPTIONS	2020		
	Jan-Apr	Budget	Variance
Payroll Expense	779.04	1,300.00	-520.96
Presbytery Office/sub-total	14,886.48	59,645.00	-42,738.52
C&C - General Presbyter Expenses	220.66	1,350.00	-1,129.34
C&C - Administration	264.36	500.00	-235.64
C&C - Capital Replacement Transfer		7,500.00	-7,500.00
C&C/totals	136,736.33	561,504.00	-422,747.67
<u>Leadership Connections Team</u>			
LCT - Administration for Team	194.35	600.00	-405.65
LCT - Black Caucus	200.00	1,200.00	-1,000.00
LCT - Camp Hanover	42,000.00	126,000.00	-84,000.00
LCT - Collegiate Ministries	30,683.32	92,050.00	-61,366.68
LCT - Community of Ministry & Worship		9,641.00	-9,641.00
LCT - Older Adult	300.00	1,750.00	-1,450.00
LCT - Presbyterian Women		500.00	-500.00
LCT - Resource Center	900.00	3,600.00	-2,700.00
LCT - Small Church	937.87	6,950.00	-6,012.13
LCT - Stewardship	-150.00	2,000.00	-2,150.00
LCT - Youth Ministry		6,600.00	-6,600.00
LCT/totals	75,065.54	250,891.00	-175,825.46
<u>Mission and Service Team</u>			
MAST - Administration for Team	194.34	300.00	-105.66
MAST - Disaster Relief Team		6,000.00	-6,000.00
MAST - Haiti		12,500.00	-12,500.00
MAST - Dismantling Racism		500.00	-500.00
MAST - Evangelism and Church Growth	20,440.32	93,250.00	-72,809.68
MAST - Voices of Joy		25,000.00	-25,000.00
MAST - Public Policy	19.99	7,000.00	-6,980.01
MAST - Self Development of People	102.40	1,000.00	-897.60
MAST - Social Justice		1,000.00	-1,000.00
MAST - World Mission		10,000.00	-10,000.00
MAST/totals	20,757.05	156,550.00	-135,792.95
<b>TOTAL - USES OF FUNDS</b>	<b>238,226.79</b>	<b>1,276,320.00</b>	<b>-1,034,053.21</b>
<b>NET INCOME (LOSS)</b>	<b>-62,743.53</b>	<b>-57,505.00</b>	<b>-9,278.53</b>

# **Presbytery of the James, 105<sup>th</sup> Stated Meeting June 16, 2020 – via Zoom Videoconference**

## **Trustees of Presbytery of the James, Inc. Report to June 16, 2020 Stated Meeting of the POJ**

### **The POJ Trustees report this information:**

1. The Presbyterian Investment and Loan Program (PILP) 2019 4<sup>th</sup> Qtr. Loan Performance Reports were reviewed and received as information.
2. The POJ Net Assets Restricted and Unrestricted (dated May 19, 2020) were reviewed and received as information.

### **The POJ Trustees report taking the following actions:**

1. Approved the request of the Mechanicsville Church to refinance their mortgage.
2. Advanced \$10,000 to Praise the Lord Presbyterian Church in Fredericksburg from the Montrose Church Fund for remediation of a squirrel infestation in the sanctuary attic and replacement of HVAC unit to be repaid when money is secured from another source.
3. Approved designating the full bequest of the Patty Withrow Estate (\$361,289 unrestricted) to the Presbytery's support of the ministry of Camp Hanover. All principal and investment earnings shall be designated for that use.
4. Appointed Kenna Payne and Jeremy Cannada to represent the Trustees in conversations with representatives of the Session of Providence Presbyterian Church in Powhatan, to finalize the process to be used in evaluating the available distributions from current annual investment earnings from the Annie P. Bolling Fund.
5. Approved the rental of the Providence Forge Church Manse to a new church and that a copy of the lease (for a time period not to exceed 5 years) and proof of insurance be shared with the POJ, including the POJ as co-insured.
6. Approved the request of "Come to the Table" for \$5,000 from the Peacemaking Funds.
7. In response to COVID-19, approved the "Inspire Gift" where \$2,000 would be given to each of the 101 congregations, five campus ministries, two PCUSA mission co-workers, and twenty-three validated, non-federally funded ministries supported by the POJ. Monies to come from the Genesis and Generations Fund (formerly the Dismissing Churches Fund).
8. In response to COVID-19, approved the establishment of the "Advance Fund" to provide advances to churches who are finding it difficult to remunerate their pastors and certified Christian educators. Seed money of \$50,000 from the Church Development Funds were made available and the POJ was invited to "advance" contributions to be returned at the close of the pandemic.
9. In response to COVID-19, approved a "Video and Audio-Conferencing License" reimbursement to churches who purchase these licenses to support their ministry during the pandemic.
10. Jointly with the C&C Team, concurred with the decision made by Fred Holbrook and Cindy Hollingshead to apply for the Paycheck Protection Program (PPP) loan with Bank of America, the POJ bank. This is part of the COVID-19 relief offered to churches through the CARES Act.

11. Approved the PILP loan of up to \$80,000 for Summit Church in Stafford and agreed to serve as Guarantor for the loan. This will enable them to complete their capital improvement project which was already underway when the pandemic struck.
12. Approved the Property Advisory Group proceeding with discovering the valuation of the Greenwood Presbyterian Church property [located at 7110 Woodpecker Road (church) and 7112 Woodpecker Road (manse)] in Chesterfield.
13. Directed the general presbyter to send a letter to the Victoria Evangelical Presbyterian Church quarterly updating them on the rental fees remaining in arrears. The property is rented to VEPC at a rate of \$5.00 per month. VEPC is \$590 in arrears.
14. Postponed further action on the Share God's Gift and the Genesis and Generations Fund until the March 2021 stated meeting of the Trustees.
15. Approved the formation of a Major Gifts Advisory Group to review large gift requests (in excess of \$5,000). The Advisory Group will consist of the vice-president plus 2 or 3 other Trustees with the secretary/treasurer serving *ex-officio*.
16. Accepted the 2019 auditor's report presented on May 20, 2020 and directed the POJ staff to post the 2019 audit to the POJ website. The audit firm is Cherry Bekaert, LLC.

**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:** None.

					Investment	Investment				
	Balance	Contributions	Int. Income	Gains	Fees	Interest Inc.	Expenses	Transfers	Balance	Class
	12/31/19								5/19/20	
Elizabeth Fitzgerald Fund	(\$235.42)	\$171.33							(\$64.09)	Church
New Church Development Site	\$252,095.93			(\$49,488.84)	(\$671.22)	\$1,856.92			\$203,792.79	Church
U of R Campus Ministry	\$6,673.61								\$6,673.61	MFO
Haiti Mission Project - Corell	\$0.00	\$18,166.69					(\$13,275.02)		\$4,891.67	Program
Five Cents A Meal	\$28,061.39	\$10,836.16					(\$36,850.00)		\$2,047.55	Program
Glenmore Scholarship	\$2,393.59	\$551.27							\$2,944.86	Program
HCR - Misc	\$645.44								\$645.44	Program
Norman Nettleton Retirement Fund	\$1,456.63	\$182.27							\$1,638.90	Program
Pastoral Care Fund	\$2,743.96	\$1,049.00					(\$3,037.00)		\$755.96	Program
Peacemaking Offering	\$9,841.66	\$47.25					(\$5,000.00)		\$4,888.91	Program
Pentecost Offering	\$4,867.41								\$4,867.41	Program
Presbyterian Disaster Team	\$4,968.99								\$4,968.99	Program
African Fellowship Project	\$5,000.00								\$5,000.00	Program
Volunteer Recognition	\$2,032.18								\$2,032.18	Program
Committee on Ministry & Worship	\$6,844.38						(\$2,081.39)		\$4,762.99	Program
SDOP Grant	\$2,228.96								\$2,228.96	Program
Dismantling Racism Project	\$9,969.91						(\$1,505.00)		\$8,464.91	Program
<b>Endowment: Providence Powhatan</b>	\$202,731.96								\$202,731.96	Providence
<b>Totals</b>	<b>\$542,320.58</b>	<b>\$31,003.97</b>		<b>(\$49,488.84)</b>	<b>(\$671.22)</b>	<b>\$1,856.92</b>	<b>(\$61,748.41)</b>	<b>\$0.00</b>	<b>\$463,273.00</b>	
Anne Bolling Hobson	\$2,000.00								\$2,000.00	Anne Bolling Hobson
Eva Ross Barndt	\$500.00								\$500.00	Eva Ross Barndt
Permanently restricted net assets #3800	\$2,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,500.00	

Board designated funds

FUND	12/31/19	Contributions	Int. Income	Investment		Gains	Expenses	Transfers		Contribution to CH Inc.	05/19/20	
				Fees	Interest Inc.			Transfers	from Restricted			
POJ	\$349,739.20	\$197,857.00	\$7.07				(\$397,261.28)	(\$25,000.00)			\$125,341.99	POJ
Church Dev. Fund	\$3,903,037.63			(\$7,551.59)	\$20,891.31	(\$556,774.66)		(\$457,954.63)			\$2,901,648.06	Church Dev
Genesis & Generation Fund	\$2,451,060.29			(\$2,360.50)	\$6,143.20	(\$172,266.09)		(\$266,000.00)			\$2,016,576.90	Dismissed Proceeds
POJ Building Fund/Office Park Funds	(\$407,954.63)							\$407,954.63			\$0.00	Mgt
Capital Replacement Fund	\$35,527.78										\$35,527.78	Mgt
Camp Hanover Pension/ Gift Fund	\$12,087.83										\$12,087.83	Program
POJ Investment in Plant - RE	(\$1,111,581.49)							\$361,289.23		\$750,292.26	\$0.00	Mgt
Elizabeth Fitzgerald Fund	\$25,110.97										\$25,110.97	Church
Staff Training Fund	(\$235.91)										(\$235.91)	Camp
Listening Team	\$167.50										\$167.50	Church
Montrose Church	\$93,588.63	\$12,500.00					(\$24,125.81)	(\$16,800.00)			\$65,162.82	Church
Small Church Emergency Cap Fund	\$0.00						(\$16,800.00)	\$16,800.00			\$0.00	Church
Patty Withrow Estate	\$361,289.23							(\$361,289.23)			\$0.00	Mgt
Greenwood Presbyterial Church	\$60,852.11	\$5,785.00					(\$1,304.25)				\$65,332.86	Church
Voices of Jubilee	\$0.00	\$5,000.00					(\$5,823.10)	\$25,000.00			\$24,176.90	
GA Commissioner Reserves	\$5,000.00										\$5,000.00	Program
Inspire Gifts							(\$266,000.00)	\$266,000.00			\$0.00	
Tech Support							(\$1,164.30)					
Advanced Fund	\$0.00	\$2,950.00					(\$6,780.00)	\$50,000.00			\$46,170.00	
<b>POJ Net Investment in Plant</b>	<b>\$778,252.48</b>									<b>(\$750,292.26)</b>	<b>\$27,960.22</b>	
<b>Total</b>	<b>\$6,555,941.62</b>	<b>\$224,092.00</b>	<b>\$7.07</b>	<b>(\$9,912.09)</b>	<b>\$27,034.51</b>	<b>(\$729,040.75)</b>	<b>(\$719,258.74)</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$5,348,863.62</b>	

# Presbytery of the James, 105<sup>th</sup> Stated Meeting June 16, 2020 – via Zoom Videoconference

## Report of the Committee on Ministry

Presbytery of the James  
June 16, 2020  
*(Meetings of February, March, April, May 2020)*

### I. The Committee Reports the Following Actions:

- A. Reception of Ministers into the Presbytery
  - 1. Rev. Derek Starr Redwine (The Western Reserve) as a minister member at large.
  - 2. Rev. William W. Nickels III (Eastern Virginia) to become interim pastor of Bon Air Church.
  
- B. Approval of Ministry Positions
  - 1. Rev. \_\_\_\_\_ for transfer to become pastor of Lord Jesus Korean Church effective August 1 (name of pastor and PIF will be shared on June 15 following congregational meeting on June 14).
  
- C. Transfer of Ministers to other Presbyteries
  - 1. Rev. Stephen Hodges (Pittsburgh).
  - 2. Rev. Fady Lous (Lehigh).
  
- D. Covenant Pastor 1 Approvals (up to six months)
  - 1. Rev. Stephanie Workman and Richmond Second, 10/6/2019 - 4/5/2020.
  - 2. Rev. Michael Clang and Mitchells, 1/1/2020 - 5/31/2020.
  - 3. Rev. James Baker and Gordonsville, 2/28/2020 - 8/28/2020.
  - 4. Rev. Jaechul Pi and Burkeville, 3/1/2020 - 8/31/2020.
  - 5. Rev. Carson Rhyne and Grace Covenant, including moderating session, until an interim pastor starts work.
  - 6. Rev. John Grotz and Kirk O'Cliff, 3/15/2020 - 9/14/2020.
  - 7. Rev. Jeff Eason and Pryor Memorial, 5/10/2020 - 11/9/2020.
  - 8. Rev. James Goodloe and Mattoax & Pine Grove, 5/1/2020 - 8/31/2020.
  - 9. Rev. Lauren Ramseur and Bon Air, 4/1/2020 - 6/1/2020.
  - 10. Rev. Tom Coye and Mildens, 5/1/2020 - 10/30/2020.
  - 11. Rev. Eric Douglass and New Hanover, 7/1/2020 - 11/30/2020.
  - 12. Rev. Brint Pratt Keyes and Lakeside, 6/1/2020 - 11/30/2020.
  
- E. Covenant Pastor 2 Approvals: (up to twelve months):
  - 1. Rev. Shady Clark and Eastminster, 1/1/2020 - 12/31/2020.
  - 2. Rev. Sylvester Bullock and Village, 11/1/2019 - 10/31/2020.
  - 3. Rev. Ronald Bullis and Hopewell First, 1/1/2020 - 12/31/2020 (pending inclusion of continuing education).

4. Rev. Willie Woodson and Trinity Ghanaian, 9/1/2019 - 8/31/2020, with exception.
  5. Rev. Aaron Houghton and Ampthill, 11/1/2019 - 10/31/2020.
  6. Rev. John Turner and St. James, 7/1/2020 - 6/30/2021.
  7. Rev. Jeff Butler and Woodlawn, 4/18/2020 - 12/31/2020.
- F. Approved Interim Covenants:
1. Rev. Christian Shearer and Culpeper, 2/1/2020 - 7/31/2020.
  2. Rev. Derek Starr Redwine and Grace Covenant, 5/1/2020 - 4/30/2021.
  3. Rev. Jewell-Ann Parton and South Plains, 5/1/2020 - 4/30/2021.
  4. Rev. Williams Nickels and Bon Air, 7/1/2020 - 6/30/2021.
- G. Approved Commissioned Pastor Covenants:
1. RE Charles “Mac” McRaven and Waddell Memorial, 1/1/2020 - 12/31/2020.
- H. Approved Parish Associate Covenants:
1. Rev. Thomas Coye and Campbell Memorial, 1/1/2020 - 12/31/2020.
  2. Rev. Nelson Reveley and Grace Covenant, 4/1/2020 - 3/31/2021.
- I. Appointed Session Moderators:
1. Rev. Sandra Goehring for Kirk O’Cliff.
- J. Approved Ordination/Installation Commission:
1. To ordain and install Matthew Messenger as pastor of Mechanicsville Church at 3:00 p.m. on Saturday, February 29, 2020 at Mechanicsville Church
  2. To install Rev. Richard Goodman as pastor of Blackstone Church at 3:00 p.m. on Sunday, February 23, 2020.
- K. Approved financial assistance from the Pastoral Care Fund:
1. \$500 for a minister.
  2. \$1,500 for a minister.
- L. Approved request to form an Associate Pastor Nominating Committee:
1. Richmond First.
- M. Conducted Exit Interviews:
1. Rev. Stephen Hodges and Providence Forge.
- N. Appointed Rev. Alex Evans as mentor for Ruling Elder Marvin Daniel as he moves toward becoming a Commissioned Pastor.
- O. Postponed the New Professionals Orientation from April 30 to October 29, 2020.

- P. Accepted the offer of Rev. Jess Cook to provide training to COM on language around gender identity.
- Q. Reviewed annual reports from Members at Large, Ministers serving in validated ministries outside the congregation, and Certified Christian Educators.
- R. Reviewed 2020 terms of call for called and installed ministers and Certified Christian Educators.

**II. Consent Agenda Recommendations:**

- A. Change Rev. Janet Winslow's retirement date to 6/30/2020.
- B. Grant honorably retired status to Rev. Nancy Clark, 2/20/2020.

**III. The Committee Makes Recommendations:**

- A. That presbytery commission Ruling Elder Sue Bell (Laurel) to pastoral service as a Chaplain with the Henrico County Police Division (G-2.1003).
- B. That presbytery approve the Sabbatical Leave Guidelines. (see page 29)
- C. That presbytery approve for 2021 the same minimum compensation guidelines as apply in 2020. (see page 31)

**APPENDIX Q**  
POJ Policy

**SABBATICAL LEAVE GUIDELINES**

The Presbytery of the James recommends that churches grant ministers of the Word and Sacrament (both installed and serving in covenant relationships) and certified Christian educators (CCE) (full-time or part-time) Sabbatical Leave with full pay and benefits of up to three (3) months following the completion of six (6) continuous years of employment with that church.

**Guidelines**

Sabbatical Leave is an extension of the Biblical concept of renewal through the Sabbath day and Sabbath year. The model for Sabbatical Leave is Jesus Christ, who took time to be in prayer away from his own community of disciples on the mountain, on the road, and out on the water. Sabbatical Leave is a time of "...holy leisure, leisure that is for holy things, leisure that makes the human more human by engaging the heart and broadening the vision and stretching the soul."<sup>1</sup> Sabbatical Leave is "...a time to receive, to be nurtured, to dig deeper into yourself, your relationship with God and your own roots and stories, so that you can be renewed, refreshed, and revitalized by the breath of God."<sup>2</sup>

**Definition**

Sabbatical Leave for a minister/CCE is qualitatively different from an academic sabbatical, study leave, or vacation. The Sabbatical Leave frees the minister/CCE from the ongoing pressures of deadlines, pastoral duties, and being constantly on call, and replaces that with a plan that encourages activities such as rest, travel, study, and reflection while allowing for the possibility of seizing the moment when opportunities not planned present themselves. A renewed and refreshed minister/CCE is expected to bring new energy and insight to the life of the congregation.

Sabbatical Leave is also for the congregation. It is an opportunity for the congregation to reflect on the nature and meaning of ministry and its place in that ministry, to renew and strengthen congregational lay leadership, and to continue growing in faith by virtue of the different perspectives and preaching styles supply preachers may bring.

**Establishment of Leave**

The presbytery strongly encourages PNCs and Personnel Committees to include provisions for Sabbatical Leave in a minister's initial Terms of Call or Covenant Agreement, and in the CCE's original employment contract. This provides the minister/CCE ample time to plan and prepare for this season. It also gives timely notice to the congregation, so that they might begin putting aside funds each year to cover expenses during the sabbatical.

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<sup>1</sup> Joan Chittister, Wisdom Distilled From the Daily: Living the Rule of St. Benedict Today (Harper San Francisco, 1991), p. 101.

<sup>2</sup> A. Richard Bullock, Sabbatical Planning for Clergy & Congregations (The Alban Institute, 1998), p. 5.

1. Ministers whose terms of call do not include a provision for sabbatical are encouraged to develop, in cooperation with their Session, a Sabbatical Leave proposal, which the congregation would vote on when it next approves changes to the Minister's terms of call.
2. Ministers in Covenant Relationships are encouraged with their Session to incorporate this policy in their Covenant Agreements.
3. CCEs whose current employment contracts do not include a provision for Sabbatical Leave are encouraged to develop a proposal with their head of staff and Personnel Committee for approval by Session.

## Expectations

### Sessions shall:

1. Ensure that PNCs and Personnel Committees are aware of this policy and its recommendations
2. Provide the congregation at least six (6) months' notice of the beginning of a scheduled sabbatical
3. In coordination with the minister/CCE, develop a ministry plan for the sabbatical period, including congregational goals for that period and post-sabbatical opportunities for the minister/CCE to share the fruit of their sabbatical

### Congregations shall:

1. Respect the purpose and the spirit of the sabbatical by refraining from communication with the minister/CCE during the sabbatical period
2. Under the Session's guidance, support and pursue the ministry goals developed for the sabbatical period

Minister/CCE: As fully as presbytery supports the practice of Sabbatical Leave, it also fully acknowledges that a primary goal of sabbatical is to refresh and strengthen the minister or educator *for continuing service to the Church*. Accordingly, all persons taking sabbatical leave shall:

1. Remove their PIF/CV/resume from circulation no later than six months prior to the beginning of the sabbatical
2. Upon their return:
  - a. In good faith, intend to continue their service with the host congregation for a period of at least four times the length of the sabbatical – e.g., if a Minister/ CCE takes a sabbatical for 3 months, they are expected to serve their congregation for at least 12 months following their return. The specific

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terms and dates shall be included in the minister's terms of call/covenant agreement or the CCE's employment contract.

- b. Share with the congregation, in a timely manner, the fruits of their sabbatical.

### **2021 MINIMUM COMPENSATION CRITERIA FOR THE PRESBYTERY OF THE JAMES**

#### **I. THE PRINCIPLES FOR COMPENSATION FOR MINISTER OF THE WORD AND SACRAMENT AND CERTIFIED CHRISTIAN EDUCATORS ARE AS FOLLOWS:**

- A. Scripture, in several places affirms that those who labor for the Gospel “deserve their wages” (*Luke 10:4-7; 1 Corinthians 9:14; 1 Timothy 5:17*).
- B. The Minister or Certified Christian Educator is a skilled person with great responsibility who studied and trained extensively to fulfill their calling, as required by the church.
- C. Principles of justice and fairness are to be honored and emphasized. The compensation should appear reasonable, just, and fair to the leaders of the congregation, to a majority of the members of the congregation, to the Minister or Certified Christian Educator, to their spouses and to the Presbytery.
- D. Remuneration for services rendered by the Minister or Certified Christian Educator should be in line with the income levels of the area in which their ministry takes place.
- E. Minimum compensation is established as a way of defining the minimum value of a full-time call, requiring no more than entry-level skills of a newly ordained Minister or Associate Minister, or a newly certified Christian Educator. Additional skills, education, experience, responsibilities, etc., should be used to factor in additional compensation.
- F. For the peace, unity, and effectiveness of the church, general acceptance of this principle is recommended as the Minister or Certified Christian Educator works to fulfill the mission of the church (as defined in *The Great Ends of the Church (Book of Order 2019-2021 F-1.0304)*).

**II. THE MINIMUM REQUIRED ELEMENTS OF A CALL ARE:**

**A. Compensation**

1. Cash Salary
2. Housing, Utilities and Furnishings Allowance (ministers only) OR
3. a. Utilities and Furnishings Allowance (ministers only) AND  
b. Manse Rental Value, at least 30% of sum of 1 and 3a (ministers only).

**B. Benefits**

1. Pension and Major Medical Dues (37% of salary + housing)
2. Fifty percent of Self-Employment Tax (SECA)
3. Vacation
4. Study Leave

**C. Professional Reimbursements**

1. Auto/travel Expenses
2. Continuing Education and Book Expenses

**2021 MINIMUM REQUIRED AMOUNTS OF A CALL FOR  
MINISTERS OF THE WORD AND SACRAMENT AND CERTIFIED CHRISTIAN EDUCATORS**

The minimum full-time compensation (cash salary and housing) for 2021 is **\$46,600**, the same as the 2020 amount.

**A. Compensation**

1. Cash Salary
2. Housing, Utilities and Furnishings Allowance (ministers only) OR
3. a. Utilities and Furnishings Allowance (ministers only) AND  
b. Manse Rental Value, at least 30% of sum of 1 and 3a (ministers only).

**Subtotal** **\$46,600**

**B. Benefits**

1. Dues:  
Pension (12%) + Major Medical (25%) = 37% of Subtotal **\$17,242**
  2. Fifty percent of Self-Employment Tax (SECA), 7.65% of Subtotal **\$3,565**
  3. Vacation, four weeks
  4. Study Leave, two weeks
- Total Compensation and Benefits** **\$67,407**

C. Professional Reimbursements

- 1. Auto/travel Expenses (at IRS rate)
- 2. Continuing Education and Book Expenses **\$1,000**

+++++

To calculate Board of Pension Medical and Pension dues for part time persons, go to Pensions Connect on the Board of Pensions website: <https://logon.pensions.org/>

**2021 TERMS OF CALL WORKSHEET FOR CHURCHES WITH FULL-TIME MINISTERS OF THE WORD AND SACRAMENT AND CERTIFIED CHRISTIAN EDUCATORS**

A. Compensation

- 1. Cash Salary \$ \_\_\_\_\_
- 2. Housing, Utilities and Furnishings Allowance (ministers only) OR \$ \_\_\_\_\_
- 3.a. Utilities and Furnishings Allowance (ministers only) AND \$ \_\_\_\_\_
- b. Manse Rental Value, at least 30% of sum of 1 and 3a (ministers only) \$ \_\_\_\_\_
- Subtotal (2021 Minimum: \$46,600)** **\$ \_\_\_\_\_**

B. Benefits

- 1. Pension and Major Medical Dues, **37%** of Subtotal \$ \_\_\_\_\_
- 2. Fifty percent of Self-Employment Tax (SECA), 7.65% of Subtotal \$ \_\_\_\_\_
- 3. Vacation (four weeks minimum) \_\_\_\_\_
- 4. Study Leave (two weeks minimum) \_\_\_\_\_
- Total Compensation and Benefits** **\$ \_\_\_\_\_**

C. Professional Reimbursements

- 1. Auto/travel Expenses (at IRS rate) \$ \_\_\_\_\_
- 2. Continuing Education and Book Expenses (\$1,000 minimum) \$ \_\_\_\_\_
- Total** **\$ \_\_\_\_\_**

Terms of Call for Teaching Elders and Certified Educators in 2020												
First Name	Last Name	Church	Position	Cash Salary	Housing	Sub-total	SS	BOP	Auto	Study Books	Other	Total
Liz	Adam	Tabor	P	16,550	35,073	51,623	Y	Y	500	1,000	5,149	58,272
Louie	Andrews	Rockfish	P	43,786	30,678	74,464	Y	Y	6,000	1,000		81,464
Aram	Bae	Charlottesville First	AP	25,000	41,515	66,515	Y	Y		1,000	2,000	69,515
Hyun Chan	Bae	Lord Jesus Korean	P	53,700	36,000	89,700	Y	Y	8,400	1,500		99,600
Jeremy	Cannada	Amelia	P	23,000	23,000	46,000	Y	Y	2,400	5,000		53,400
Walter	Canter	Blue Ridge	P	20,600	26,000	46,600	Y	Y	2,500	1,000		50,100
Jason	Cashing	Gregory Memorial	P	23,600	23,000	46,600	Y	Y	1,000	1,000		48,600
Wonho	Chang	Praise the Lord	P	27,500	27,500	55,000	Y	Y	2,700	5,500		63,200
Gary	Charles	Cove	P	51,408	35,000	86,408	Y	Y	4,000	1,000	6,800	98,208
Lynne	Clements	Westminster C'ville	AP	45,200	16,000	61,200	Y	Y	750	1,500	1,500	64,950
Mary Kay	Collins	Richmond First	AP	46,609	46,609	93,218	Y	Y	3,000	2,000		98,218
Patrick	Dennis	Tuckahoe	P	40,062	45,000	85,062	Y	Y	2,500	3,000	5,500	96,062
Caitlin	Deyerle	Southminster	P	51,500	16,800	68,300	Y	Y	1,500	2,000		71,800
James	Dunkin	Brandermill	P	73,777	31,200	104,977	Y	Y		7,000		111,977
Alexander	Evans	Richmond 2nd	P	67,772	40,110	107,882	Y	Y	IRS	5,500	8,371	121,753
Alexander	Fischer	Richmond 2nd	RP	35,000	12,000	47,000	Y	Y		1,500		48,500
Allen	Fisher	Fredericksburg	P	82,312	40,034	122,346	Y	Y	4,450	2,500	3,500	132,796
Barbara	Flynt	Brandermill	CE	49,000		49,000		Y		1,000		50,000
David	Forney	Charlottesville 1st	P	93,407	40,000	133,407	Y	Y		5,000	5,000	143,407
Scott	Fouts	Hartwood	P	39,346	31,888	71,234	Y	Y	2,000	1,000	1,000	75,234
David	Frost	Swift Creek	P	30,000	31,800	61,800	Y	Y	4,400	1,000	1,000	68,200
Sandra	Goehring	Louisa	P	36,600	20,530	57,130	Y	Y	2,000	1,500		60,630
Richard	Goodman	Blackstone	P	32,000	17,400	49,400	Y	Y	3,200	3,000	3,000	58,600
Thomas	Goodrich	Meadows	P	60,657	34,308	94,965	Y	Y	2,470	2,250	250	99,935
Kenneth	Henry	Westminster C'ville	P	48,800	43,000	91,800	Y	Y	2,000	1,500	2,500	97,800
Dan	Hrach	Summit	P	56,900	50,000	106,900	Y	Y	4,500	1,200		112,600
Janet	James	Gayton Kirk	P	35,200	23,600	58,800	Y	Y	IRS	1,500		60,300
Mark	Jernigan	Overbrook	P	30,000	30,000	60,000	Y	Y	IRS	3,500		63,500
Robert	Johnson	New Hanover	P	40,000	38,000	78,000	Y	Y	500	1,000	400	79,900
Carla	Keyes	Ginter Park	P	52,000	26,000	78,000	Y	Y	4,500		2,472	84,972
James	King	Salisbury	P	74,313	36,000	110,313	Y	Y	8,000			118,313
Sandra	Libhart	South Hill	P	29,600	17,000	46,600	Y	Y	2,000	1,000		47,600
Seth	Lovell	Olivet	AP	48,692	27,000	75,692	Y	Y	4,000	2,000	592	78,284
Gordon	Mapes	Chester	P	45,541	44,273	89,814	Y	Y	3,200	1,200	3,290	97,504
Matthew	Messenger	Mechanicsville	P	12,000	36,000	48,000	Y	Y	1,200	1,500		50,700
Joel	Morgan	Westminster Richmond	P	50,000	27,000	77,000	Y	Y	2,000	4,000	1,176	84,176
James	Moseley	Campbell	P									
Johan	O'Connell	Byrd	P	38,272	22,400	60,672	Y	Y	5,400	1,500	3,600	71,172
Dorothy	Piatt	Westminster C'ville	AP	21,750	25,000	46,750	Y	Y	750	1,500	1,500	50,500
Raymond	Roberts	River Road	P	107,161		107,161	Y	Y	5,000	1,000	500	113,661

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Terms of Call for Teaching Elders and Certified Educators in 2020												
First Name	Last Name	Church	Position	Cash Salary	Housing	Sub-total	SS	BOP	Auto	Study Books	Other	Total
Sarah	Schutte	Milford	P	25,750	24,463	50,213	Y	Y	IRS	1,200		51,413
Sandra	Shaner	St Andrews	P	30,000	25,000	55,000	Y	Y	IRS	1,000		56,000
Amy Starr	Redwine	Richmond First	P	90,000	58,000	148,000	Y	Y	3,000	3,000		151,000
Stephen	Starzer	Fairfield	P	51,420	36,120	87,540	Y	Y	5,400	2,364	3,094	98,398
Brittany	Tamminga	Fredericksburg	AP	29,681	27,067	56,748	Y	Y	3,000	1,000	2,000	62,748
Rebekah	Tucker-Motley	Orange	P	13,980	32,620	46,600	Y	Y	1,000	1,250		48,850
Christopher	Tweel	Three Chopt	P	32,000	30,000	62,000	Y	Y	1,500	3,500		67,000
Darren	Utley	Fairfield	AP	32,040	22,380	54,420	Y	Y	3,900	2,304		60,624
Connie	Weaver	Hebron	P	34,000	18,000	52,000	Y	Y	2,000	3,000		57,000
Michael	Weiglein	Meadows	AP	33,500	30,000	63,500	Y	Y	1,235	1,126	150	66,011
Andrew	Whitehead	River Road	AP	58,918		58,918	Y	Y	2,400	1,000	500	62,818
Evan	Wildhack	Bethlehem	P	38,793	16,200	54,993	Y	Y	1,200	2,000	1,200	59,393
Janet	Winslow	Bon Air	P	44,159	33,119	77,278	Y	Y	500	2,400	1,700	81,878

All of the above reports include 50% of federal self-employment tax and dues for the Board of Pensions' major medical and pension plan. Abbreviations: AP, Associate Pastor; DP, Designate Pastor; P, Pastor; RP, Residency Pastor; CE, Certified Christian Educator.

### Member-at-Large Reports for 2019

First Name	Last Name	Effective Date	Rec'd
Nicole	Ball	2019 Oct 19	X
David	Barry	2013 Oct 19	
Beverly	Bullock	2018 Sep 1	X
Fernando	Cascante	2011 Jan 1	
Esther	Choi	2018 Oct 31	X
Joshua	Choi	2009 Aug 14	X
Michael	Clang	2018 Dec 18	X
Gay Lee	Einstein	2019 Oct 19	X
Elaine Bowen	Fowler	2017 Sep 24	
John	Grotz	2020 Feb 15	X
Shannon	Hendricks	2019 Oct 19	X
Arthur Edward	Kross	2016 July 1	X
Gina	Maio	2019 June 18	X
Elizabeth	McGuire	2017 Nov 19	X
Andrew M	Meyers	2013 May 1	X
Dwight	Nave	2017 Mar 1	X
Thomas	Nichols	2016 Jan 1	
Franklin	Reding	2013 July 1	X
Nelson	Reveley	2019 Oct 19	
Sally Ann	Sisk	2018 July 9	
Peter	Smith	2018 Apr 2	X

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First Name	Last Name	Effective Date	Rec'd
Christopher	Thomas	2010 Aug	X
Mark	Valeri	2014 Oct 9	X
John	Vest	2019 Oct 19	
Brenda	Walker	2018 Feb 1	X
Mary Jane	Winter	2015 Sep 28	X

### Validated Specialized Ministry Reports for 2019

First Name	Last Name	Approved	Position	Rec'd
Samuel	Adams	2009	Faculty, Union Pres. Seminary	X
Joshua	Andrzejewski	2011	Chaplain, VCU Health Systems	X
Brian	Blount	2009	Pres., Union Presbyterian Seminary	X
Joel	Blunk	2016	Co-Pastoral Director, Richmond Hill	X
Diana	Brawley	2010	Counselor, Ctrl.VA Pastoral Counseling	X
E. Harold	Breitenberg	2008	Faculty, Randolph-Macon College	X
Jess	Cook	2019	More Light Presbyterians	X
Donald	Denton	1985	Pastoral Counselor, VIPCare	X
Terry	Diebold	1996	Past. Couns., Center for Family Counseling	
Jill	Duffield	2017	Editor, Presbyterian Outlook	X
Alexander	Fischer	2018	UKirk, VCU	X
James	Goodloe	2008	Executive Director, F'n for Ref'd Theology	X
Richard	Haney	2014	Executive Director, Frontier Fellowship	X
Janet	Humphreys	2008	Dir. - Caring Community Ministry Ed.	X
Inock	Kim	2008	Faculty, School of Theology, South Korea	X
Timothy	Kim	2018	Military Chaplain	X
Yung-Suk	Kim	2006	Assoc. Prof., VUU School of Theology	
Cindy	Kissel-Ito	2009	Dir., Extended Campus/Ed. Initiative, UPSem	X
Kathryn	Korbon	1995	Counselor, Careworks	X
Clay	Macaulay	2016	Staff: UPSem	X
Donald	Marsden	2008	Assoc. Dir. - Frontier Fellowship	X
Mairi	Renwick	2015	Staff: UPSem	X
Igmara	Sanchez Prunier	2010	Chaplain, Riverside Health Systems	X
Robert	Shenk	2011	Chaplain, Bon Secours	X
Stanley	Skreslet	1999	Faculty, Union Pres. Seminary	X
Durk	Steed	2002	Chaplain - St. Christopher's School	X
James	Taneti	2018	Director of the Global Mission Center for Christian Education UPSem	X

## Certified Christian Educator Reports for 2019

First	Last	Position	Rec'd
Barbara	Flynt	DCE, Brandermill	X

### Presbytery of the James Application Form for CRE Candidate

**Harriette “Sue” Bell**

**Email:** [siouxbell@msn.com](mailto:siouxbell@msn.com)

**Church Membership:** Laurel Presbyterian, Glen Allen, VA

**1. Describe Your Activities in the Life and Mission of the Church**

- Laurel Presbyterian Church – 1965 to present
- Intermittent Adult Sunday School Teacher
- Church Treasurer – 1995
- Wrote and directed Christmas programs for adults and children – 5 years during the 1990s
- Chair of Committee for the Fall Festival – 2017
- Organized coffees and lunches for the Henrico County Police Officers as part of our outreach program

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

- Ordained ruling elder; served for two terms
- Member Care Committee co-chair
- Worship and Education Committee
- Led a 4-week Grief Group for church members and members of the community
- Assisted with special church services, i.e. “A Service in Pink” and “Everyday Christians”
- Prepared church bulletin, preached the sermon, 3 to 4 times a year for the past 4 years

**3. Describe Your Community Activities**

- Woodman Civic Association Vice-President in the 1990s
- Volunteer Chaplain for Henrico Police Division 2017 to present
- Invocations for Board of Supervisors and Police Academy Graduations
- Elected by the Session to serve as Liaison from Laurel Church to the Glen Allen Churches at its meeting in February 2020

**Employment:**

- Legislative Assistant to the Floor Leader, General Assembly of Virginia in 1980s
- Staff Registered Nurse, Henrico Doctors Hospital, 1981-1985, part-time
- Assistant Director Home Health, Henrico Doctors Hospital, 9 years, Certified Rehab Nurse

- Staff RN with Business Health HCA (with HCA Nursing Division in the above capacities 1981 to 2019)
- Clinical Instructor at Richmond Technical Center LPN Program
- Chaplain, HCA Northside Hospitals (Henrico, Parham, and Retreat) part-time evenings and nights October 2010 to 2016
- Chaplain at HCA Northside Hospitals, October 2010 – December 2016

**Educational Background:**

- Marion High School (long time ago)
- Richmond Business College, Court Reporter Certificate (long time ago)
- J. Sargent Reynolds Community College, Richmond, VA, AAS, Registered Nurse, 1981
- J. Sargent Reynolds Community College, Richmond, VA, AAS, Legal Assistant, 1983
- Union Presbyterian Seminary, Master of Arts in Christian Education, May 2019

**Why I would like to be involved in the Commissioned Ruling Elder Program:**

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

The most difficult for me will be the appearance before the Examinations Committee. I have made clear that I have completed all of the courses I can to qualify for this commission to be one of the chaplains of the Henrico Police Division.

It will be very comfortable for me to serve the Police Officers and my community as their Chaplain. I am very much a believer that we are here to tend the sheep God has placed in our care.

The most meaningful religious experience for me was serving the staff, patients, and families as a hospital Chaplain. I learned to interact with people of all faiths and all religious communities and learn from each of them.

**Statement of Faith:**

God is my guiding force as I walk down a path to interact with all of God's children as His servant. I try to pattern my life after Jesus, who was a servant to all. I look to the Holy Spirit as my companion on this path and my comforter while I walk. When I was growing up in Lee County in the southwest tip of Virginia, my grandmother used to say, "Sue, if the Lord bid you ride, He'll find you a horse." I have been a court reporter, a legal assistant to the Floor Leader at the General Assembly of the Commonwealth of Virginia, a registered nurse, assistant director of home health and a certified rehab nurse, a clinical instructor for LPNs, and a chaplain in hospitals and with the Henrico Police Division.

I believe it is the nature of humans that we are all sinners in some way. We are all different, but I believe in true repentance. As I grew up on our farm in Long Hollow, I was loved and taught how to be the child God wanted me to be. I believe that there is grace, God's grace, for all of us. As a nurse, I used to see chaplains and pastors on the opposite bedside of patients. I prayed that God would let me serve in that role someday. I heard the words of my grandmother and prayed that God would "find me a horse." The Commissioned Ruling Elder program is where I believe the Lord "bids me to ride." I feel called to chaplaincy with the police and serving at Laurel Presbyterian Church to help the pastor and the Session as they need.

I was baptized in the Powell River in Lee County. I believe the sacraments of baptism and the Lord's Supper are gifts to us of remembrance and that these gifts assure us that we serve a Living Savior. I believe Jesus will return someday.

I have often used the *Confession of 1967* as a confession of sin in worship. It impressed on me the fact that all of us need to be reconciled so that we can be shepherds of the sheep, leading everyone of God's reconciliation in Christ. I believe that the church is built on Christ and that the teachings, the doctrines of the church help us state what we believe, how we believe, and how to use this belief in our everyday lives. I recently read *The Confession of Belhar*. It is definitely in my wheelhouse. It describes what I believe about God and people and true repentance and forgiveness.

The Scriptures of the Old and New Testaments have always been my guiding force when I am troubled, in need of guidance, and/or in need of comfort. These ancient teachings continue are applicable to today. I believe if we look hard, we can find truth to guide us.

I believe the mission of the church is to live as sheep of the Good Shepherd who are trying day by day to be examples of God's love and grace in a weary world. I believe we are to reach out in love and compassion to all our fellow men and women. I further believe that our mission as God's people is to tend His sheep. In particular, I have found my service to the police division has allowed me to walk alongside these public servants as they do their work with such dedication. If God can use me to tend His sheep, take care of His flock, I'll ride that horse as faithfully as I can.

## Personal Information Forms

**William Washington Nickels, III**

[abnickels@gmail.com](mailto:abnickels@gmail.com)

**Actively Seeking?** Not Actively Seeking, but open to a call

**Ecclesiastical Status:** Teaching Elder

**Presbytery Membership:** Eastern Virginia Presbytery

**Ordination Date:** 11/16/1980

**Formal Education:**

- Sept. 1978 to May 1980 – Yale University Divinity School / New Haven, CT / Master of Divinity
- Aug. 1976 to May 1977 – Union Theological Seminary in Virginia / Richmond, VA / Friends Fellow
- Sept. 1972 to Dec. 1975 – Franklin and Marshall College / Lancaster, PA / Bachelor of Arts, Cum Laude, Phi Beta Kappa

**Continuing Education:**

- March 2019 - Growing Spiritual Leaders / Newport News, VA / led by Jessica MacMillan
- Aug. 2017 - Leading in a Liminal Season / Luther Seminary / St. Paul, MN / led by Susan Beaumont, Senior Alban Consultant
- July 2017 - Big Tent / St. Louis, MO / various PCUSA presenters
- June 2017 - Emotional Intelligence and Building Effective Teams / The Center for EQ - HR / Baltimore, MD / led by Joan Townsend and Waite Maclin
- Oct. 2016 – Growing into Tomorrow... Today: A Board of Pensions Seminar / Columbia Theological Seminary / Atlanta, GA / led by Harris Shultz and others
- Oct. 2016 – Strategic Planning in an Uncertain World / Union Presbyterian Seminary / Richmond, VA / led by Jill Hudson and Laurie Ferguson
- Oct. 2016 – 1001 New Worshipping Communities Regional Gathering / Philadelphia, PA / led by Ray Glenn Jones and others
- April 2016 – Fresh Expressions National Conference / Alexandria, VA / various leaders
- Oct. 2015 – Large Church Leadership Seminar / Columbia, MD / led by Susan Beaumont, Senior Alban Consultant
- Oct. 2015 – Resilience in Ministry / Mid-Council Leaders' Conference / Portland, OR / led by Laurie Ferguson
- July 2015 – Big Tent / Knoxville, TN / various PCUSA presenters
- March 2015 – Next Church National Conference / Chicago, IL / various leaders
- Aug. 2014 – Habits of the Heart for Healthy Congregations: Embracing the Tensions of Ministry / Center for Courage and Renewal / Racine, WI / led by Parker Palmer and others
- Aug. 2013 – Big Tent / Louisville, KY / various PCUSA presenters
- July 2013 – Leading Adaptive Change / Norcross, GA / led by Susan Beaumont, Senior Consultant, The Alban Institute
- March 2012 – Kaleidoscope Stewardship Conference / Charlotte, NC / various leaders
- March 2012 – Thomas Merton and Contemplation / Greenville, NC / led by Ben Johnson, Columbia Theological Seminary
- Sept. 2011 – Governance and Ministry / West Hartford, CT / led by Dan Hotchkiss, Senior Consultant, The Alban Institute
- Nov. 2010 – Spiritual Formation Immersion Course / Greenville, NC / led by Ben Johnson, Columbia Theological Seminary

- Sept. 2010 – Stepping Up to Staffing and Supervision / Norcross, GA / led by Susan Beaumont, Senior Consultant, The Alban Institute
- Aug. 2009 – Intentional Interim Pastors’ Training, Week 2 / Montreat, NC / led by Karen Haak and Harris Shultz
- Apr. 2008 – Healthy Congregations Facilitators’ Training / Montreat, NC / led by Elaine Barnett
- Oct. 2007 to Dec. 2008 – New Hope Presbytery Rehoboth Program / short-term studies, various authors
- Nov. 2006 – Intentional Interim Pastors’ Training / Union-PSCE / Richmond, VA / led by Ron Holland
- May 2006 – Covenant Network Southeast Regional Conference / Charlottesville, VA / Jack Rogers, presenting
- March 2006 – Church Music Conference / Union Theological Seminary / Richmond, VA / led by Hal Hopson
- Jan. 2006 – Reflections on Forgiveness / Episcopal Conference Center, Surry, VA / led by Neal Plantinga
- Nov. 2005 – Reflections on the Peace, Unity and Purity Task Force Report / Williamsburg, VA / led by Gary Demarest
- 2004 and 2005 – Union Theological Seminary Rehoboth Program / seminars led by Ron Byars, Dodie Rossell, Israel Galindo
- Oct. 2003 – Conversations on Reformed Theology / Columbia Theological Seminary, Decatur, GA / led by Cynthia Rigby and Shirley Guthrie
- Aug. 2003 – The Satisfied Mind Workshop / Ghost Ranch, Santa Fe, NM / led by Lewis and Judy Wilkins
- Oct. 2002 – Systems Approach Conference / Montreat, NC / various leaders
- Apr. 2002 – Youth and Young Adult Ministry / Union Theological Seminary in Virginia / led by Roger Nishioka
- Dec. 2001 – Resilient Leaders / Princeton Theological Seminary / led by Rabbi Elliot Schoenburg and Nancy Foltz
- July 2000 – Worship in the New Millennium / Union Theological Seminary in Virginia / led by Ron Byars and Doug Ottati
- Jan. 2000 – Contemporary Currents in Theology / Williamsburg, VA / led by Shirley Guthrie
- Aug. 1999 – Seminar for Potential Middle Governing Body Executives / Harrisonburg, VA / led by Bill Stewart
- Oct. 1998 – The Financing of American Religion / The Louisville Institute / with Loren Mead and John Mulder
- Dec. 1997 – Transforming Congregations for the Future / Union Theological Seminary in Virginia / led by Ed White
- Nov. 1996 – Resident at Iona Abbey / Iona, Scotland

- Oct. 1996 – Managing Conflict in Your Church / Union Theological Seminary in Virginia / led by Ed White
- Oct. 1995 – Intentional Interim Pastors’ Training / Presbytery of the James
- July 1995 – Bible and Theology Conference / Montreat, NC
- May 1995 – Solution-Focused Counseling / Williamsburg, VA / led by Scott Miller
- May 1994 – Logos After-School Ministry Leadership Training / Richmond, VA
- Oct. 1992 – The Alban Institute Seminar on The Long-Term Pastorate / led by Roy Oswald
- July 1991 – Leadership, Ministry and Spirituality Course / Montreat, NC / led by Don Griggs

**Employment Type:** Full-time

**Geographic Choices:** Georgia, North Carolina, Virginia

**Languages:** English

**Leadership Competencies:** Hopeful, Preaching and Worship Leadership, Spiritual Maturity, Communicator, Advisor, Decision Making, Collaboration, Interpersonal Engagement, Motivator, Self-Differentiation

**Training / Certification:**

- Interim Ministry Training
  - Week 1 by PC(U.S.A.) at Union Theological Seminary in Virginia / Richmond, VA in 2006
  - Week 2 by PC(U.S.A.) at Montreat Conference Center / Black Mountain, NC in 2009

**Other Training:** Healthy Congregations Facilitators' Certification / Montreat, NC / 2008

**Clergy Couple?** No

**Housing Type:** Housing Allowance

**Work Experience:**

- Jan. 2018 to present – Yorkminster Presbyterian Church / Yorktown, VA / Intentional Interim Pastor (Head of Staff) of a 500-member suburban church
- Sept. 2012 to Dec. 2017 – The Presbytery of Baltimore / Baltimore, MD / Associate General Presbyter for Thriving Congregations
- Dec. 2010 to May 2012 – Trinity Avenue Presbyterian Church / Durham, NC / Intentional Interim Pastor (Head of Staff) of a 700-member downtown church
- Sept. 2008 to Sept. 2010 – First Presbyterian Church / Kinston, NC / Intentional Interim Pastor (Head of Staff) of a 300member downtown church
- March 2007 to August 2008 – First Presbyterian Church / Wilson, NC / Intentional Interim Pastor (Head of Staff) of a 900member downtown church
- March 2005 to March 2007 – Suffolk Presbyterian Church / Suffolk, VA / Intentional Interim Pastor of a 150-member downtown church
- May 1985 to March 2005 – Orange Presbyterian Church / Orange, VA / Pastor (Head of Staff) of a 275-member county seat church

- Nov. 1980 to May 1985 – Parkview Presbyterian Church / Newport News, VA / Solo Pastor of a 70-member urban church
- Sept. 1979 to May 1980 – Whitney Center Retirement Community / New Haven, CT / Chaplain, part-time, of a life-care facility
- June 1979 to Sept. 1979 – Hartford Hospital / Hartford, CT / Chaplain at a 1,000-bed hospital
- Sept. 1978 to April 1979 – Department of Elderly Services / New Haven, CT / Writer-Researcher, part-time
- Sept. 1975 to Aug. 1978 – John Knox Presbyterian Church / Greenville, SC / Student minister of an 800-member suburban church

**Other Services:**

- Feb. 2019 to present - The Presbytery of Eastern Virginia's Commission on Ministry / time as required
- Jan. 2018 to present – The Presbytery of Eastern Virginia’s Interim Pastors’ Support Group / meetings monthly
- Sept. 2012 to Dec. 2017 – Staff resource for Presbytery of Baltimore’s Committee on Ministry, Interim Pastors, Commission on Thriving Congregations, Ministry Group Conveners and Pastors / time as required
- June 2011 to May 2012 – New Hope Presbytery’s Wake Forest Presbyterian Church COM Task Force / Chair / time as required
- Nov. 2008 to Feb. 2010 – New Hope Presbytery’s Hudson Memorial Presbyterian Church Administrative Commission / Chair / time as required
- March 2009 to May 2012 – New Hope Presbytery’s Interim Pastors’ Support Group / meetings monthly

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

In 2010, Baltimore Presbytery defined its mission as “Encouraging, challenging and equipping congregations to thrive spiritually and to be effective apostles of reconciliation.” It gathered ruling and teaching elders from all its churches into six regional Ministry Groups, asking them to pursue this mission. And in 2012 it called me as its Associate General Presbyter, charging me with nurturing the Ministry Group system and supporting two Ministry Groups in particular. I advised leaders and helped them plan and budget for their efforts. I coached pastors, consulted with sessions, and worshipped in each church. In time I saw congregations becoming newly energized, equipped, and connected. In one Group, leaders trained together annually. Churches redeveloped their websites, created community engagement strategies, and partnered in new initiatives. Pastors shared resources and planned together. And in times of need, they were there for each other. When three churches lost pastors on the same day, their Ministry Group’s leaders met to consider how they could help. I described the needs of churches in transition, and they drafted a letter lining out ways they were prepared to assist. They scheduled visits

with each session, offered pastoral care coverage, promised resources, prayer support and ongoing connection. I was deeply gratified to see the Group working as the Presbytery had envisioned and was profoundly pleased to see the fruit of my ministry there as well.

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

In ministry, my deepest satisfaction always has come from helping congregations face challenges with attentiveness to God and responsive faith. So, I seek to serve a church that's being challenged in some way now. That church might need a deepening of its spiritual life, some form of healing, or leaders who are equipped and eager to serve. It may need help living into its unity in Christ, redeveloping its ministry, making disciples, or valuing its Presbyterian heritage. However, it's challenged, I'll make sure the church knows it belongs to Christ, lives from his grace, and exists to serve its Savior. I'll help its members claim their gifts for ministry and put them into play. They will worship enthusiastically, educate thoughtfully, care personally, and engage others with compassion and conviction. They will be known in their community for their inspired service and recognized as persons who live out their faith. To my ministry among them I will bring a pastor's heart, a gentle spirit, intelligence, humility, love for the written and spoken word, creative and relevant biblical preaching, a subtle sense of humor, a gift for relationship with adults and children, skill in bringing people together, respectful, reassuring leadership, an ability to envision, enlist and plan for ministry, commitment to both the PC(USA) and the wider Church, deep trust in God, wisdom gleaned from more than 35 years in ministry, and a sure sense of being called to serve Christ with them.

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

When, after pastoring congregations for over three decades, I was called to serve as a General Presbyterian, I had to widen my focus from caring for a single church to shepherding a complex system of churches and leaders facing an array of issues and with many needs. I had to develop new or deeper competencies in organizational management, program evaluation, financial planning, media use, negotiation, and leadership. I learned much that has enabled me to contribute to the health and vitality of churches. But I recognize there is one lesson that I find myself needing to learn repeatedly. It's a lesson that's crucial for me as a disciple and pastor (though I'm convinced it applies to congregations, Presbyteries and denominations, too): If, as I labor in ministry, I do not also keep close to Jesus... if my efforts do not rise out of ongoing converse with Christ... if I make it my aim to be effective but I neglect the priority of being faithful... my effectiveness will be limited and my contributions will be petty, or worse. Time and again, as I've carried out my ministry, I have had to relearn this truth, to go back to the basics and return to disciplines that help me have a closer walk with Christ. I have to allow the Spirit to shepherd my soul. Spiritually ungrounded leadership does no congregation, presbytery, or denomination any favors.

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

I've served five churches as an Interim Pastor, helping each move from loss, disruption, and uncertainty to readiness for a healthy relationship and faithful ministry with its next installed pastor. My journey with one church was particularly rich. An unraveled relationship with its pastor had left it feeling serious self-doubt, unsure of its purpose and waning in hope. Its worship was unenthusiastic, members were missing, and its leaders were tentative. I met them where they were, acknowledging losses they'd suffered, and articulating hopes I believed they'd buried. I described the work I'd help them do and what they'd be like when they finished it. I enlisted leaders to work on developmental tasks – history review activities, mission study efforts and a rebuilding of relationship with the Presbytery. I cared for the staff, reworking job descriptions and evaluation processes. I brought to worship a gospel gladness, attention to Christ's presence and even a bit of playfulness. When the PNC finally launched its search, the church also launched a community garden, a rehab of a neighbor's house and an effort to strengthen its daycare program. I continually reminded the church that Christ was at work among them. And he clearly was! One Sunday, I led a congregational meeting. The PNC reported. Its nominee was affirmed! The church had transitioned – it was ready for what God had in store! And it was time for me to express my affection for that church by releasing it and moving on.

### **Statement of Faith**

Before I was, there was God;  
and through the impulse of God's Holy Spirit I am  
alive and aware and in a creation that is everywhere  
held and handled, cradled and crafted, drawn and directed  
by God and into God.  
God, who stands above all being, helps me understand  
something of God's presence and power, qualities and character, desires and designs.  
Though my understanding is compassed by creatureliness, even so, I know God as  
merciful and mighty, singular and sovereign, responsive and relational,  
and able to accomplish all that God purposes.  
And God's purposes all are good.  
I also know myself as God's handiwork.  
I belong to God and am dependent upon God.  
I bear God's imprint on body and soul.  
Like God, I am relational – I am meant for meeting, where all real life is.  
I am beloved by God, and so enwrapped in holy mercy;  
although somehow too I am bent, broken and twisted in upon myself.  
What I need, I spurn; what I am offered, I refuse; what I am given, I mishandle.  
Nevertheless, God has not spurned, refused or mishandled me.  
Rather, through many means, God has preserved me from peril,  
provided for my needs and proven to be my Savior.  
Accommodating to my weakness, revealing the extent to which Love is willing to go,

refusing my refusals, dying for my sin, and rising to re-engage with me,  
God in Christ has pressed a holy claim upon me.  
He has shown me in himself what God intends for me to be:  
Holy as he is holy, whole as he is whole, abundantly alive in God, and truly, deeply loving.  
Trusting him, and for the joy of his company,  
I have joined with others gladly gathered around Jesus on a journey rich in hope.  
In that community, Christ's Church, I find the Holy Spirit everywhere at work –  
encountering and encouraging, reminding and reorienting,  
equipping and educating, comforting and challenging,  
refreshing and reforming those Christ has called  
so that we may know and enthusiastically share God's love.  
Through the Church, its sacraments and the scriptures it cherishes,  
Christ presents himself to the world, and he continues God's work of reconciliation.  
All the love God has showered upon me is what God feels for every person.  
No one is beyond the reach of God's compassion.  
Indeed, all creation lies within God's loving concern – and, therefore, within the Church's.  
Such concern is called for because there is, as yet, no end of evil.  
But God in Christ is Lord of the whole creation.  
And the Spirit God sends continues to sweep over creation still –  
ordering and restoring it, and bringing into being  
the new creation we see, but only partly now –  
which can only be seen with faith-informed eyes –  
a creation for which I watch and wait and work in hope  
with all who call on the name of the Lord.  
Laude, laude, laude!

**Derek Starr Redwine**

[derekstarrwine@gmail.com](mailto:derekstarrwine@gmail.com)

**What I Seek To Do:** After 18 years of ministry in three unique churches, as an Associate Pastor, Acting Head of Staff, and Lead Pastor, I am looking for an opportunity serve a community eager to build on the traditions of the church to find new, creative ways to connect and inspire people seeking a deeper relationship with God. I am also passionate about empowering churches and individuals to extend the love of God to those outside the church by doing what they can, where they are, with what they have, to bring about real and lasting transformation.

**Areas of Expertise:** Preaching, leading organizations through change, setting vision and values, creating a collaborative work environment, governance restructuring, and teaching.

### Work Experience:

- July 2013 to Feb 2019: Fairmount Presbyterian, Cleveland Heights, OH, Senior Pastor/Head of Staff
- August 2006 to July 2014: Westminster Presbyterian, Akron, OH, Senior Pastor/Head of Staff
- August 2001 to Dec 2005: Central Presbyterian, Denver, CO, Associate Pastor/Acting Head of Staff

### Education

- May 2000, Master of Divinity, Princeton Theological Seminary
- May 1995, B.A. in Geography, Miami University, Oxford, Ohio

**First Things First:** Over the past 35 years, I have witnessed first hand the struggle of the mainline church. I have seen the steady decline in membership and the pain it has caused good people of faith. I have participated in meetings with leaders struggling to figure out how to meet the needs of the next generation, while still serving long-standing members. I have watched good friends drift apart into ‘conservative’ or ‘liberal’ camps as they disagreed about what was necessary to revitalize the church. Despite all this (and in part because of it) I am excited for the future of the church because I believe God is the one at work transforming and rebuilding our communities of faith. In order for churches to participate in God’s transformative work, we to communicate clearly the gospel story of our tradition, while exhibiting a spirit of boldness and creativity that is the byproduct of a faith in a generous and loving God.

### What I’ve Learned:

- **Jesus is the center of effective ministry.** The best way to create a community that is diverse, inclusive, and relevant is to preach, teach, and present Jesus. Through wrestling with his teachings, stories, and actions, a community is both comforted and challenged as it seeks to be faithful. The church can be a place where conservatives and liberals worship and serve together if their common language is found in an ongoing conversation about Jesus.
- **Articulated values are a good place to start.** I have seen too many long-range plans on shelves to believe they are a key to success and sustainability. Organizations who articulate and live out a clear set of core values, on the other hand, are nearly always successful. Without a clarity around what you believe, it is hard to be present to others in a real, transformative way.
- **The church needs to talk about things that matter.** In a time of such division the church must be a place where people learn how to discuss (productively) the issues that dominate our cultural landscape - issues like poverty, systemic racism, climate change, and privilege. Too often pastors rely on the bully pulpit to create congregations of like-minded people who mirror, instead of challenge, the segregation of our society. Our job is to invite people into relationships centered on love and respect; relationships that have the power to transform individuals, society, and even the church.

- **A culture of innovation is non-negotiable.** Without a willingness to fail and learn from our mistakes, the church will be unable to adapt and change in the ways it needs to meet the needs the world. Fortunately, we worship a God of new life and new beginnings, who is no stranger to failure.
- **People come to church because of other people.** Call it what you want - evangelism, marketing, public relations - but we've forgotten the importance personal invitation. As the pastor I need to inspire people to talk about their faith with others. Churches are too reliant on bulletins, newsletters, and websites to get people's attention. In a culture of information overload, people participate in the ministry and mission of a church because they are personally invited or personally invested.
- **The un-churched and those whose lives are shaped by the traditions of the church need each other.** It is not only possible to simultaneously reach out to the un-churched and meet the needs of the current congregation, it is necessary for the health and vitality of a church. As new people enter the community, the church is forced to explore its understanding of itself and of God.
- **Inclusivity and diversity are a packaged deal.** While a diverse workforce can provide a competitive edge, without inclusion, the connections that attract diverse talent, encourage their participation, foster innovation, and lead to growth are unsustainable. As noted diversity advocate Verna Myers puts it, "Diversity is being invited to the party. Inclusion is being asked to dance." In my leadership I work to create a diverse team and an inclusive environment. This work requires owning my own biases and welcoming criticism and critique from anyone.
- **Moral progress can't be confused with technological progress.** While technological progress is often a straight line, moving up and to the right, moral progress is full of peaks and valleys. As an organization moves towards greater health, periods of doubt and struggle are to be expected.
- **Clear is kind.** In the management of staff, the education of volunteers, and the articulation of a vision, everyone is better served when leadership is willing to be clear and direct, even when what is being said is difficult to hear.
- **Boundaries matter.** A healthy work environment begins with healthy leadership. I take seriously a commitment to wholeness and health and expect my staff and leadership to do the same. This means taking time off, taking care of my personal and physical health, and respecting the personal space and privacy of others.
- **The people I work with find me accessible and appreciate my sense of humor.** They also know I am passionate about what I do. I take pride in my ability to work with all personality types and work hard to develop good relationships with co-workers. My colleagues in ministry see me as a strong leader who can receive both critique and praise, and my parishioners find me accessible and willing to work with them in implementing the mission of the church.

- **My life outside the church is full.** I am married to the Rev. Amy Starr Redwine, the Senior Pastor at First Presbyterian Church in Richmond. We are the proud parents of a daughter Sarah (13) and sons Quinn (11) and George (8). We love baseball, enjoy all kinds of music, and spend as much time as possible in the outdoors. Above all, we give thanks every day that we are loved by a generous, lifegiving God.

### **Statement of Faith**

As a teenager I did the very un-Presbyterian thing of responding to an altar call given by the Rev. Dr. James Forbes during worship. Ever since, I have slowly moved towards a greater appreciation and understanding of God's presence in my life and in my shared ministry with others. The idea that the God of the Universe is passionately interested in me and in others baffles my mind, and yet that is the message of scripture and the promise of the cross. God loves us enough to live with us and among us. Fortunately, as an adolescent I had ministers, mentors, and friends who talked of a life-giving, generous God, which helped me to see the sacraments of baptism and communion, along with weekly worship and service, as tangible reminders of God's in-breaking.

This belief in God's active presence influences my understanding of the church today. Having been in church my entire life, I have seen the struggles of the mainline church; I have witnessed the steady decline in church membership and the pain it has caused people of faith; I have participated in meetings where church leaders struggled to figure out how to meet the needs of the next generation, while honoring the expectations of long-standing members; I have watched good friends drift into 'conservative' or 'liberal' camps as they disagreed about what was necessary to revitalize the church and our nation. Despite all of this (and because of it) I am confident God is the one behind all the ruckus! The change is too broad, deep, and intense to be initiated by anything other than the God who creates, redeems, and sustains. The God who claimed me in my baptism has claimed the church, which means the cycle of death, resurrection, and new life that defines the story between God and God's people, as revealed in our scriptures, defines the church's story today! No matter the magnitude of our sin, stupidity, ignorance, and fear, God is always doing something new among us - uncovering our biases, opening our hearts, and showing us what is possible when we commit fully to love.

My faith has always been defined by questions as I struggle to understand the relationship between good and evil, grace and judgment, and life and death. Wrestling with these tensions leads me to believe that what the church and its people need to be sources of light, hope, and peace is a spirit of boldness and creativity that is the byproduct of a faith in a generous and life-giving God. As those who know we are claimed by the God of love, we need not fear the serious challenges of our time - growing wealth inequality, climate change, systemic racism, and communities fractured by violence and addiction. The God who raised Jesus from the dead continues to resurrect people and places from the depths of darkness and despair to the heights of hope and new life.

Two spiritual disciplines define my faith more than others - the disciplines of failure and forgiveness. As those who follow a resurrected Lord, we need to live boldly, without fear, and this call is not possible if we are unwilling to follow Jesus' example in taking physical, emotional, and spiritual risks. God's love leads us into the complexities of life, not away from them, for it is in the muck and mess of real life where we discover who we are and what we are capable of. God's love does not protect us; it inspires us. Through prayer, study, meditation, and service I work with the Spirit to replace my fears with faith, my doubts with courage, and my tendency towards isolation with a commitment to real community. I'm not there yet, but by God's grace and the patient support of others, I know one day I will fully live in the Kin-dom of God that Jesus promises is at hand.

### **Stephanie Workman**

[workmansj@gmail.com](mailto:workmansj@gmail.com)

**Summary:** Compassionate, communicative, visionary spiritual leader who thrives in creating new programs to invigorate individuals. Successful in working with church committees to encourage service and discipleship among members. Committed to providing pastoral care, spiritual formation, and leadership to the community.

### **Skills**

-Pastoral Care	-Program Development
-Grief and Trauma based counseling	-Volunteer Management
-Worship Leadership	-Proficient Writer

### **Experience**

- Interim Associate Pastor, Second Presbyterian Church, Richmond, VA 2019-current
  - Provide pastoral care, assist in leading liturgy, and worship planning, initiates new programs, planned and will lead a women's leadership
- Consultant, Norwex, Richmond, VA 2016-current
  - Sales, educating people about the harms of chemicals and the negative environmental impact.
  - Sales leader, guiding and training a group of 20 people.
- Co-Founder and Coordinator, EPIC, Richmond, VA 2015-2016
  - Co-founded EPIC, Episcopal Parishes in Community, supporting moms of young kids through speakers, educational forums, engagement projects, spiritual formation.
- Core Leader Coordinator, MOPS, Richmond, VA 2014-2015
  - For a group of 50 women called MOPS, Mothers of Preschoolers, I coached, trained, and supported the core leaders who led prayer, Bible studies, and discussion time.

- Chaplain, PACE, Richmond, VA 2011-2013
  - Spiritual support to the elderly patients, families, and staff, weekly Bible studies, individual counseling, memorial services, and coordinated care during hospitalizations
- Chaplain, Bon Secours Health System, Richmond, VA 2007-2011
  - Spiritual support to patients and families, navigating new diagnosis and end of life issues, baptisms and anointings, memorial and healing services.
- Dorm “Parent,” Mussoorie, India 2008-2009
  - Helped to oversee 120 high school girls from around the world, assisting with homework and a spiritual retreat, discipline as needed, and acted as a counselor.
- Chaplain, Johnston Willis Hospital, Richmond, VA 2007
  - Provided spiritual support to patients, families and staff and on-call assistance.
- Chaplain, VCU Health System, Richmond, VA 2007
  - Provided spiritual support to patients, families, and staff, helping with on-call shifts.
- Marketing and Fundraising, Help One Child, Los Altos, CA 2004
  - Organized the annual fundraiser, raising awareness and procuring donations.
- Volunteer Program Coordinator, Americorps, Salinas, CA 2000-2001
  - Founded an afterschool program for children of migrant workers for needed tutoring, help with English skills, a safe place, and fun, educational experiences.

**Education and Training:**

- Ordination, Divinity, United Church of Christ, Richmond, VA 2012
- Master of Science, Patient Counseling, Virginia Commonwealth University Richmond, VA 2008
- Master of Arts, Theological Studies, Union Theological Seminary, Richmond, VA 2004
- Bachelor of Arts, Global Studies, Azusa Pacific University, Azusa, CA 1999

**Certifications**

- Hatha Yoga Instructor, Integral Yoga, Richmond, VA 2007
- Master Gardener Certification, Richmond, VA 2010

**Statement of Faith**

I believe in the Eternal God and in Jesus Christ, as God’s one and only Son.

We, humans, are made in Your likeness and image, created by God and for God to bring You glory and honor, governing over our life and our death.

In God's infinite, unconditional love, You sent Jesus to save all people from sin and a lack of purpose. In your righteousness, You judge people and nations, that they may be called to live righteously, with accountability and integrity.

Through Jesus Christ, who came to show us the way of love, he became incarnate, living in human form, died and rose again, conquering death and reconciling the world to Yourself.

When Jesus Christ ascended to join You in Heaven, You left us with the Holy Spirit, to guide us personally and collectively, as the Church universal, in faithfulness. The Holy Spirit leads us in creating and renewing the church.

You call each of us, by name, to be faithful servants and stewards of our time, talents, and ultimately Your sovereign will. We seek to be Your church, accepting the joys and challenges of discipleship, proclaiming the gospel, your good news of redeeming grace, here and around the world. You also call us to resist evil in the world, renouncing it, as we work to fulfill Your Kingdom come. We seek to live as light in darkness, spreading Your message of love, joy, and peace for all of humankind.

We remember You through our covenants of communion and baptism, sharing in your suffering and victory.

We praise you God, for your promises of forgiveness, for trusting in You and calling upon you, for your peace and presence through all of life, including through trials, for courage to face injustice, and for eternal life, found in You.

We give you all praise and glory to be called Your children. Amen.

## **Report of the Committee on Nominations**

Presbytery of the James

June 16, 2020

### **I. The committee reports the following:**

- A. The Committee reports that its nominee for Moderator of the Presbytery of the James, to serve in 2021, is Teaching Elder Patrick Dennis. Patrick was ordained by Seattle Presbytery in 2006. He has served on numerous committees, teams, and boards within the Presbytery of the James. He is serving as Vice Moderator in 2020.
- B. The Committee reports that its nominee for Vice Moderator of the Presbytery of the James, to serve in 2021, is Ruling Elder Dan Jordanger, of Providence (Gum Spring) Presbyterian Church. Dan has served as Clerk of Session and in extensive leadership for the church and this presbytery, as well as on boards of local, statewide, and national non-profit organizations.
- C. The election for the above two positions will be held at the October meeting of the Presbytery.
- D. Starting in July the Committee on Nominations will begin to fill vacancies that will arise when members of the class of 2020 complete their terms of service. Many of these

vacancies will be in Regions C and D. If your church is in either of these regions, **we encourage you to take some time at your next session meeting** to discuss individuals in your congregation who may have a desire to serve the presbytery.

- E. This item is a repeat from the report given in June 2019 – and needs to be said again. The Committee on Nominations reminds all Teaching Elders and Ruling Elders that at any given time there are at least 150 people serving as volunteers on Presbytery of the James' committees and teams. As a consequence, the Committee welcomes a steady infusion of names of individuals who are interested in serving.

Are you able and interested in serving the Presbytery? Let us know.

Is there somebody in your church who would be a wonderful committee member in the Presbytery? Let us know.

See the contact information at the end of the report – and send names. Thank you!

**II. Committee Consent Agenda recommendations:**

- A. The committee recommends that Rebekah Tucker-Motley, Teaching Elder, Orange, Region A, be elected to Mission and Service Team, Class of 2021.
- B. The committee recommends that Nicole Ball, Teaching Elder, MAL, Region F, be elected to Committee on Preparation for Ministry, Class of 2022.
- C. The committee recommends that Edward Kross, TE, MAL, be elected as Vice Moderator of Leadership Connections Team, Class of 2021.

**III. Committee recommendations:**

- A. The committee recommends that presbytery elect Teaching Elder Patrick Dennis (Tuckahoe) to serve as moderator of presbytery in 2021.
- B. The committee recommends that presbytery elect Ruling Elder Dan Jordanger (Providence Gum Spring) to serve as vice moderator of presbytery in 2021.

**IV. THE COMMITTEE REPORTS THE FOLLOWING VACANCIES:**

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

**Committee on Preparation for the Ministry -**

Class of 2020 – Region C – Ruling Elder

**Committee on Ministry**

Class of 2020 – Region C – Ruling Elder

**Mission and Service Team -**

Vice Moderator, Member At Large

Class of 2021, Region B, Ruling Elder or Member of Church

If you are interested in any of these opportunities for service, or have names to recommend to the Committee on Nominations, please contact Pat Valentine, Moderator, at [patgapoj@aol.com](mailto:patgapoj@aol.com).

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

We are in the midst of a very different year for the ministry we serve. On May 15, Camp Hanover announced the decision to suspend the schedule of overnight camps and day camps for the 2020 summer season. One could never have imagined the events that have led to this point, yet here we are. We are sad Camp Hanover is not currently filled with the joyful sounds of children and youth enjoying the outdoors. Yet, we are hopeful for the opportunities this time of quiet brings to our ministry.

We've chosen to look at this time as a period of Jubilee – the Biblical tradition of resting the land. We'll use this temporary pause to refresh the Camp's buildings and facilities, improve the trails and we look forward to celebrating when this period of rest ends and rejoicing in what this time has brought Camp Hanover and this ministry.

As groups canceled events this spring, opportunities to serve emerged. Our staff and volunteers have led "Virtual Vespers" each Sunday since mid-March, read "Chicken Bedtime Stories" each week and we've provided daily a "Moment of Camp" to our social media followers. It was our goal to bring a little taste of camp to everyone as they defined their new normal. We started to plan for what a "summer without summer camp" might look like and how we can serve the community. The Camp Garden was planted larger than ever and we plan to share the bounty with local food banks.





In this time, we will continue our mission to be a place apart for renewal and growth – in smaller ways, yet with significant impact. While we often think of the faith development of children and youth who attend camp, we know Camp Hanover is also a key component in the spiritual growth of the young adults who serve as summer staff.

With that in mind, we are launching the Isaiah 40 Project. This summer, we will invite a small group of 6 to 8 young adults to practice love of God, neighbor, and self while living at Camp Hanover. Participants will establish an Intentional Community focused on service, spiritual growth, and personal development. Daily life will consist of service work in the local community and around Camp – cleaning, painting, improving trails, tending the garden – as well as community worship, and sabbath practices. In the evenings, participants will share a meal and spend time in devotion and leadership development. Through their service, they'll connect in new ways with the children and youth who normally would be at camp. Hopefully, if conditions allow, The Isaiah 40 Community will welcome campers back to Camp Hanover later this summer and give everyone a little taste of camp to carry them through 'til next season.

While much of our time these last few months has been focused on addressing and discerning how to respond to COVID-19, we continued our efforts on a few major projects. Hadder Way is now complete, providing emergency vehicles access to the lakefront. Pearson's Trail is nearly finished, and we anticipate construction of a bridge spanning the final 150 feet will be completed by volunteers this summer. Roofs have been replaced on practically every building. And when campers and retreat guests return to camp, they will rest comfortably in sleeping quarters that are air conditioned. We've also completed interior renovations to the new Welcome Center. Located at the front entrance of the camp, the Welcome Center provides a natural spot for greeting guests and campers as they arrive, and will house the camp's administrative offices and a meeting space.

As we look forward, we plan to complete work that was already in progress prior to the Coronavirus outbreak, and not initiate any additional major renovations or improvements until the full financial impact of COVID-19 to Camp Hanover is understood.

## Reports -55- Reports

The commitment of Presbytery of the James to Camp Hanover is an incredible blessing. This period has created financial challenges for many ministries, including Camp Hanover. Despite the challenges, your financial support helped sustain the operation of Camp Hanover, retain the permanent staff, and allows us to explore opportunities to serve and share God's love in different ways.

We have also sought to sustain Camp Hanover through other revenue received by way of donations and government support. Camp Hanover received a Payroll Protection Program Loan and has applied for other loans through the Small Business Administration available for disaster recovery.

Thanks to the presbytery's generosity, the Isaiah 40 Project is getting off the ground. The \$2,000 Inspire Gift you gave to Camp Hanover is the catalyst that will fund the first ten percent of the amount needed for stipends, meals, and materials for participants while they serve. We are forever grateful for the partnership we share in ministry with you.

**We know we're in this together, and we ask you come along side us and join us in our ministry at Camp Hanover. We need you now more than ever so that we can continue to bring people to know God. We'd like to share a few suggestions on how you and your congregations can engage with Camp Hanover this summer:**

- **Participate in camp, wherever you are.** On June 15, we will launch a series of weekly events that you can be a part of, at home, at your kitchen table, in your front yard, alongside other members of the Camp Hanover family from all across the globe. Together we'll delight in some favorite camp traditions, create a few new ones, and maybe enjoy a few surprises along the way.
- **Make a gift to Camp Hanover's Annual Fund.** The Annual Fund supports the day-to-day operation of the Camp and will be more important than ever before. The loss of our summer camp revenue has a significant impact to our finances. Your gift now will help sustain this ministry during this difficult time.
- **Sponsor an Isaiah 40 Project Participant.** Each participant in the Intentional Community will receive a stipend, lodging and meals during their 11-week commitment. You or your congregation can fully sponsor one of the eight community members with a \$2,500 gift, and contributions of any amount will bring this community to life.
- **Watch for Updates.** As summer progresses, we hope to be able to offer alternate programs that allow children and youth (and even adults!) to safely come together at Camp Hanover this summer. We know camp is an important piece of faith development and we don't want to miss a summer to connect. As we write this report, we don't yet know fully what those programs might look like, but we are keeping our minds open to the possibilities that God will present to us. We ask that you watch for updates and encourage your congregation to participate as programs and events are made available.

- **Pray for this ministry.** Like all ministries, the COVID-19 pandemic has been difficult. Making the decision to suspend our summer camp program was heart-breaking for our staff, our Board, and for our campers and their parents. We pray we can each find the blessings in this time and recognize opportunities to serve our community in new and unique ways.

Respectfully submitted,



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