

**108<sup>th</sup> Stated Meeting of Presbytery of the James**  
**June 15, 2021**  
**Via Zoom Meeting**

Report of the Stated Clerk  
Presbytery of the James  
June 15, 2021

**I. Communications**

- A. Readers of presbytery minutes for the stated meeting on February 20, 2021 have made corrections and recommend approval of the minutes. Minutes will be emailed to people who request them. The stated clerk will recruit persons present today from Regions C and D to review the minutes.
- B. Rev. Walter Canter (pastor, Blue Ridge Church, Ruckersville) submitted a report as presbytery's commissioner to the Synod of the Mid-Atlantic Assembly held March 13, 2021. (Packet, Part II, Reports, page 3-4)

**II. Commission Reports:**

- A. Resolution Dissolving the Gordonsville Presbyterian Church (Packet, Part II, Reports, page 6)
- B. Final report of the Administrative Commission for the Gordonsville Church (Packet, Part II, Reports, page 4-6)

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

- A. The annual review of session records is under way.
- B. A letter of protest was received by the stated clerk prior to the adjournment of the February 20, 2021 stated meeting and is entered in the minutes of that meeting (G-3.0105b). The matter was referred to Mission Council (formerly C&C Team) and is being answered by actions proposed for this meeting of the POJ.

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

- A. That the minutes of the stated meeting on February 20, 2021 be approved.

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

A Letter of Protest submitted to the Stated Clerk prior to the adjournment of the meeting.

February 20, 2021

Rev. Fred Holbrook, Stated Clerk  
Presbytery of the James  
Richmond, VA 23227

RE: Protest, G-3.0105b

Dear Fred:

I register this protest for an action the Presbytery took today in its meeting concerning the 2021 budget. My protest alleges an irregularity was committed by the presbytery in approving the 2021 budget. An irregularity is an erroneous decision or action taken by the presbytery.

The erroneous decision is that presbytery approved use of funds (Church Development Funds and Genesis and Generation Funds) to balance the 2021 budget. The erroneous decision is that the presbytery has not approved the use of these funds for such purposes.

The Church Development Funds were approved by presbytery years ago for brick and mortar projects or programmatic projects of specific congregations in the presbytery. These items are contained in the proposed 2021 budget and total \$97,550. However, over \$200,000 was used from the Church Development Funds for the 2021 budget with \$103,000 not being used as authorized by the presbytery.

The Genesis and Generation Fund has never received approval by the presbytery for its use and purpose. While both of these funds are “board designated” funds, it is the presbytery that is “the board” and requires its approval.

The presbytery has to decide and take official action how these funds are to be used with specific parameters. If that is done, it would be a remedy for this erroneous action. To date, that action has never occurred.

I look forward to a response from the C&C Team on how the issue will be resolved.

H. Carson Rhyne, Jr., HR

## Report of Presbytery's Commissioner to the Synod of the Mid-Atlantic Assembly

A warm breeze outside the window of Blue Ridge Presbyterian Church ruffled through the grounded leaves left from last autumn and shook the greening buds on otherwise mostly naked branches as I sat down in the pastor's study to log into the 247th assembly of the Synod of the Mid Atlantic held in cyberspace on March 13, 2021.

- Chief Ken F. Adams, Emeritus, of the Upper Mattaponi People welcomed the Synod to the land known as Tsenacomocco (now known as Virginia) and reminded the assembly that while we may give the land many names as a way of showing our ownership of it, the land is not ours to own, but belongs to our God.
  
- The morning was spent in worship and conversation.
  - Cindy Kohlmann, the Connectional Presbyter from New Castle Presbytery, preached a lively and engaging sermon out of Numbers 21:4-9 where she invited the church to look at the things that bit us, the snakes, the things that we may feel are necessary but do not bring light into the world or glory to God, to resist the urge to jump straight to the empty cross but to spend time in the places where Jesus is present on the cross--with those who experience poverty and racism.
  - Elona Street-Stewart, co-moderator of the 224th General Assembly spoke and led a conversation around the Matthew 25 invitation. Among her words of wisdom, she reminded us that the opposite of racism is belonging. During the following breakout conversations, I was part of a group discussing the church's relationship with HBCUs and began to ponder ways the POJ may consider reaching toward and partnering with the HBCUs within our bounds.
  - Alice Ridgill, the Associate General Presbyter in Charlotte Presbytery shared some of the good work that her presbytery is doing as a result of adopting the Matthew 25 vision for the church. Among her words of hope for the future of the church she shared how the Charlotte Presbytery took on the Matthew 25 invitation as a way of doing something about the things that break God's heart. The presbytery has built community partnerships around Matthew 25 goals and out of these partnerships has come an upcoming conference on white privilege. Among the ideas shared in conversation, the POJ may want to look into "What Lies Between Us" anti-racism training.
  
- The afternoon was spent addressing business and hearing committee reports
  - The POJ paid its Per Capita in 2020 (Yay us!)
  - The newest and coolest and most awesomest committee in the Synod is Emerging Ideas
  - Clayton Rascoe, Director of Massanetta Springs Camps and Conference Center, reported the good news that day camp will be offered in the summer of 2021 and asked Synod commissioners to drum up energy for a giving day on April 21.

- The meeting ended with a devotional and liturgy remembering those who have died from COVID-19 in our Synod.

At the end of a long day on Zoom, I turned off my computer, stretched, and walked around the wooded grounds of Blue Ridge Presbyterian Church in contemplative silence.

Submitted with peace,  
Walter Canter

**Final Report**  
**Presbytery of the James Administrative Commission**  
**May 11, 2021**

The Administrative Commission for the Gordonsville Presbyterian Church was established by a vote of the Presbytery of the James at their meeting on February 20, 2021. The Commission was formed to close the Gordonsville Church after 150 years of faithful service. Members elected to the commission were:

**Teaching Elders:** Rev. Aram Bae (Moderator), Rev. Walter Canter, Rev. Dorothy Piatt

**Ruling Elders:** Elizabeth Killian (Meadows Church), Barry Parks (Westminster Church Charlottesville; Clerk), Ned Roache (Gordonsville Church)

Once formally empaneled, the commission members met on March 1, 2021 via Zoom videoconference. The following actions were reported or taken:

- An appraisal of the property has been ordered.
- There is one church interested in buying the property and another new church that might want to lease it.
- All accounts were identified and the funds placed in one checking account.
- The church may make a sizable contribution to the Presbytery.
- The Clerk of Session will contact members about transferring their membership.
- The items of sentimental value are presently being given away to congregants on an agreed upon basis.
- Boxes of Sunday School lessons that date back to the Civil War may be donated to The Exchange Hotel.
- A six-foot bench that is in memory of Stonewall Jackson, who frequently visited the church, is also being donated to the Exchange Hotel.
- Minutes of the session and the congregational meetings and the church register and rolls will be sent to the POJ for the Presbyterian Historical Society.

The commission members met again on March 8, 2021 via Zoom videoconference. The following actions were reported or taken:

- Rev. Carson Rhyne, Covenant Pastor at South Plains Church, has invited congregation members to visit.
- The appraisal was finished last week.
- There will be a property line adjustment for a tool shed on a neighboring property, and a deed of conveyance will be issued.
- Remaining funds will be used for bills and utilities.
- There are still some choir robes and sheet music remaining.

The commission members met with the Gordonsville Session on March 17, 2021 via Zoom videoconference. The following actions were reported or taken:

- The Gordonsville Session will approve the minutes of both the last meeting and this meeting at the next meeting.
- There are some handbells and chimes available.
- The locks will be changed next week.
- The Gordonsville Session will send letters to members about transferring their membership.
- The closing worship service will be May 2, 2021 at 3:00 PM.

The commission members met on April 19, 2021 via Zoom videoconference. The following actions were reported or taken:

- The mail will be forwarded to the Presbytery office at 3218 Chamberlayne Ave., Richmond, VA 23227.
- Only one request to transfer membership has been received so far.
- All of the church handbells were donated to the Louisa Presbyterian Church.
- The minutes for GPC Session meeting of January 23, 2021 were approved by action of the GPC Session and the approval was recorded by Nancy Roache, Clerk of Session.
- The GPC Session adopted the minutes from the joint meeting of the Administrative Commission and the GPC Session meeting on March 27, 2021 to use as their session minutes.
- The sanctuary can seat 42 people for the closing worship service.
- The commission voted unanimously **to dissolve the Gordonsville Presbyterian Church at the end of the Closing Worship Service on May 2, 2021.**

On May 2, 2021, a service was held to celebrate Gordonsville Presbyterian Church's history of serving God in this community. There were approximately forty people in attendance, including current and former members of Gordonsville Presbyterian Church, former ministers of Gordonsville Presbyterian Church and some of their family members, other teaching elders from the denomination, and members of the Administrative Commission. Members of the congregation served a wonderful meal outside after the service for all in attendance.

Now that Gordonsville Presbyterian Church has been closed:

1. All records will be inventoried and sent via the Presbytery of the James to the Presbyterian Historical Society, Philadelphia, PA, for safekeeping.
2. All remaining funds will be transferred to the Gordonsville Presbyterian Church account at the Presbytery of the James.
3. All remaining non-monetary assets will be distributed by the Presbytery to other Presbyterian Churches or entities.

**Recommendation:** That the Gordonsville Presbyterian Church Administrative Commission be dissolved by the Presbytery of the James with appreciation and gratitude for the work which was completed.

TO GOD BE THE GLORY!

Barry Parks, Clerk  
Administrative Commission for the Gordonsville Presbyterian Church

### Resolution Dissolving the Gordonsville Presbyterian Church Congregation

Whereas the congregation of the Gordonsville Presbyterian Church, a Presbyterian Church (U.S.A.) congregation, located in Gordonsville, Virginia, has reached a point due to declining membership and finances, it can no longer carry out its ministry and mission and must request to be dissolved (*Book of Order 2019-2023 G-3.0303b*); and,

Whereas the session of Gordonsville Presbyterian Church requested the assistance of the Presbytery of the James as “Pastor, Counselor, and Advisor” to walk alongside the session in moving forward towards closing the church and dissolving the congregation (*G-3.0307*); and,

Whereas the Presbytery of the James appointed an Administrative Commission to work with the congregation in its celebration of the life and its journey towards closure;

Therefore, be it resolved that the Administrative Commission, with deep compassion and sincere appreciation, gives thanks for the ministry of the Gordonsville Presbyterian Church, dissolves the congregation, authorizes transfer of its members to South Plains Presbyterian Church of Keswick, Virginia or the congregation of the member’s choice, and receives transfer of title to the property, with all church records, for the furtherance and advancement of God’s mission and ministry through the Presbyterian Church (U.S.A.).

\_\_\_\_\_  
Rev. Aram Bae\*  
Moderator of Administrative Commission

\_\_\_\_\_  
Barry Parks\*  
Clerk of Administrative Commission

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\*Signed original on file at the Presbytery of the James office

## Consent Agenda

Presbytery of the James, 108<sup>th</sup> Stated Meeting  
June 15, 2021 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 for the Consent Agenda:**
  - A. That the minutes of the stated meeting on February 20, 2021 be approved.
  
- II. The Mission Council makes the following consent agenda recommendations:**
  - A. That the 2021 Budget to Actual April 2021 be received as information. (Packet, Part II, Reports, pages 12-14)
  
- III. The Trustees of the Presbytery of the James make the following consent agenda recommendation:**
  - A. That the presbytery authorize the Trustees to sign the PILP (Presbyterian Investment and Loan Program) application of the Meadows Presbyterian Church, Charlottesville, pending incorporation of the church, obligating the presbytery to serve as guarantor of the church's loan from PILP for \$450,000.
  
- IV. The Committee on Ministry makes the following consent agenda recommendations:**
  - A. That the presbytery approve Member-at-Large status in the presbytery for the following ministers:
    1. Rev. Susan Atkinson, last day at Colonial Heights 2/28/2021.
    2. Rev. Sandra Shaner, last day at Sandston 11/8/2020.
    3. Rev. Katherine Todd, last day at Forest Hill 4/13/2021.
    4. Rev. Aaron Houghton, last day at Amphill 4/30/2021.
    5. Rev. Shelly Barrick Parsons, last day at River Road 5/23/2021.
    6. Rev. Lindsey Williams, last day at Fredericksburg 5/31/2021.
    7. Rev. Michael Clang, last day at Mitchells 5/1/2021.
  
  - B. The presbytery approve the work of Rev. Ed Kross as Chaplain at James River Home Health & Hospice as a validated ministry outside of the congregation. (Packet, Part II, Reports, pages 21-22)

## Mission Council Report to June 15, 2021 Stated Meeting of the POJ

### The Mission Council reports this information:

1. Affirmed the nomination process for the three presbyters Search Committee.
2. Affirmed the nomination process for the stated clerk.
3. Reviewed the final report of the Administrative Commission for the Gordonsville Church.
4. Received information that Colleen Earp, associate for youth ministry, will conclude her service with the presbytery on June 30, 2021. An interim associate for youth ministry (12-hours per week) will serve until the presbyter for congregational life will staff this ministry.
5. Decided to ask the Strategic Planning Team for volunteers to help in the implementation of the strategic plan.
6. Will seek satellite offices including within smaller churches where technology services are capable of being expanded to support the need (e.g., internet service, computer and monitor unit, photocopier).
7. Granted permission to Dominion Power to stage the power upgrade from the Hollywood Church property (corner of Woodpecker and Mattoax Roads in Chesterfield) with the following stipulations:
  - a. That three parking spaces be left open for visitors to the cemetery.
  - b. That the property be returned to the POJ in better condition than it was when made available to Dominion Power.

### The Mission Council reports taking the following actions:

1. Granted the powers of G-3.03 to the Administrative Commission for the Gordonsville Presbyterian Church, Gordonsville.
2. Changed the name of the Communications & Coordination Team to Mission Council effective March 17, 2021.
3. Approved holding the June 15, 2021 meeting virtually.
4. Approved the request from Westminster Presbyterian Homes, Inc. to ask POJ to agree to appoint two trustees from the POJ to their board when vacancies occur among the six trustees, two of whom are to be appointed from the POJ. These are three-year terms. WPH, Inc. recommends P.C.(U.S.A.) members to the nominating committees of the boards of Westminster-Canterbury Richmond, W-C Lynchburg, and W-C Winchester.
5. Asked the POJ staff to urge clerks of session and pastors to share the strategic plan with congregation members.
6. Approved the request of the Committee on Nominations to make the following announcement to the presbytery:

*We are looking for applicants to serve as vice moderator of the presbytery for 2022. As in past years, we expect the vice moderator to be prepared to serve as moderator in the following year (2023). Unlike past years, however, in an attempt to be more inclusive, we are not limiting our consideration of nomination for this position by*

*gender and we invite any interested minister of the Word and Sacrament in good standing with the presbytery to apply using the following form:*

[https://docs.google.com/a/presbyteryofthejames.org/forms/d/e/1FAIpQLSfTeeq0CBaVdcyR7\\_3svUY3s15POuqRfz4tvEa2ZQjTGQx5Mq/viewform](https://docs.google.com/a/presbyteryofthejames.org/forms/d/e/1FAIpQLSfTeeq0CBaVdcyR7_3svUY3s15POuqRfz4tvEa2ZQjTGQx5Mq/viewform)

**The Mission Council makes the following consent agenda recommendation:**

1. That the 2020 Budget to Actual April 2021 be received as information. (Packet, Part II, Reports, pages 12-14)

**The Mission Council makes the following recommendation:**

1. That the agenda for the June 15, 2021 stated meeting be approved.

**The Mission Council and the Trustees of the POJ, Inc. jointly make the following recommendation:**

1. That, in implementing the strategic plan and in answer to the protest filed on February 15, 2021, the presbytery rename the net asset fund formerly called “Church Development Fund” as the “Church and Ministries Development Fund,” and that its use be redesignated to provide resources for the presbytery’s budget in support of the growth and development of the life of our particular churches and ministries. This designation would be effective December 31, 2020.

Such budgetary needs might include, but would not be limited to

- a. “Bricks and mortar” projects
- b. Staff costs
  1. for the current General Presbyter, Stewardship Associate, and Evangelism Associate (currently vacant but budgeted) (until the new model becomes effective)
  2. for the three Presbyters in the new staffing model (when the new model becomes effective)
- c. Technology assistance to churches and ministries
- d. Support of officially designated “New Worshipping Communities.”
- e. Costs in support of other new and existing ministries (could be multi-year commitment)
- f. Direct costs of educational opportunities to churches / ministries and their leaders (seminars, workshops, etc.)
- g. Direct financial assistance

The “Church and Ministries Development Fund” net asset fund would NOT be used for the following types of expenses:

- Staff costs for other presbytery associates
- Administrative office expenses
- Depreciation
- Most Leadership Connection Team (LCT) and Mission and Service Team (MAST) expenses
- Denominational relations expenses

Constitutional Committees' expenses  
Stated Clerk expenses

### **Background**

In the past the “Church Development Fund” (old name) was designated by the POJ to provide resources for the building of physical churches and/or the loaning of monies to build churches. While the presbytery no longer loans monies to churches, the Fund continued to be designated for “bricks and mortar” projects and a very few other specific church development uses. The uses of these funds were designated by the presbytery and did not involve any donor designations.

Approving this recommendation would allow a more broadly defined authorized use of these net asset funds, allowing other means of supporting and developing churches and ministries to be considered in drawing against this net asset fund.

With the overwhelming approval of the new Strategic Plan at the February 2021 stated meeting of the presbytery (including projected financial budgets for the new staffing model), Mission Council is now tasked with the implementation of the Plan throughout all levels of the presbytery. As one of its starting points, Mission Council and the Trustees have reviewed the purposes, amounts, and designations on many of the existing net asset resources maintained in the presbytery’s financial records. We believe that, in order to align our resources with the approved Strategic Plan, these monies should be used in ways that invest in and support the new staffing model and the current year’s equivalent staffing, in addition to the more traditional “church development” uses. This is particularly true with the Plan’s distinct purpose of providing more direct and targeted support to the churches and ministries via the upcoming three-presbyter staffing model.

The balance of invested assets to be used for this designation was \$4,466,992 at December 31, 2020, and \$4,623,514 at March 31, 2021.

Earnings (net of losses and fees) on the invested assets would continue to be allocated to this net asset fund, as is done now.

As part of the annual process to prepare the budget, Mission Council would propose which expenses could be supported by the use of these funds, in accordance with the definition of such support in the recommendation (above). Such use would be clearly outlined to the presbytery when the budget is presented.

Mission Council and the Trustees, as the bodies responsible for the general financial oversight in the Presbytery, would continue to monitor the “actual” expenses, as is currently done. A full evaluation of the financial success of the new POJ structure will be completed no later than the end of 2024 (full three years of the new structure) and reported to the presbytery.

**The Mission Council makes the following final recommendation:**

1. That, in implementing the strategic plan, in answer to the protest filed on February 15, 2021, and pending approval of the joint recommendation from Mission Council and Trustees, the presbytery approve the following revision to the 2021 budget. The revision being proposed affects only the breakdown of amounts to be allocated as needed from the net asset funds of the presbytery, as follows:

	<u>APPROVED 2021 BUDGET</u>	<u>PROPOSED REVISION</u>
<u>USE OF EXISTING FUNDS</u>		
Church Development Fund (old name)	\$210,001	\$ 0
Church and Ministries Development Fund (new name)	0	\$478,297
Dismissed Churches Fund	76,751	38,990
Undesignated	230,535	0
GA Commissioner	<u>5,000</u>	<u>5,000</u>
 TOTALS	 <u>\$522,287</u>	 <u>\$522,287</u>

**Background**

This recommendation to revise the 2021 budget is being made in conjunction with Mission Council’s review of net assets as part of the implementation of the presbytery’s Strategic Plan (approved at the February 20, 2021 stated meeting) and in response to a protest referred to the Mission Council on behalf of the presbytery in February 2021. The protest took exception to the presbytery’s approval of the budget (at the same February 2021 meeting) concerning the use of the net asset funds of the presbytery for support of the budget.

Mission Council recommends the revisions above to the portion of the 2021 budget labeled “USE OF EXISTING FUNDS.” Should Mission Council’s and the Trustees’ joint recommendation be approved, this recommendation is being made in accordance with the approved designated use of the net asset fund amounts.

The new amount of \$478,297 to be allocated as needed from the Church and Ministries Development Fund consists of

- \$270,197 – Staff costs for the current General Presbyter, the current Associate for Stewardship, and the Associate for Evangelism (included in the budget but currently vacant)
- \$90,500 – Evangelism and Church Growth ministries
- \$93,050 – Campus Ministries
- \$12,550 – three Mission and Service Team (MAST) ministries
- \$12,000 – portion of the annual commitment to Camp Hanover

**PRESBYTERY OF THE JAMES  
BUDGET TO ACTUAL  
Through April 30, 2021 (four months)**

DESCRIPTIONS	CY 2021		
	Jan - Apr	Budget	Variance
<b><u>SOURCES OF FUNDS</u></b>			
<b><u>Congregational Intents -</u></b>			
Undesignated Support (POJ, Synod Per Capita, and G.A.)	142,264.03	650,000.00	(507,735.97)
Designated Giving to POJ Only	5,376.66	30,000.00	(24,623.34)
Per Capita \$1.15 for Synod; \$8.98 for G.A.)	4,130.69	13,801.00	(9,670.31)
Designated Giving to Validated Missions thru G.A.	5,595.76	30,000.00	(24,404.24)
sub-total	157,367.14	723,801.00	(566,433.86)
<u>Other Designated Missions - non G.A.</u>		10,000.00	(10,000.00)
<u>Checking Account Interest</u>	7.26	30.00	(22.74)
<u>Other income</u>	1,480.00	6,540.00	(5,060.00)
<b><u>Use of Existing Funds</u></b>			
Church Dev/Redev Proj.		210,001.00	(210,001.00)
Dismissed Churches		76,751.00	(76,751.00)
Undesignated		230,535.00	(230,535.00)
GA Commissioner		5,000.00	(5,000.00)
sub-total	1,487.26	538,857.00	(537,369.74)
<b>TOTAL - SOURCES OF FUNDS</b>	<b>158,854.40</b>	<b>1,262,658.00</b>	<b>(1,103,803.60)</b>
<b><u>USES OF FUNDS</u></b>			
<b><u>Synod and General Assembly</u></b>			
Synod Per Capita	5,272.00	21,088.00	(15,816.00)
GA Per Capita		164,666.00	(164,666.00)
GA Shared Mission Support		30,000.00	(30,000.00)
Synod & GA total	5,272.00	215,754.00	(210,482.00)
<u>Other Designated Missions - non-GA</u>	0.00	10,000.00	(10,000.00)
<b><u>Constitutional Committees</u></b>			
<b><u>Committee on Ministry (Constitutional Committee)</u></b>			
COM - Administration for Committee	86.86	2,500.00	(2,413.14)
<b><u>Committee on Preparation for Ministry (Const. Committee)</u></b>			
CPM - Financial Aid		13,000.00	(13,000.00)
CPM - Psychological Evaluations		1,500.00	(1,500.00)
CPM - Administration for Committee		500.00	(500.00)
CPM - Travel		700.00	(700.00)
CPM - Recruiting		2,000.00	(2,000.00)
CPM sub-total	0.00	17,700.00	(17,700.00)
<b><u>Committee on Representations (Constitutional Comm.)</u></b>			
COR - /Administration for Committee	0.00	0.00	0.00
<b><u>Committee on Nominations (Constitutional Comm.)</u></b>			
CON - Administration for Committee		500.00	(500.00)
CON - GA Alternate Commissioners		10,000.00	(10,000.00)
CON sub-total	0.00	10,500.00	(10,500.00)

**PRESBYTERY OF THE JAMES  
BUDGET TO ACTUAL  
Through April 30, 2021 (four months)**

DESCRIPTIONS	CY 2021		
	Jan - Apr	Budget	Variance
Permanent Judicial Commission (Constitutional Comm.)			
PJC - Administration for Committee		0.00	0.00
All Constit. Committees total	86.86	30,700.00	(30,613.14)
<u>Mission Council</u>			
MC - Communications	6,300.30	20,250.00	(13,949.70)
MC - Staff			
Salaries	81,328.71	351,027.00	(269,698.29)
Housing Allowances	19,979.52	44,196.00	(24,216.48)
Payroll Taxes	4,441.17	23,401.00	(18,959.83)
Auto Expense (Gen'l Presbyter)	64.42	3,000.00	(2,935.58)
Pension/Medical	16,377.60	49,203.00	(32,825.40)
Staff Professional Expenses		2,300.00	(2,300.00)
Staff Professional Expenses (Gen'l; Presbyter)		2,000.00	(2,000.00)
Medical Reimbursement		4,000.00	(4,000.00)
Staff sub-total	122,191.42	479,127.00	(356,935.58)
MC - Presbytery Meetings	2,000.00	1,665.00	335.00
MC - Presbytery Office			
Utilities	2,522.23	10,900.00	(8,377.77)
Insurance	16,984.66	16,799.00	185.66
Office Supplies	3,243.17	3,500.00	(256.83)
Postage	136.22	400.00	(263.78)
Telephone/Internet	2,153.83	5,247.00	(3,093.17)
Grounds/Building Maintenance	4,175.00	9,899.00	(5,724.00)
Remote Bank Fees	60.00	225.00	(165.00)
Audit	9,875.00	9,785.00	90.00
Payroll Expense	697.05	1,400.00	(702.95)
Presbytery Office sub-total	39,847.16	58,155.00	(18,307.84)
MC - General Presbyter Expenses	13.19	1,350.00	(1,336.81)
MC - Administration	102.25	500.00	(397.75)
MC - Camp Hanover, Inc. (Per Covenant Agreement)	50,000.00	120,000.00	(70,000.00)
MC - COVID hymn recording project		10,000.00	(10,000.00)
MC - Capital Replacement Transfer		4,000.00	(4,000.00)
Mission Council totals	220,454.32	695,047.00	(474,592.68)

**PRESBYTERY OF THE JAMES  
BUDGET TO ACTUAL  
Through April 30, 2021 (four months)**

DESCRIPTIONS	CY 2021		
	Jan - Apr	Budget	Variance
<u>Leadership Connections Team</u>			
LCT - Administration for Team		600.00	(600.00)
LCT - Black Caucus		1,075.00	(1,075.00)
LCT - Collegiate Ministries	38,354.15	93,050.00	(54,695.85)
LCT - Community of Ministry & Worship		11,932.00	(11,932.00)
LCT - Older Adult		2,500.00	(2,500.00)
LCT - Presbyterian Women		500.00	(500.00)
LCT - Resource Center	900.00	3,600.00	(2,700.00)
LCT - Small Church	1,275.00	6,950.00	(5,675.00)
LCT - Stewardship	1,000.00	2,000.00	(1,000.00)
LCT - Youth Ministry		6,600.00	(6,600.00)
LCT - UPSem (Faith Leaders Whose Primary Language is Not English - Year 1 of 3)		2,000.00	(2,000.00)
LCT totals	41,529.15	130,807.00	(89,277.85)
<u>Mission and Service Team</u>			
MAST - Administration for Team		300.00	(300.00)
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	23,230.36	72,550.00	(49,319.64)
MAST - Voices of Jubilee		25,000.00	(25,000.00)
MAST - Public Policy	5,300.00	8,500.00	(3,200.00)
MAST - Self Development of People		1,000.00	(1,000.00)
MAST - Social Justice		1,000.00	(1,000.00)
MAST - World Mission		10,000.00	(10,000.00)
MAST - Southwood Project Habitat of Greater Charlottesville (Year 1 of 5)		43,000.00	(43,000.00)
MAST totals	28,530.36	180,350.00	(151,819.64)
<b>TOTAL - USES OF FUNDS</b>	<b>295,872.69</b>	<b>1,262,658.00</b>	<b>(966,785.31)</b>
<b>NET INCOME (LOSS)</b>	<b>(137,018.29)</b>	<b>0.00</b>	<b>(137,018.29)</b>

**Trustees of Presbytery of the James, Inc.  
Report to June 15, 2021 Stated Meeting of the POJ**

**The POJ Trustees report this information:**

1. Received an appraisal of the Gordonsville Church property performed by Bill Hopkins, real estate appraiser with Knight, Dorin & Rountrey. The report received March 4, 2021 estimates the appraised value to be \$180,000. Two churches and one other interested party have been shown the church.
2. Received an appraisal of the Lakeside Church property performed by Bill Hopkins, real estate appraiser with Knight, Dorin & Rountrey. The report received January 12, 2021 estimates the appraised value to be \$900,000. The Lakeside Preschool and Childcare is leasing the property for \$1.20 annually while providing all maintenance, carrying insurance on the property, and paying all utilities. Iglesia Apostoles Y Profetas El Oasis Ef. 2:20 is leasing some of the property for \$12.00 annually. The church maintains the exterior (e.g., mowing, mulching, sidewalk snow removal, etc.). Neither Lessee is in a position to purchase the property and the POJ has been named as “additional insured” on the insurance policy.
3. Received an appraisal of the 5.98-acre property at the southwest quadrant of the intersection of Routes 6 and 288 performed by Bill Hopkins, real estate appraiser with Knight, Dorin & Rountrey. The report received February 9, 2021 estimates the appraised value to be \$420,000. The property has been offered to an adjoining property owner. A landscaping company has also inquired into the possibility of purchase.
4. Received an appraisal of the New Covenant Church property performed by Knight, Dorin & Rountrey. The report received February 9, 2021 estimates the appraised value to be \$752,500. The property has been shown to several churches and one is preparing an offer for purchase.

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

1. Approved a request from the Ginter Park Church Session to be granted permission to lease, for ten years, a non-contiguous property they own located at the SE corner of Brook Road and Walton Avenue.
2. Reviewed the POJ Net Assets with and without Restrictions (through April 30, 2021).
3. Approved changing the monthly rent to \$1,100 for the New Destiny Apostolic Church (Montrose Church building).
4. Accepted the financial statements for 2020 reviewed by Cherry Bekaert Accounting Firm.
5. Accepted the report of the Investment Advisory Group including the election of James D. “Jim” Elliott, Jr. (ruling elder, Westminster Church, Richmond) to serve on the IAG.
6. Approved the Trustees of the POJ, Inc. transferring title to the property of the Meadows Presbyterian Church to their corporation to be held in trust by them for the use and benefit of the Presbyterian Church (U.S.A.) (*Book of Order 2019-2023 G-4.0203*).

**The POJ Trustees report the following actions made as a commission: None.**

**The POJ Trustees make the following consent agenda recommendations:**

1. That the presbytery authorize the Trustees to sign the PILP (Presbyterian Investment and Loan Program) application of the Meadows Presbyterian Church, Charlottesville, pending incorporation of the church, obligating the presbytery to serve as guarantor of the church's loan from PILP for \$450,000.

**The Trustees make the following recommendations:**

1. That the presbytery ratify the usage of Dismissed Churches funds by the Trustees to cover the obligation for a total payment of \$1,435,000 to Camp Hanover as agreed to at the June 18, 2019 stated meeting of the presbytery.

Background: At the June 18, 2019 meeting of the Presbytery of the James, the presbytery voted to approve Camp Hanover becoming a separate corporate entity with the understanding that the presbytery would financially support the Camp by giving them funds totaling \$1,435,000:

- a. \$185,000 for Initial Ministry funding
- b. \$940,000 for Facilities Maintenance and Improvement funding
- c. \$310,000 for purchase of the Lohr property at the camp gate for Camp Hanover offices

At the time of the motion, the presbytery did not state the source of those funds. The Trustees felt at the time that the only source available, after applying the proceeds from the Patty Withrow Estate bequest, was the Dismissed Churches funds. In retrospect and with the completion of scheduled payouts in 2020, the Trustees ask the presbytery to ratify their decision. The funds have been paid to the Camp out of that fund.

2. That the presbytery give the Trustees of the Presbytery of the James, Inc. commission powers (*Book of Order 2019-2023* G-4.0101, 4.0205) to sell the properties of dissolved congregations (currently Greenwood, Montrose, New Covenant, and Gordonsville Churches) and 5.98 acres of vacant property in Goochland County at their respective appraised values or not less than 90% of that value unless authorized by the presbytery.
3. That the presbytery approve the joint recommendation in the Mission Council report. (Packet, Part II, Reports, pages 9-10)

## Report of the Committee on Nominations

### I. The Committee Reports the Following for Information

The Committee on Nominations is seeking nominees to serve as Vice Moderator for 2022. As in past years, we expect the vice moderator to be prepared to serve as moderator in the following year (2023). Unlike past years, however, in an attempt to be more inclusive, we are not limiting our consideration of nomination for this position by gender and we invite any interested Minister of Word and Sacrament in good standing with the presbytery to apply. Nominations forms can be found on the presbytery website. Deadline for nominations is July 1, 2021.

### II. Recommendations to the Presbytery

(RE=Ruling Elder; MWS=Minister of Word and Sacrament; MC=Member of Congregation)

#### A. Mission and Service Team

- a. Class of 2021 MWS Jess Cook (Member at Large)
- b. Class of 2022 MWS Mary Jane Winter (Moderator)

#### B. Search Committee for Three Presbyters

- Beverly Bullock, MWS, Member at Large, Hopewell, VA
- Jess Cook, MWS, Validated Ministry, Richmond, VA
- Barbara Flynt, RE, Certified Christian Educator, Brandermill Church, Midlothian, VA
- Peggy Fox, RE, Commissioned Pastor, Woodville Church, Richmond, VA
- Ken Henry, MWS, pastor, Westminster, Charlottesville, VA
- Noah Morgan, MC, Young Adult Advisory Delegate, 224<sup>th</sup> General Assembly (2020), seminary student at Pittsburgh Seminary (Fall 2021), Westminster, Richmond, VA
- Jen Rowe, RE, The Presbyterian Church, moderator of the Strategic Planning Team, Fredericksburg, VA

### III. Current Opportunities for Service:

Leadership Connections Team	Class of 2022	TE/RE/MC	Region E
Leadership Connections Team	Class of 2023	TE/RE/MC	Region C

Committee on Nominations	Class of 2022	RE/TE	Region F
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(Nominees for this position come to the presbytery from the Mission Council.)

Submitted by:

Denise Hall, Moderator

434-987-1285

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

**Report of the Committee on Ministry**  
Presbytery of the James June 15, 2021  
(Meetings of February, March, April, May 2021)

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

- A. Received ministers into the presbytery
  1. Rev. David Anderson (HR, Presbytery of Great Rivers). (Packet, Part II, Reports, pages 22-24)
  2. Rev. Laura Sugg (Denver) to serve as pastor of South Plains Church, Keswick, 7/1/2021. (Packet, Part II, Reports, pages 30-44)
  3. Rev. Lynn McClintock (Shenandoah) to continue serving in a validated ministry as Director of Pastoral Care at Westminster Canterbury in Richmond. (Packet, Part II, Reports, pages 24-30)
  
- B. Dismissed ministers to other presbyteries
  1. Rev. Elizabeth McGuire to the Presbytery of New Hope.
  
- C. Approved Covenant Pastor 1 agreements (up to six months)
  1. Rev. Albert Connette and Providence Powhatan, 3/1/2021 - 8/31/2021.
  2. Rev. Renita Page at Oak Grove, 3/1/2021 - 8/31/2021.
  3. Rev. Durwood (Durk) Steed and King's Chapel, 4/1/2021 - 9/30/2021.
  4. Rev. Mark Grussendorf and Salem, 2/1/2021 - 7/31/2021.
  5. Rev. James Goodloe and Mattoax & Pine Grove, 5/1/2021 - 8/31/2021.
  6. Rev. John Grotz and Kirk O'Cliff, 3/15/2021 - 9/14/2021.
  7. Rev. Jeff Eason and Pryor Memorial, 5/10/2021 - 11/9/2021.
  
- D. Approved Covenant Pastor 2 agreements (up to twelve months)
  1. Rev. Sarah Nave and Covenant, 9/1/2020 - 8/31/2021.
  2. Rev. Lindsey Williams and The Presbyterian Church, Fredericksburg, 1/1/2021 - 6/30/2021 (Lindsey has moved to Valdosta, GA).
  3. Rev. Sylvester Bullock and Village, 11/1/2020 - 10/31/2021.
  
- E. Approved a covenant relation with a non-PC(USA) congregation:
  1. Rev. Judith Thomson to continue serving at Living Water Lutheran (ELCA), 1/1/2021 - 12/31/2021.
  
- F. Approved Parish Associate covenants:
  1. Rev. Mark Ramsey and Richmond First, 2/1/2021 - 12/31/2021.
  2. Rev. Nelson Reveley and Grace Covenant, 4/1/2021 - 3/31/2022.
  
- G. Approved Commissioned Pastor covenants:
  1. RE Charles (Mac) McRaven and Waddell Memorial, 1/1/2021 - 12/31/2021.

- H. Appointed session moderators:
  - 1. Rev. Ken Goodrich for Colonial Heights, effective 3/1/2021.
  - 2. Rev. Mary Jane Winter for Forest Hill, effective 4/14/2021.
  - 3. Rev. Ed Kross for Amphill, effective 5/1/2021.
  - 4. Rev. Jeff Eason for Bethesda.
  - 5. Rev. Brint Pratt Keyes for Mitchells.
  - 6. Rev. Seth Lovell for South Plains.
  
- I. Authorized Rev. Richard Knox (United Methodist Church) to moderate session and administer the Lord's Supper at Scottsville Church.
  
- J. Approved request to form a PNC:
  - 1. Madison Church
  
- K. Approved financial assistance from the Pastoral Care Fund:
  - 1. \$1,500 for a minister within the presbytery who has an urgent need.
  - 2. \$1,000 for a pastor in financial distress.
  
- L. Approved persons to be added to the pulpit supply list
  - 1. Rev. David Anderson
  - 2. Rev. Jim Kniseley (ELCA)
  
- M. Approved persons preaching in a congregation more than three times in 90 days:
  - 1. Rev. Ken Goodrich at Colonial Heights
  
- N. Approved request to labor outside the bounds of the presbytery:
  - 1. Rev. Louie Andrews as temporary supply in Shenandoah Presbytery at Waynesboro Second, not moderating session, 2/7/2021- 6/27-2021.
  
- O. Approved publishing the terms of call or terms of the covenant for all minister members and certified Christian educators including full-time, part-time, validated (unless from private sector companies), and covenant relationships.
  
- P. Approved closing the "Maintaining Boundaries in a Digital Age" program of the Lewis Center effective 4/30/2021; informing ministers who are non-compliant of the closure date; and that, should ministers remain in non-compliance, changes in terms of call or transitions in ministry will not be approved by COM until they are in compliance. Only three ministers remained non-compliant.
  
- Q. Appointed a commission to ordain Candidate Keli Shipley Cooper to serve as Minister for Faith Formation at St. Paul's Episcopal Church, Richmond, Virginia, at 3:00 p.m. on Sunday, October 3, 2021 at St. Paul's.

- R. Approved request of Rev. Emily Hook (Presbytery of Arkansas) to labor within the bounds (G-2.0206) to do a memorial service in Amelia on April 10, 2021.

**II. Consent Agenda Recommendations:**

- A. That the presbytery approve Member-at-Large status in the presbytery for the following ministers:
  - 1. Rev. Susan Atkinson, last day at Colonial Heights 2/28/2021.
  - 2. Rev. Sandra Shaner, last day at Sandston 11/8/2020.
  - 3. Rev. Katherine Todd, last day at Forest Hill 4/13/2021.
  - 4. Rev. Aaron Houghton, last day at Amphill 4/30/2021.
  - 5. Rev. Shelly Barrick Parsons, last day at River Road 5/23/2021.
  - 6. Rev. Lindsey Williams, last day at Fredericksburg 5/31/2021.
  - 7. Rev. Michael Clang, last day at Mitchells 5/1/2021.
- B. The presbytery approve the work of Rev. Ed Kross as Chaplain at James River Home Health & Hospice as a validated ministry outside of the congregation. (Packet, Part II, Reports, pages 21-22)

**III. The Committee Recommends:**

- A. That the presbytery grant permission to COM to act as a commission to grant change of status for minister members to Honorably Retired (HR) or Member-at-Large (MAL).
- B. That the presbytery grant permission to COM to act as a commission to validate ministries outside of the congregation.
- C. That the presbytery grant honorable retirement status to Rev. Rosalind Banbury, effective 3/31/2021.
- D. That the presbytery approve Appendix Y to the Committee on Ministry *Manual* – “Commissioned Pastors in the POJ Policy and Handbook” (see Packet, Part II, Reports, pages 45-74).
- E. That the presbytery approve Proposal One to constitute the Committee on Ministry as a Commission of the POJ (see Packet, Part II, Reports, pages 75-77).
- F. That the presbytery approve Proposal Two titled “Ordination Examination in the POJ Next Steps” (see Packet, Part II, Reports, pages 77-78).
- G. That presbytery approve a 3% increase in the Minimum Compensation Criteria for 2022 (see Packet, Part II, Reports, pages 79-81).

**TITLE OF POSITION: SPIRITUAL CARE COUNSELOR / CHAPLAIN, JAMES RIVER HOSPICE**

**TITLE OF IMMEDIATE SUPERVISOR: CLINICAL SERVICES COORDINATOR/DIRECTOR OF CLINICAL SERVICES/CLINICAL SUPERVISOR**

**RISK OF EXPOSURE TO BLOODBORNE PATHOGENS – LIMITED**

<b>DUTIES OF POSITION</b>
Provide counseling or arranges counseling to meet the spiritual needs of the patients/ family members/caregivers in a manner consistent with their beliefs and desires and in accordance with the patient’s plan of care.
<b>POSITION RESPONSIBILITIES</b>
Conduct a spiritual assessment as part of the comprehensive assessment within 5 days of admission to the hospice program.
Assist in development and implementation of the interdisciplinary patient care plan as it pertains to spiritual care.
Provide spiritual support in accordance with on-going wishes and needs of the patient/family in accordance with their religious preferences or definition of spirituality.
Work in close collaboration with local clergy when desired by the patient.
Maintain and submit written clinical records as deemed by the Agency, including the initial evaluation, the care plan and daily notes.
Evaluate the patients and family's response to, and effectiveness of, the spiritual counseling.
Confirm, on a weekly basis, the scheduling of visits with the patients’ Case Managers to facilitate coordination of other staff visits.
Participate in IDG and QAPI meetings and activities.
Conduct religious services of prayer, worship and rituals for patients/families, as appropriate.
Working with other professionals in resolving spiritual/ethical issues.
Provide spiritual and bereavement support to staff as needed.
Provide consultation and education to the IDG on spiritual care.
Provide funeral or memorial services for patient’s as requested.
Assume responsibility for self-development by continually striving to improve his/her Spiritual practice through formal education, attendance at workshops and conferences, active participation in professional and related organizational meetings, and/or individual research and reading.
<b>JOB CONDITIONS</b>
The ability to access patients’ homes which may not be routinely wheelchair accessible is required.
Physical activities will include, walking, sitting, stooping, and standing.
<b>EQUIPMENT OPERATION</b>
Utilization of computer, multi-line telephone, copy machine and other office equipment.
<b>COMPANY INFORMATION</b>
Has access to patient medical records.
<b>QUALIFICATIONS</b>
1. Ordained, commissioned or credentialed according to the practices of an organized religious group.

OR Has a degree in theology or from a seminary.
2. Comfortable in an interfaith setting.
3. Hospice experience preferred.
4. Able to accept different lifestyles, cultures, beliefs and values.
5. Must be a licensed driver with an insured automobile in good working order.
6. The ability to communicate well, both verbally and in writing.
<b>ACKNOWLEDGMENT</b>
<b>EMPLOYEE NAME:</b> Arthur E. Kross <span style="float: right;"><b>DATE</b> 7/27/2020</span>

Personal Information Forms

**David A. Anderson**

**Birth:** July 25, 1946 – Baltimore, Maryland

**Marriage & Family:** Spouse – Riitta A. Anderson, R.N. (Finnish) – Married April 25, 1974  
 Daughter – Dr. Christine A. Anderson, Ph.D. The Hague, The Netherlands

**Education**

- College: The King’s College, Briarcliff Manor, NY – 1968 – B.A. Philosophy
- Student Exchange: University of Bern, Switzerland – 1970-71
- Seminary: Union Theological Seminary, Richmond, VA – 1972 – M.Div.
- Ordination: Hanover Presbytery, Richmond, VA – July 30, 1972
- Graduate School:
  - University of Leiden, The Netherlands – 1972-73 –Theology;
  - University of California, Santa Barbara – 1974-75 – Philosophy of Religion
  - University of Oklahoma, Norman – 1980-81, and 1985 – M.A. Philosophy

**Ministry**

- 1972-74 Assist. & Acting Pastor: The American Protestant Church, The Hague, The Netherlands
- 1976-80 Pastor: Westminster Presbyterian Church, Sulphur, LA (Southern Louisiana Presbytery)
- 1982-85 Pastor: Michaywe Mission (Ecumenical NCD), Gaylord, MI and
- Staff Consultant for Leadership & Congregational Development: (Mackinac Presbytery)
- 1985-86 Regional Rep: Presbyterian Ministers Fund, Hartford, CT (Southern New England Presb.) 1987 Interim Pastor: Prospect United Church of Christ, Prospect, CT
- 1987-96 Assoc. Director: Massachusetts Council of Churches (Boston Presbytery)
- 1996-06 Executive Director: Illinois Conference of Churches (Springfield) (Great Rivers Presbytery)

- 2006-07 Interim Assoc. Pastor: First Presbyterian Church, Decatur, IL (SE Illinois Presbytery)
- 2007-09 Interim Pastor: First Presbyterian Church, Pekin, IL (Great Rivers Presbytery)
- 2009-10 Interim Pastor: First Presbyterian Church, Delevan, IL (Great Rivers Presbytery)
- 2010-11 Interim Assoc. Pastor: Westminster Presb. Church, Springfield, IL (Great Rivers Presb.)
- 2012-13 Interim Pastor: First Presbyterian Church, Taylorville, IL (SE Illinois Presbytery)
- Presbytery of Great Rivers
  - NCD Administrative Committee (2 years)
  - Permanent Judicial Commission (3 years)
  - Pulpit Supply: Word and Sacrament
  - Home Church – First Presb. Church, Springfield: Word and Sacrament & Teaching
  - Continuing Education: Interim Ministry Training & Crossroads Anti-Racism Training
- 2013 Honorably Retired: Great Rivers Presbytery

### **Statement of Faith - David A. Anderson**

As I look ahead to the 50th anniversary of my ordination in 2022, my Statement of Faith will address two perspectives: 1) Christian faith that is rooted in Christological affirmation and in ecumenical identity as the Body of Christ; 2) Christian faith as a reforming process of theological understanding and transforming discipleship.

I believe the Christian faith is centered upon the biblical affirmation of the mystery of the Incarnation. It is proclaimed in the Gospels of Matthew and Luke in the narrative of the birth of Jesus as good news! In Matthew 1:23, Jesus is declared as Emmanuel, “God is with us”, who embodies the divine Spirit. In the words of John A.T. Robinson, Jesus is “the human face of God”. In Luke 2:11, Jesus is declared as a Savior, anointed by God as the promised Messiah, the Christ, as Matthew 1:21b declares, “... for he will save his people from their sins”. For Christians, Jesus is more than a teacher. He embodies the saving love of God for all humanity who are created in the image of God.

As such, I also believe that Christians are to appreciate their Christian upbringing, but not cling to their identity by denominational labels nor distinct traditions as Roman Catholic, Orthodox, or Protestant. In his first letter to the Christians in Corinth, the Apostle Paul admonished them about their divisive loyalties and behavior calling for Christian unity centered on their faith in Christ. In I Corinthians 1:10, Paul writes: “Now I appeal to you, brothers and sisters, by the name of our Lord Jesus Christ, that all of you be in agreement and that there be no divisions among you, but that you be united in the same mind and the same purpose.” The gospel of God’s love in Christ, as declared in baptism, is believable when it is manifested by Christians by their fellowship with other Christians, and by sharing God’s love in addressing the needs of our neighbors in society.

Finally, I believe that Christians are called to be faithful disciples. This means seeking to deepen one's understanding of faith in Christ. It would include a focus on theological inquiry, by "thinking the faith" and "embodying the faith". It would result in declaring the gospel in fresh ways, by renewing a vital church witness and ministry in the world, and by reforming our personal lives committed to spiritual growth and works of love, mercy, and justice. In a world of human animosity and hatred towards other people which devalues their humanity, generating discrimination and often escalating into violence, the world needs peacemakers for reconciliation.

In 2 Corinthians 5:18 the Apostle Paul declares: "All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation." The gospel is the foundation of faith in Christ in which people are reconciled by God's grace and love. In turn, the gospel is the foundation of discipleship in which Christians are called to express their love for God by embodying the message of divine reconciliation. It means to express love for neighbors as peacemakers for human reconciliation in society. The Rev. Dr. Martin Luther King, Jr. challenges the church and society with these words: "Our lives begin to end the day we become silent about things that matter."

### Lynn McClintock

#### Leadership Qualities

- Compassionate Christian leader dedicated to serving a faith-based community
- Highly-organized team builder with a demonstrable commitment to diversity and equity
- Exceptional communicator with proven record of excellence in written and oral presentations for a variety of audiences
- A respectful and accessible leadership style with a willingness to lead decisively with a focus on energizing, inspiring and empowering colleagues
- Strategic and creative visionary thinker, crafting concrete approaches and plans with flair and precision
- Excellent judgment and follow-through with strong decision-making skills and ability to delegate
- Patient, energetic, mature, enthusiastic, with an abiding sense of humor and grace when under pressure

#### Areas of Expertise

- **Executive/Strategic Leadership:** Principal staff for alumni/ae development program for more than 5,000 alumni/ae at Union Presbyterian Seminary; key member of senior management team of international women's non-profit operating in 118 countries; co-creator and primary staff for U.S. segment of the Joining Hands Program (Presbyterian Church (U.S.A.)) - a successful and expanding international anti-poverty program operating in 9 countries and 10 U.S. regions
- **Pastoral Care:** Served in pastoral leadership positions (6 years total); regular pastoral care of Seminary alumni/ae and retired faculty; pastoral counseling residency at pastoral counseling center; completed one unit of Clinical Pastoral Education; spearheaded National Depression Screening Day in Waynesboro, VA; crisis counseling

with Staunton area youth after a series of chain suicides; plenary speaker on sexual abuse for the Virginia Department of Educational Statewide In-service; Parent Nurturing Program leader; consultant to area church leaders and youth workers; volunteer chaplain with the Augusta County (VA) Medical Center

- **Fundraising:** In three years' time, moved Seminary from near-bottom rank among peer seminaries to highest percentage of alumni/ae giving; leading fundraising effort to create Christian education professorship chair with nearly \$2 million in gifts to date
- **Leadership Development/Staff Training:** Managed international volunteer program of over 300 volunteers for women's non-profit in Washington, DC; recruited and trained leaders in public policy/corporate advocacy in 10 U.S. regions and in membership development in over 30 countries for Presbyterian Church anti-poverty program; co-led a national planning team for a successful multi-cultural, multi-lingual international consultation of 130 individuals from ten countries; served on judging team for "Global Apps to Empower," a technology application competition for international youth in developing countries; trained staff in managing a comprehensive system for international women's network recruiting; designed and taught annual leadership training seminars for more than 1,000 pastors and local leaders in southwest Ethiopia; 20 years' experience in designing and conducting local, national and international workshops on topics such as cross-cultural relationships, pastoral care in times of crisis, women's leadership, public/corporate advocacy, conflict management, the Bible and the economy, civil society governance, capacity-building, peacemaking
- **Curriculum Development:** Co-author, "The Joining Hands Journey: Sharing New Paths of Hope," (2006) a book designed to resource grassroots and faith-based organizations in hunger advocacy through transformational partnerships; author of six theological study pieces (2005) on social justice themes for national distribution (PCUSA); developed theological curriculum in collaboration with Ethiopian organizational leaders now translated into Amharic and used in national training seminars (2004); served on 2 editorial/curriculum review boards (2002 and 2008) and wrote primary editorial piece for "The Critical Half," an international women's journal (2008)
- **Non-Profit/ Denominational Board Leadership:** Planning team member, Massanetta Springs Camp and Conference Center Bible Conference (2014-present); key leader in establishing "Partners for Fair Trade," a St. Louis, MO-based non-profit that imports and markets artisan products (2005-2006); board member, Presbyterian Homes and Family Services, Lynchburg, VA-Executive Committee and Chair, Human Resources Committee (2000-2006); member, PCUSA's Peacemaking Advisory Committee (1990-1994)- Chair (1993-1994); board member, C.A.R.E. Board of the Office On Youth, Waynesboro, VA (1994-1996)
- **Richmond Community Involvement**
  - Completed the 2014-2015 Fellowship Program of Initiatives for Change / Hope in the Cities, Richmond, VA
  - Executive Producer (with EAF Custom Communication) of full-length documentary, "Bridging the Brook: 100 Years of Excellence in Christian Education," 2015 External Video Award Recipient by the Richmond Public Relations Association

- Regular Service Day participant (Fan Free Clinic, Church Hill Activities & Tutoring), Union Presbyterian Seminary, (2010-present)
- Bellevue (Richmond, VA) Civic Association member (2013-present)
- Completed First Steps Advanced Care Planning (ACP) Instructor Training for Respecting Choices, Advisory Board Member trained 15 Respecting Facilitators at Westminster Canterbury and numerous others in the metro Richmond area; (2017-2019)

### Work Experience

- **Westminster Canterbury Richmond, Richmond, VA (2015-present)**, Director of Pastoral Care • [www.westminstercanterburyrichmond.org](http://www.westminstercanterburyrichmond.org)
  - Providing strategic leadership, direction, and oversight for the ministry of the Pastoral Care Department, as “senior minister” of the organization
  - Serving on the Executive Staff
  - Providing pastoral care, educational and worship opportunities for all residents and staff from diverse cultural and faith traditions
  - Assisting families with end-of-life issues, challenges and planning, creating an opportunity for unity and reconciliation during the dying and grieving process
  - Supervising a staff of five chaplains, one administrator and seminary interns
  - Promoting community relations through education, preaching and relationship-building
  - Providing oversight for the Spiritual Center construction project
  - Organizing racial reconciliation small groups with 41 residents participating; trained seven resident leaders
  - With other executive staff, providing for organization-wide diversity training and listening sessions for staff
- **Union Presbyterian Seminary, Richmond, VA (2010-2015)**, Associate Vice-President of Alumni/ae Development • [www.upsem.edu](http://www.upsem.edu)
  - As primary point of contact between alumni/ae and the Seminary, developed comprehensive alumni/ae development program for over 5,000 living alumni/ae
  - Increased alumni/ae percentage giving from second lowest among PCUSA seminaries to the highest
  - Analyzed alumni/ae giving patterns and developed successful segmented approach to alumni/ae fundraising
  - Facilitated establishment of the school's first Black Alumni/ae Association
  - Nurtured and improved relationship between alumni/ae and Seminary through meaningful contact, program development and communication; instrumental in providing healing for alums who felt alienated from the Seminary due to federation of Union Theological Seminary and Presbyterian School of Christian Education
  - Pastoral care to alumni/ae and emeriti faculty
  - Provision of staff leadership for alumni/ae and church giving in capital campaign
  - Regular preaching and worship leadership in chapel, at graduates' ordination services, and on behalf of the Seminary in a number of congregations; regular supply preaching

- Primary staff for annual Sprunt Lecture Series, including resourcing faculty committee to name the Sprunt Lectures Distinguished Alumnus/a and coordinating class reunions
- Primary staff for the development and coordination of the 2014 Centennial Celebration of the Assembly's Training School and Presbyterian School of Christian Education; organized and managed volunteer planning team of 25 alumni/ae educators; executive producer of full-length and award-winning historical documentary; managed speaker and special guest schedules
- Primary staff for other annual and special events: Union Family Reunion, Society of Biblical Literature, Presbyterian Association of Church Educators, United Methodist conference annual meetings, Massanetta Springs Bible Conference (planning team member)
- Co-leader with Seminary President of UPSem 2014 travel study seminar to Ghana (2012), and leader of cultural immersion trips to Haiti (2012 and 2014)
- Effectively manages staff and maintains collaborative relationships with church relations officers, other program and administrative staff, and Seminary colleagues; direct supervision of 5 Seminary staff and yearly student workers.
- **McDaniel College/Westminster. MD (2009)**, Adjunct Professor, English Proficiency and North American Culture, Thiruvalla, India
  - Taught English proficiency and North American culture to master's level students applying to the graduate program in secondary school teaching at McDaniel College.
- **Peace X Peace/Washington. DC (2007-2009)**, Director of Leadership• [www.peacexpeace.org](http://www.peacexpeace.org)
  - Provided strategic leadership for large network recruiting, responsible for approximately 80% of new membership in one year
  - Created and managed comprehensive recruiting, tracking and follow up system for new global members
  - Served as staff point of contact for global liaisons-overseeing action plans, monitoring deliverables, assisting in creative problem-solving
  - Redeveloped volunteer program, expanding base from 50 to over 300 international volunteers
  - Provided content and functionality for new company website, using innovative Web 2.0 applications
  - Drafted and executed top level partnerships with major international organizations, e.g., “Women Stand With Iraq” coalition
  - Brokered relationships between press officer and key international contacts for breaking news
- **Presbyterian Homes and Family Services, Inc./Lynchburg, Virginia (2006-2007)**, Coordinator, Church and Community Relations• [www.phfs.org](http://www.phfs.org)
  - Designed effective fundraising strategy involving churches and clerical leadership
  - Reversed previously declining revenues for a specific fundraising initiative to a 20% increase
  - Achieved a 72% increase in offering revenues by expanding speakers' program

- Increased awareness and involvement of donors through organizing regional gatherings
- Converted antiquated data management system to Raiser's Edge/Blackbaud system
- Before joining staff at PHFS, I served on the Board of Directors, serving on the Executive Committee, Program and Evaluation Committee, and Human Resources Committee (Chair), and on the Children's Services Task Force.
- **Joining Hands Program I Presbyterian Church, USA (1999-2006)**, Associate for Presbytery Support Presbyterian Mission Agency Joining Hands | Presbyterian Mission Agency
  - Conceptualized, co-created, executed and evaluated cutting edge international educational and advocacy program in 10 U.S. regions and 9 countries
  - Responsible for all U.S.-based recruiting, leadership training, educational activities, orientation and support
  - Recruited, trained and resourced more than 80 national leaders in cross-cultural and advocacy issues
  - Developed curriculum for presbyteries and congregations, conducted numerous workshops, organized international consultation, led international study seminars
  - Co-authored "The Joining Hands Journey: Sharing New Paths of Hope," wrote theological curriculum, published articles and developed teaching plans
  - Conducted successful program evaluation involving leaders from all sectors of the program
- **Pastoral Assignments in the Presbyterian Church, USA (1987-1999)**,
  - 1987-1990-Co-Pastor, Buckton Presbyterian Church, Front Royal, VA
  - 1992-1993-Interim Pastor-Smyrna Presbyterian Church, Waynesboro, VA
  - 1993-1995-Resident Staff Counselor, Valley Pastoral Counseling Center, Waynesboro, VA
  - 1995-1997-Interim Pastor, Second Presbyterian Church, Waynesboro, VA
  - 1998-1999-Coordinator of Adult Ministries, Olivet Presbyterian Church, Charlottesville, VA

#### **Highlights of Denominational Service**

- Shenandoah Presbytery-Committee on Ministry; Chair, Ministerial Relations Committee, Writing Team for the Presbytery's Policy on Sexual Misconduct; Chair, Peacemaking Committee; Moderator of Presbytery
- Presbyterian Peacemaking Program, PCUSA-Chair, Peacemaking Advisory Committee; Editing Team for Guidelines for Presbyterians in Times of Disagreement
- Volunteer-in-Mission (2 years), Costa Rica
- Served as co-pastor and interim pastor in Shenandoah Presbytery. Gained national reputation as excellent preacher, provider of pastoral care, administrator and conflict transformation specialist
- Pastoral counseling intern at Valley Pastoral Counseling Center, Waynesboro, Virginia
- Provided national and regional leadership in the area of peacemaking, hunger advocacy and ministerial relations

- Led travel-study seminars or educational groups in Ghana, Ethiopia, Haiti, Peru, Bolivia, Argentina, Uruguay, Chile, Mexico

#### **Education**

- 1982 Davidson College, Bachelor of Arts, African Studies. One year attending the Université de Montpellier, France
- 1987 Union Presbyterian Seminary (then Union Theological Seminary in Virginia), Doctor of Ministry Degree. Two years of degree completed at the Latin American Biblical Seminary, San Jose, Costa Rica
- 1994 James Madison University, Educational Specialist and Masters Degrees, Counseling Psychology
- 2015 Cornell University, Certificate in Executive Leadership

#### **Ordination**

- 1987 Ordained as Minister of the Word and Sacrament, Shenandoah Presbytery. Current presbytery membership: Shenandoah Presbytery

**Languages:** Fluency in English, Spanish, and French

#### **International Living Experience**

- 2009: India, Adjunct Professor, English Proficiency and American Culture, McDaniel College
- 2000-2006, Ethiopia, 4-6 weeks each year teaching Bible, theology, leadership development
- 1984-1986, Costa Rica as Volunteer-in-Mission, Presbyterian Church, USA
- 1980-1981, France, Junior Year Abroad

#### **Statement of Faith – Lynn McClintock**

I believe in God: a community of three, Father, Son and Holy Spirit. God acted first--creating the universe--freely, and for the purpose of love. God created humankind to be in loving and joyful relationship with God, each other, and the world. While we bear God's image, we are not God, and through our rebellion, we bear the burden of sin. God never turns away from us even though we turn away from God. God, again acting first, is always calling us back into covenant through forgiveness.

I believe in Jesus Christ, the Son of God, fully-human, fully divine. Due to the pain and need of a world separated by sin, God acted again—sending God's son, Jesus Christ, to redeem and offer reconciliation to the world. This new covenant offered through Jesus' life, death and resurrection, promises fullness of life before and after physical death. Jesus healed the sick, included the outcast, liberated the oppressed, and spoke truth to power about injustice and through his words and by his example, calls us to participate in God's reconciling work in the world.

I believe in the Holy Spirit. God gives us the Holy Spirit to live and dwell with us, individually and in community. The Holy Spirit enables us to experience directly God's divine presence in our

lives, teaches us God's will, and equips us to live lives of love and justice. The Holy Spirit emboldens us for service to a hurting world, encouraging us when we fail, guiding us when we are confused or lost. Our words, actions, and presence as light to the world find their source and support through the gift of the Holy Spirit. Such love overcomes evil.

Empowered by the Holy Spirit, the church extends, through word and action, the love of God to a hurting world. The Church exists as the earthly Body of Christ--a resurrected people who know both the promise of the kingdom and the brokenness of the world. The Church witnesses to the reconciliation offered through Jesus Christ and is called to proclaim, claim, and embody--God's goodness, forgiveness, peace, and freedom.

I acknowledge the sacraments of baptism and the Lord's Supper as gifts where God's presence and power are uniquely conveyed. Through the sacraments, we are reminded of being claimed by God as a community emboldened and set apart for service. In baptism we participate in Christ's death, dying to sin, and rising to new life. We are called to "remember our baptism" as we go forth as people claimed by God and accompanied by the Holy Spirit. The Lord's Supper draws us to Christ and to each other as we remember Christ's sacrifice, God's promises and the Spirit-empowered call to serve all people in the world.

I believe that, as a unique and authoritative witness to God's actions in the world, the scriptures of the Old and New Testament show us who God is, who we are, and how God calls us to interact with all of creation. Trusting in the witness of the Church, strengthened by the wisdom of scripture, inspired by the testimony of believers past and present, and moved by the Holy Spirit, I believe that the God who acts first is the source and end of all love and life.

### **Laura Straube Sugg**

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

**Ecclesiastical Status:** Teaching Elder

**Presbytery Membership:** Denver

**Ordination Date:** 10/4/1987

**Formal Education:**

- University of Edinburgh, Edinburgh, Scotland: Doctor of Philosophy in 1997 in Systematic Theology. Topic of dissertation: Celtic Christian Theology. Title: "The Experience of God in Everyday Life in Alexander Carmichael's Carmina Gadelica."
- Yale University Divinity School New Haven, Connecticut: Master of Divinity in 1987. J. Luke Goodwin Scholar for 1986-87. Awarded the 1985-86 Mersick Prize for excellence in preaching.
- University of Virginia Charlottesville, Virginia: Bachelor of Arts in 1984, double major in Religious Studies and Philosophy with a focus in Ethics in both majors. G.P.A. 3.39 (4.0 system); Honor Advisor (3 years working with the Honor System); Chi Omega Sorority; Easters Week Planning Committee; University (student) Union.

- CAMBRIDGE UNIVERSITY Cambridge, England: July to December 1982 semester study abroad program. Tutorials in Augustine, and Contemporary Christian Ethics; summer session in 20th Century British Literature.
- BEFORE COLLEGE: Fort Hunt High School, Alexandria, Virginia; Stephen Foster Junior High, Alexandria, Virginia; Stratford Landing Elementary School (grades 5 and 6), Alexandria, Virginia; Church of England Girls Grammar School (grades 1-4), Canberra, Australia; MacArthur Elementary School (grade 1), Fort Leavenworth, Kansas; Club View Elementary School (Kindergarten), Columbus, Georgia

**Continuing Education:**

**2020**

- October 2018 to the present: Race Caucus Work through Together Colorado, local. After the 5-day 2018 Antiracism Training (and a shortened version again in October of 2019), many participants committed to continuing both the internal work and the accompanying action in our lives and in the organizing of Together Colorado. The two race caucuses (White Caucus and People of Color Caucus) meet separately monthly then every 4-5 months, we have a Bridging Caucus. Altogether, we end up meeting in-person and now online about 11 times a year. All of the caucus activity is driven by the priorities and leadership of the People of Color Caucus, including an Antiracism consultant hired by Together Colorado. It has been a transformative experience for me —an important beginning to a life-long journey toward becoming an antiracist and taking action to promote racial justice.
- September 2019 through February 2020: NEXT Church Coaching Cohort: Leadership for Adaptive Change, online. Monthly group online sessions with light reading between coaching us on skills for ministering in these rapidly changing times. Also had individual coaching sessions each month for a total of 12 sessions. My coach was/is MaryAnn McKibben Dana. <https://nextchurch.net/coaching-cohorts/>
- (March) NEXT Church National Gathering, Cincinnati, OH. <https://nextchurch.net/>
- Learning in response to COVID-19
- Weekly, then biweekly, then monthly phone calls Governor Polis holds for faith leader
- March through June, Denver Presbytery Zoom meetings once or even twice a week on topics related to taking ministry online, updated medical information, sharing ideas, etc. Now those are less frequent.
- Skills acquired or bolstered for online ministry:
  - Leading worship via Facebook Live (I had been using Facebook since 2015 for ministry but not live streamed). The videos are then put on the church web site and links shared in congregational email. I was also posting videos by organist and DCE for several months but they now post their own.
  - Bought simple equipment to improve sound and iPad set-up
  - Learned how to host Zoom meetings, including breakout rooms, screen sharing, etc. for Session and church committee meetings as well as weekly Sunday fellowship after the live stream worship. (I have been using Zoom for several years as a participant.)

- Mailchimp email/marketing platform so that I could send congregational emails from home. Previously, only the church administrator could send them.
- SurveyMonkey: designed online survey and collected data from the congregation about COVID-19 and in-person activities. The Session and the recently-added COVID-19 Task Force are using that information. At the time of this writing, WRPC buildings are still closed and worship is online-only.
- FreeConferenceCall.com Ended up not being used but set it up and gave three trials for folks without computers/smart phones.
- August 24-30) PC(USA) Week of Action (online daily videos or live stream affirming that Black lives matter. Joined by some members of WRPC's new Antiracism Coalition)
- (September 20-October 10) Along with all interested members of WRPC invited by the Session: Presbyterian 21-Day Racial Justice Challenge. 21 days of reading, watching, learning about aspects of racial inequity and injustice. Hosting a weekly check-in meeting on Zoom for WRPC members.

<https://www.presbyterianmission.org/ministries/matthew-25/racism/>

## 2019

- August 2017 through August 2019: Center for Action and Contemplation (CAC) Living School. The Living School is a 2-year program that includes at-home reading, reflection, contemplative practice, and coursework; online dialogues and teachings; three in-person August symposia (about 700 attendees divided into 3 classes/cohorts), monthly small group "Circle" gatherings (either in-person or online), and one in-person 5-day "intensive" with 29 others Living School students from your cohort for deeper reflection with one of the faculty members. My Intensive as an amazing five days with Richard Rohr, my Circle of 6 sojourners, and about 20 others. <https://cac.org/livingschool/living-school-welcome/>
- (August) CAC Living School, Symposium #3 of 3, Albuquerque, NM
- (Sept., Oct., Nov., Dec, see above) NEXT Church Clergy Coaching Cohort: Leadership for Adaptive Change, online.
- (October to November) 7 weekly online small-group conversations with international and American CAC Living School students and alumni—just 6 of us. We discussed the book, *White Fragility* by Robin DiAngelo.
- (October) 2.5-day Antiracism Training through Together Colorado led by the Peoples' Institute for Survival and Beyond. A couple of us who had attended the training were asked to attend again to facilitate the ongoing caucus work afterward.
- (November) 24-hour Denver Presbytery Leadership Retreat: Advocacy 101: Jimmie Hawkins, Director of the PC(USA) Office of Public Witness, Highlands Presbyterian Camp and Retreat Center, Allenspark, CO.

## 2018

- (June) CAC Living School Intensive with Richard Rohr, Bosque Center, Albuquerque, NM
- (Late June) 5-day Antiracism and Organizing Training through Together Colorado led by the Peoples' Institute for Survival and Beyond (from New Orleans, LA), held 10/5/2020 3:46:13 PM at Rocky Mountain YMCA, Estes Park, CO. Half of the participants were People of Color and the other half were White People. See above for information about

the subsequent Race Caucuses (White and People of Color and Bridging Caucuses).  
<https://www.pisab.org/> <https://www.togethercolorado.org/> (See Service to the Church for my work through Together Colorado).

- (August) CAC Living School, Symposium #2 of 3, Albuquerque, NM

## 2017

- (January) Association of Presbyterian Christian Educators National Gathering, Denver, CO
- (March) CREDO (a special wholistic wellness opportunity hosted by the Board of Pensions), Henryville, IN
- (June) 2-day New Beginnings Training, Denver, CO. Wheat Ridge P.C. and two other congregations received grants from Denver Presbytery for this year-long, consultant advised congregational discernment program.  
<https://www.hopepmt.org/transform/newbeginnings/>
- (June) The Summit: World Change Through Faith & Justice (Sojourners), Washington, DC. <http://summitforchange.com/>
- (August) CAC Living School, Symposium #1 of 3, Albuquerque, NM 2016 • I was set to attend the “We the People” conference at Ghost Ranch, but it was cancelled.
- [Reading and application process for the CAC Living School.]

## 2016

- I was set to attend the “We the People” conference at Ghost Ranch, but it was cancelled.
- [Reading and application process for the CAC Living School.]

**2015** (The year that three national/international conferences were all held close by in the Denver metro area)

- NEXT Church Annual Gathering, Chicago, IL
- Festival of Homiletics, Denver, CO
- Resilience 1-day Workshop led by Laurie Kraus, Presbyterian Disaster Assistance, Denver, CO
- Covenant Network of Presbyterians, Denver, CO
- American Academy of Religion/Society of Biblical Literature, Denver, CO 2014
- Denver Presbytery (24-hour) Leadership Retreat, Highlands Presbyterian Camp and Retreat Center, Allenspark, CO 2013
- 3-month Sabbatical (now called Clergy Renewal Leave)
- Time at Ghost Ranch, New Mexico
- Time with family in Colorado
- Time with the Iona Community in Scotland, including Circle of Trust weeklong retreat.
- Travelled in Scotland/Britain, France, and Italy: Glasgow, Edinburgh, Isle of Iona, London, Paris, Ancona and Rome 2012
- Convocation and Beecher Lectures, Yale Divinity School October 23-26: Anna Carter Florence (from Columbia Theological Seminary, Decatur GA) "The Word in the Repertory Church." Titles of the three lectures are: Lecture I: "The Script in the Scripture, the Word in Rehearsal: Proclamation in the Repertory Church." Lecture II: "It Could Have Gone

Differently: Repertory Readings of Texts of Terror." Lecture III: "Old Texts, New Works: The Repertory Preacher and the Company of Grace." 10/5/2020 3:46:13 PM

- Observer at 220th General Assembly, Pittsburgh, PA June 30 to July 7
- Web Resources for Ministry (Communication and Collaboration) Union Presbyterian Seminary, March 5-7. Three-day workshop on how to use Internet resources in the administration of a church, what makes a good church web-site, use of social media for ministry, teaching tools, etc.

#### **2014**

- Denver Presbytery (24-hour) Leadership Retreat, Highlands Presbyterian Camp and Retreat Center, Allenspark, CO

#### **2013**

- 3-month Sabbatical (now called Clergy Renewal Leave)
- Time at Ghost Ranch, New Mexico
- Time with family in Colorado
- Time with the Iona Community in Scotland, including Circle of Trust weeklong retreat.
- Travelled in Scotland/Britain, France, and Italy: Glasgow, Edinburgh, Isle of Iona, London, Paris, Ancona and Rome

#### **2012**

- Convocation and Beecher Lectures, Yale Divinity School October 23-26: Anna Carter Florence (from Columbia Theological Seminary, Decatur GA) "The Word in the Repertory Church." Titles of the three lectures are: Lecture I: "The Script in the Scripture, the Word in Rehearsal: Proclamation in the Repertory Church." Lecture II: "It Could Have Gone Differently: Repertory Readings of Texts of Terror." Lecture III: "Old Texts, New Works: The Repertory Preacher and the Company of Grace."
- Observer at 220th General Assembly, Pittsburgh, PA June 30 to July 7
- Web Resources for Ministry (Communication and Collaboration) Union Presbyterian Seminary, March 5-7. Three-day workshop on how to use Internet resources in the administration of a church, what makes a good church web-site, use of social media for ministry, teaching tools, etc.

#### **2011**

- Honoring Earth's Body week-long retreat at Ghost Ranch, NM. Interfaith dialog about caring for creation led by Philip and Ali Newell, Rabbi Nahum Ward-Lev, and two members of the Sufi community in Abiquiu (Rahmah Lutz was unable to be there as planned). July
- Afternoon workshops:
  - Identifying at-risk children and providing support to victims\*—led by staff of SARA (Sexual Assault Resource Agency), Charlottesville, VA. April
  - Charlottesville-Area Clergy and Alcoholics Anonymous: A Workshop"—led by Jefferson Area AA. May

#### **2010**

- Faithful Politics and Church Unbound conferences at Montreat, NC
- Brian McLaren "A New Kind of Christianity" Lectures Montview Boulevard Presbyterian Church and St. James (U.M.C.) in Denver, CO. Had dinner with McLaren, heard his three

lectures and participated in a lunch discussion on his ideas about how/where God is calling Christians.

- Strategic Leadership for a Change Union-PSCE, Richmond. Five 90-minute web seminar sessions with Kenneth McFayden on helping congregations face loss and find God’s future.
- Emergence NOW! DVD Filmed at Columbia Theological Seminary, Decatur, GA. Watched 8 hours of plenaries and sermons by Phyllis Tickle, Tony Jones, Philip Clayton, Bruce Reyes-Chow, and Barbara Brown Taylor.
- Read to explore congregational/cultural transitions more: Strategic Leadership for a Change by McFayden; The Great Emergence by Phyllis Tickle; The In-Between Church by Alice Mann.

#### 2009

- Montreat Worship and Music Conference Montreat, NC  
<http://www.montreat.org/current/2009-worship-music>
- Scriptural Reasoning Training Seminar University of Virginia, Department of Religious Studies, Charlottesville, VA. Three-and-a-half-day seminar engaging sacred texts with Christians, Jews and Muslims Old site is gone--newer one about Journal here.

#### 2008

- Festival of Homiletics Minneapolis, MN Five-day conference with great preachers and rich worship experiences. Attendance about 800 preachers.  
<http://www.goodpreacher.com/festival/>
- Yale University Divinity School Convocation Lectures New Haven, CT

#### 2007

- “Essential Counseling Skills” EDHS 729 graduate level class at the University of Virginia, Charlottesville, VA. 3 credit hours.

#### 2006

- Project on Lived Theology: Theology and the Built Environment the University of Virginia, Charlottesville VA. Three-day seminar with about 25 other people from around the country with 3 keynote speakers. <http://www.livedtheology.org/>
- Call to Renewal’s Pentecost Gathering: Building a Covenant for a New America, Washington, DC. Strategizing about fighting poverty through public policy changes; included advocacy on Capitol Hill; speakers included Jim Wallis, Marion Wright Edelman, and then Senator Barack Obama (his speech: <http://www.youtube.com/watch?v=3tdoQr3BQ1g>) Attendance about 600. <http://www.sojo.net/> • Hope of the Church Montreat, NC Conversation with leaders of the PCUSA about the future of the denomination amidst disagreement.

#### 2004

- Reclaiming the Text (Preaching Conference)—The Cost of Discipleship: Faith, Money, and Possessions Montreat, NC. Preachers/Leaders included James Forbes, Walter Brueggemann, Jana Childers, and others.

#### 2003

- Interim Ministry Training (Week 1), Calvin Center, Hampton, GA 2001

**2001**

- “Leading from Within: Toward Community” with Parker Palmer Center for Service Leadership, Columbus, GA. Palmer led this two-day workshop on pastoral leadership.

**2000**

- Preaching Workshop with Barbara Brown Taylor Piedmont College, Demorest, GA. Two-day intensive seminar on preaching; attendance about 15.

**1989-1990**

- Shalem Institute for Spiritual Formation Group Leaders Program, Washington, DC. Read and studied spiritual classics, did practica in group spiritual formation, attended two intensive week-long retreats.

**Employment Type:** Full-time

**Minimum Effective Salary:** \$77,000 / Year

**Geographic Choices:** Virginia

**Languages:** English

**Leadership Competencies:** Hopeful, Preaching and Worship Leadership, Spiritual Maturity, Communicator, Technologically Savvy, Entrepreneurial, Task Manager, Strategy and Vision, Interpersonal Engagement, Initiative

**Training / Certification:**

- Interim Ministry Training Week 1 by PC(U.S.A.) at Calvin Center, GA in 2002

**Clergy Couple?** No

**Housing Type:** Housing Allowance

**Work Experience:**

- **2014 to present: Pastor, Wheat Ridge Presbyterian Church (WRPC), Wheat Ridge, Colorado.** Solo pastor, only full-time employee of a family-sized congregation (about 110) in the suburbs of Denver. While the congregation is not ethnically diverse, there is quite a diversity of political, social, and even theological perspectives among its members and friends. It is definitely a “purple church” whose members also care deeply for each other and for the community. My role and a few initiatives: Preach and lead worship most weeks (along with a Pulpit Elder, Deacon Reader, and able musicians and choir). Moderate session and serve ex officio on every committee—most involved with the Personnel, Stewardship, and Worship Committees. Bought digital recorder in 2014 and worked with administrator to add sermon podcasts to web site. <https://wrpres.org/our-sermons/> Spring of 2015, I began using Facebook as a way to share photos and word about events at the Church. It turns out to be a source of pastoral care for the many members who use Facebook (great place for you to see photos of WRPC common life). [www.facebook.com/wrpres/](http://www.facebook.com/wrpres/) Spearheaded the reformation of the Finance and Administration Committee to assist our long-time volunteer Treasurer. With some suggestions from me, the church updated the financial software. On the second try, in 2018-19 I initiated hiring a web designer via a search committee and oversaw the creation of a new mobile-friendly, 21st century web site: [www.WRPres.org](http://www.WRPres.org) About 2015, I worked with the Presbyterian Foundation to add online giving to our web site. Active in Denver Presbytery (see service to the church). WRPC has a beautiful Outdoor Worship Center (as well as a columbarium). My first summer here, we worshipped outside every other Sunday. The following spring, I conducted a survey

with the Worship Committee's permission, and overwhelmingly, people of all ages wanted to use it more. So, since then, we worship outside all Sundays except the first Sunday of the month (communion) from Memorial Day Weekend through Labor Day Weekend (with outdoor communion), weather permitting—which it almost always does.

**WRPC COVID-19 actions** (some repetition from Continuing Education section): On March 13, 2020, the Session voted to close the building and put worship online. I immediately learned how to 'broadcast' on Facebook live (later bought microphone and iPad stand). Our administrator takes the Facebook videos of live stream worship and puts them on church web site (same as podcasts) by way of new YouTube Channel. After a brief transition period, staff now post recordings onto Facebook each Saturday or Sunday morning: a hymn and an anthem by Music Director; Organist records about 5 minutes on the organ she has at home (identical to one in sanctuary); and D.C.E. posts her Time with All Ages (previously known as Time with Children and Youth). Instituted a caring phone tree in week one—Deacons and Elders calling all active members and friends and homebound folks weekly for first few months. This is being revised now that 6 months have passed and will continue on a less frequent basis. Session decided to keep paying staff even if they were unable to work—everyone except cleaners were able to resume modified work-from-home by Easter. The only changes in August/September were a 'pause' of the cleaning services and a voluntary reduction in time and pay for our able Administrator. I had used Zoom for several years as participant but I arranged the purchase of and manage the Zoom pro account. I learned how to host Zoom meetings for Session, Fellowship Time, Committees, etc. including break out rooms and screen sharing. I also learned and started to use Mailchimp to create and send congregational emails directly from my computer since previously only the Administrator could send them using Outlook. The Worship Committee and Session continue to evaluate the situation and just this September formed a "COVID-19 Task Force" to advise the Session and foster community. We might have one, brief, worship service in our Outdoor Worship Center in October, but we are online only for all worship and church activities. Some members have had outdoor small group gatherings at their homes. I learned how to use Survey Monkey and conducted a congregational survey in late August, early September about COVID-19 and in-person activities. The Task Force and Worship Committee will use the responses to discern helpful actions. Our DCE worked with another Denver area large PC(USA) congregation to host a "virtual VBS" with 15 children getting activity bags and watching daily video lessons, stories, crafts including our traditional final "water day." Not as large as our usual attendance of 40 VBS (children and tweens/teens for concurrent drama camp), but it was much appreciated.

- **2004 to 2014: Associate Pastor, Westminster Presbyterian Church, Charlottesville, Virginia.** September through December 2009 served as acting Pastor (Head of Staff) while colleague was on sabbatical—including new members' class, stewardship season, all pastoral care, and budget process. Acting Pastor (Head of Staff) August 2011 while colleague cared for his ill wife. 820-member congregation in medium sized college town. Liturgist weekly, preached every four weeks, moderated Session as needed (about twice

a year), staffed Mission and Outreach Division (Benevolence, PACEM Homeless Shelter, IMPACT Justice Team, Mission Trip Planning, Green Team, Peace and Justice Committee) and the University Mission Committee; supervised approval process and renovation of transition to a larger more visible home for the Presbyterian Student Fellowship (PSF); developed student leaders; created PSF and Mission & Outreach pages of church website [<http://www.westminsterva.org/>]; taught several 3-4 Sunday adult education classes; initiated summer preaching series.

- **2003 to 2008 (up to 2 weeks per year): Lecturer, Columbia Theological Seminary, Decatur, GA.** Teaching two-week Doctor of Ministry course (2003, 2005, 2007), four-day Spirituality Program class (2003, 2004, 2008), and Continuing Education two-day seminar (2004).
- **2003 to 2004: Interim Associate Pastor, St. Andrews Presbyterian Church, Tucker, GA.** General associate pastorate and director of Christian Education with emphasis on youth and weekly LOGOS program in vibrant suburban church of 600 members with multiple staff. Liturgist weekly, preached every 4 weeks. Planned and led youth mission trip to Florida. Pastoral visitation as needed
- **2000 to 2003: Julia Thompson Smith Chaplain & Assistant Professor, Agnes Scott College, Decatur, GA.** Served very diverse student body of 850 women just outside Atlanta; led weekly and monthly worship services, administered volunteering; advised religious, interfaith, and service groups; coordinated McCain Faith and Learning Lecture (bringing in Diana Eck, Walter Brueggemann, etc.); spiritual counseling to students; taught in Religious Studies Department; reported to Dean of Students and the President; served on Diversity Committee; related to local clergy; part of new Chapel architect search
- **1998 to 2000: Chaplain & Assistant Professor, Hanover College, Hanover, IN.** Small college town, student body of 1,100; led and preached at chapel worship, advised student religious organizations, promoted interfaith dialog and multicultural awareness, wrote weekly pastoral email, taught half time, active member of Theological Studies Department.
- **1996 to 1998: Benfield-Vick Chaplain, Davis & Elkins College, Elkins, WV.** Small college town in central WV, student body of 600 (300 residential); initiated and built attendance at weekly chapel, college officer, coordinated student fellowship group, taught academic course in second year.
- (1991-1996: Doctoral work at the University of Edinburgh, Scotland)
- **1987 to 1991: Presbyterian Campus Minister, James Madison University, Harrisonburg, VA.** Growing town in the Shenandoah Valley; called as first permanent, full-time Presbyterian campus minister supported by eight local churches, the presbytery and the synod—essentially, I was a “solo pastor” for young adult outreach; preached frequently at supporting churches; active in Shenandoah Presbytery; oversaw budget, created and sent out newsletter, my "Session" was the council made up of congregation members and clergy; strengthened fellowship group, coordinated weekly meetings, led retreats, fostered student leadership, initiated university Religious Awareness Week and Asian American Association.

- **1986 to 1987 Campus Ministry Intern, Yale University Chaplain’s Office, New Haven, CT.**
- **Summer 1986 Student Minister, A Christian Ministry in the National Parks, Linville Falls, NC.**
- **1985-86 Student Minister, First United Methodist Church, Meriden, CT.**
- **1984-1985 Student Chaplain, Masonic Home and Hospital (retirement/nursing home), Wallingford, CT.**

**Publications:**

- Homiletical Perspective articles for Mark 4:26-29 and 4:30-34 in *Feasting on the Gospels: Mark, Volume 1*. Louisville: Westminster John Knox Press, 2014.
- Four brief mediations adapted from previous writings—pp. 510, 513, 523, 525 in *Daily Feast: Meditations from Feasting on the Gospels Year C*. Louisville: Westminster John Knox Press, 2012.
- Pastoral Perspective articles for Gospel—Proper 25, All Saints, Proper 26 in *Feasting on the Word: Year C, Volume 4*. Louisville: Westminster John Knox Press, 2010.
- Pastoral Perspective articles for Psalm—Monday, Tuesday, and Wednesday of Holy Week in *Feasting on the Word: Year B, Volume 2*. Louisville: Westminster John Knox Press, 2008.
- “Celtic Christianity: An Introduction” (2006); “Celtic Christianity: Scotland” (2006); “Celtic Christianity: Ireland” (2007) in *The Thoughtful Christian* online curriculum. [TheThoughtfulChristian.com](http://TheThoughtfulChristian.com) (an arm of Westminster John Knox Press).
- Four prayers in *We Ask Your Blessing: 100 Prayers for Campus Occasions* ed. by Donald G. Shockley. New York: Writers Club Press, 2003.
- “A City Under Siege” devotion and prayer in *Strength for Service to God and Country*. Nashville: Abingdon Press, revised edition 2002

**Volunteer Activities**

- 2000 to 2004 Occasional volunteering with many different Atlanta non-profits, including: Hands on Atlanta, MedShare International, Project Open Hand, Jerusalem House, Big Trees, Oakhurst Community Garden, Habitat for Humanity, Philips Tower, Volunteer Decatur.
- July 1999 Corrymeela Community, Northern Ireland Volunteered at their retreat center on the coast. The community works for peace and reconciliation, especially between Roman Catholics and Protestants in Northern Ireland.
- 1991-1994 Grassmarket Mission Community, Edinburgh, Scotland lived in community flat 1992-3, held weekly soup kitchen, conducted separate weekly informal worship services for homeless and marginalized people.
- May-June 1993 Iona Community, Scotland Abbey Guide and General Assistant, gave daily tours of Iona Abbey, prepared sanctuary for worship, celebrated communion and assisted with services.
- Dec.-Jan 1989-1990 Taizé Community, France Assisted with Taizé European meeting of 50,000 young people in Wroclaw, Poland.

**Other Services:**

- **February 2020 to present: Permanent Judicial Commission, Denver Presbytery,** member.
- **2015 to present: Racial Ethnic Diversity (RED) Work Group, Denver Presbytery** (DenPres). 2018-2019 attended and assisted with the hosting of multiple regional “Fear+Less Dialogs” around the Presbytery; Oct. 2017, I developed an extensive resource list and taught a pre-assembly (Denver Presbytery) workshop for about 35 people on Antiracism Resources for Christian Education; Feb. 2017 attended and recruited for book discussion attended by only White Presbyterians around the book, *Waking Up White* by Debby Irving (after the first, diverse discussion held, several BIPOC RED leaders decided the second discussion would be more fruitful with only White people in attendance); Nov. 2016, with RED approval, I created a bulletin insert about RED for congregations to get to know us link to it here: <https://denpres.org/racial-ethnic-diversity-1> ; worked with DenPres administrator to create new RED “logo” and a new DenPres.org web page for RED with links for various antiracism resources—above link.
- **2016 to present: Together Colorado,** <https://www.togethercolorado.org/> “Together Colorado is a nonpartisan, multiracial and multi-faith community organization working to place human dignity at the center of public life in Colorado.” 2016 -2017, Attended the Metro Area Faith Leader “Caucus” meetings; starting in 2017 to present, founding member of the Jefferson County Faith Leaders Table—co-chairing for about 2 years and on the state-wide board for a year. Along with my colleagues, I participate in civic engagement, legislative work (spoke at Lobbying Day Breakfast on Capitol Hill, etc.), daylong annual statewide faith leader gatherings, I wrote and two others edited a Letter to Black Faith Leaders from Together Colorado White Faith Leaders in June 2020 June Letter. See Continuing Education for more about 2018 to present antiracism work through Together Colorado.
- **2005 to 2014: Interfaith Movement Promoting Action by Congregations Together, Charlottesville, VA.** Representing Westminster PC, I was a “founding member” before it had a name or hired any organizers. Chair of Clergy Caucus for two years, Finance Committee 2007 to 2012, on Corporate Support Drive team two years. IMPACT is a congregationally-based community organizing movement following the DART model out of Florida. Currently there are 33 congregations working together to call for specific action on issues such as affordable housing, dental care, transportation, and the education gap. <https://impactville.com/>
- **2010 to 2013: Committee on Ministry, Presbytery of the James;** member. Also served on the COM Pastoral Relations sub-committee
- **2012 to 2013: Presbytery of the James Listening Team / Administrative Commission (A.C.)** for a congregation seeking to be dismissed from the PCUSA. This was a great learning experience for me and my fellow A.C. members. All of us involved felt that it was a meaningful calling to listen carefully and to continue to discern God’s Spirit in this difficult situation.

- **2004 to 2012: Covenant Network of Presbyterians, Presbytery of the James**, member. Selected by local CovNet to give 5-minute speech in 2010 in favor of Amendment 10-A: <https://covnetpres.org/2010/10/19/laura-sugg-to-thepresbytery-of-the-james/>
- **2002 to 2004: Covenant Network of Presbyterians, Georgia.**
- **2003 to 2004: Co-leader with Mardee Rightmyer & Erin Swenson exploring new initiative, Inclusion Movement or I.M.** (I Cor. 15:10 ), trying to foster closer ties between and coordinate work being done by local chapters of Georgia Covenant Network of Presbyterians, That All May Freely Serve, and More Light Presbyterians. I do not think it launched after I moved, but it was a very good process.
- **2002 to 2004: Coordinator then Chair, Georgia Cluster Campus Ministry Strategy Team.** The task force representing all five presbyteries in Georgia discussed ways to restructure campus ministry oversight in the state. We drafted a proposal to create a Commission. It was ratified in the summer of 2003. The first meeting of the Commission was held October 2003.
- **2002 to 2003: Presbyterian College Chaplains' Association**, Executive Committee
- **1998 -2002: National Association of College and University Chaplains**, Executive Committee
- **2000: Committee on Preparation for Ministry, Presbytery of Ohio Valley**, member
- **1998: Personnel and Administration Committee, Presbytery of West Virginia**, member
- **ca. 1988 to 1991: Founding member of Synod of the Mid-Atlantic Campus Ministers**, served on Synod Campus Ministry Committee.

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

Expectations often shape what we see as “success.” The following was fulfilling even though it didn’t lead where I’d hoped. Arvada PC (APC), located 2.7 miles from WRPC, saw by early 2019 that their building was too large/expensive for their mission to continue there. Early in their process, knowing that some elders were open to talking, I asked the pastor to see if the team would consider WRPC as a conversation partner. Some APC elders came to WRPC’s worship. I led our Session in pondering what it would be like to adapt in a radical way—welcome a lot of folks, let go of “the way we do things,” change the name, etc., all while remaining in the WRPC buildings. How might God be speaking in all this? After exploring other options, APC narrowed it to WRPC and Trinity. The APC & WRPC Sessions met together twice—in person in February then online in July. We had two joint worship services: at WRPC July 2019 & online July 2020 (due to COVID restrictions). WRPC Session considered holding small groups as we’d held for New Beginnings in 2017 but decided to wait until APC chose one congregation. In August, APC Session decided to devote their energy to Trinity. While it was disappointing for many at WRPC, the process of opening hearts & minds to this movement of the Spirit was refreshing in the way that the New Beginnings discernment had been. It was fulfilling for me because leaders were again prayerfully thinking together about what it means to be WRPC in these swiftly changing times.

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

I'm called to serve as a pastor of a "family-sized" congregation. I cherish the ties that bind both lifelong members and newcomers in a church that is small enough truly to know each other; to "rejoice with those who rejoice and weep with those who weep." At the same time, smaller congregations can have deep connections to their local community and the broader mission of the Church. Congregations of all sizes continue to face challenges of demographic change and the rise of the "nones"—not just young people. My varied experiences in congregations and college ministry equip me to look for needs, offer pastoral care, foster both internal community and local connections, and nurture worship life.

The pandemic's radical shift to online ministry has only confirmed this question that every church must address: what are the adaptive changes needed in the moment? I'd hope to serve where we know that are held steady by tradition, and we look for the fresh breeze of the Spirit: a 21st century "reformed and always reforming." There is no need for "gimmicks" or new programs all the time; no need to seek to be what larger congregations are. God can do amazing things through a non-anxious, vital ministry; one that focuses on how God can use the assets and energy of its people; shows love in and beyond its walls; balances current programs—in fellowship, mission (both mercy and justice), spiritual nurture (both heart and mind), and worship—with new initiatives when needed.

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

Though I've grown in various ways, two areas come to the fore these past four years. They both relate to opportunities described in the Cont. Ed. section. I've always been involved with spiritual development—my PhD focused on prayers that reflect deep experiences of the holy in the ordinary. The 2-year (CAC) Living School gave me a chance to learn, reflect, and practice drawing from the wellspring of God in ways that sustain inner life and justice work. As an ENFP/Enneagram 7w8, contemplation still doesn't come naturally to me; but through the Living School, I've learned more about letting go of ego, living more into the real me—a beloved child of God woven with all creation.

Participation in Denver Presbytery Racial Ethnic Diversity Work Group for over 4 years and race work through Together Colorado since June 2018 have opened a related area of growth. Honest dialog, study, and gentle or firm guidance from teachers of color & others are showing me how the social construct of white supremacy not only oppresses my BIPOC (Black, Indigenous, People of Color) siblings, but it imprisons me with its lies. I can work with others to make concrete changes to systems that work to block God's Beloved Community. Deepening spiritual life and antiracism work are now intertwined; they're both internal and action-oriented. Antiracism is a lifelong journey just as Christian discipleship is. "Open my eyes that I may see glimpses of truth thou hast for me...."

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

Change is best shaped by deep listening to others and to the Spirit, so leading change involves both. My ministry at WRPC began in the summer and as the church was preparing to move from the summer to the fall-spring schedule, I learned Fellowship Time occurred before

worship rather than after. Asking why, I heard from deacons that the choir needed it that way, and from others that the deacons needed it that way. I spoke directly to the choir director (who polled the choir), to the deacons, and to the DCE & Adult Ed class, it was clear that there was openness to change. Moving worship from 10:30 to 10 AM and making small adjustments to education and choir, fellowship time now follows worship. This enables visitors to get to know the church and for all to relax as long as desired.

That first summer, I continued the tradition of using the beautiful Outdoor Worship Center (OWC) every other Sunday June-August. It became clear that no other nearby churches had such a gem and WRPC members loved outdoor worship. Next spring, I got permission from the Worship Committee to conduct a survey about it. One Sunday we took 8 minutes at the end of worship for folks to fill out hard copies thereby ensuring our older members' opinions were heard (also emailed it). The results were almost unanimous, so Session approved worship outside all summer Sundays except the first one of the month. It was a win-win change. Listening and direct communication lead to change everyone embraces.

### **Statement of Faith – Laura S. Sugg**

I believe in God who creates us, redeems us, and sustains us.

I am part of creation—a creation that shouts of the existence and presence of its creator. Made in God's image, we can choose to join in the symphony of praise that the universe sings and dances to its creator, or we can choose to be silent and live in disharmony. Since we are woven into the web of creation that delights the Creator, we must be faithful stewards of the planet's resources. The Creator is present in the universe, but not shut up in it; God is greater than it, but is not shut out from it. In other words, God is both immanent and transcendent.

I am part of humanity that is both created in the image of God and yet curved in upon itself. When I trust solely in my own efforts, I am hollow. I fear others and myself. But when I encounter Jesus Christ, the Chosen One, I experience my chosen-ness and every person's chosen-ness. God's love calls and equips me to learn from and work alongside people on the margins, to tear down human-made barriers to Beloved Community, and find liberation from evil ideas of supremacy and inferiority. Christ is God-with-us: Emmanuel. The Incarnation shows me that God is not wholly Other and that there should be no false dichotomy between the physical and spiritual. In Jesus' life and teachings, I hear God's desires for my life and for the world. In the sacraments, I am baptized into the household of faith and nourished at the Lord's Table for the communal faith journey. In Christ's death on the Cross, I witness God's self-giving love for all and know the God who suffers with those who suffer. In Christ's Resurrection, I behold the victory of God's love. In the community of the Trinity, I see that relationship with others is at the heart of existence.

I am part of the community of faith that is sustained by the Spirit. We gather as the body of Christ to worship God in response to God's gracious love; to pray and grow closer to God; to bear one another's burdens and rejoice with those who rejoice; to be nurtured in faith and

understanding; and to be strengthened to work for justice in the world. In the scriptures, we see the authoritative witness to God's covenantal actions in history, especially the revelation of the Word, Jesus the Christ. This witness calls the Church to be Christ's body in the world. As a part of the body, I dare not cheapen God's grace by inaction. Relying on the Spirit, I must be daily resurrected to live as a disciple, and, through prayer and reflection, be recommitted to God's purposes. The Church is called to the bold and wonderful task of acting to reflect God's love, justice, and healing in a hurting world. Sustained by God's Spirit, the fellowship of believers must be an instrument of peace, justice, and compassion to carry on Christ's ministry until Christ comes again. The Church's call is my call.

I am part of creation, of humanity, and of the Church.

I believe in God: Creator, Redeemer, and Sustainer.

Appendix Y  
COM Policy

# **Commissioned Pastor in the Presbytery of the James**

## **Policy and Handbook**

**Approved June 15, 2021**

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## **Policy and Steps to Commissioning Commissioned Pastors Presbytery of the James**

From time to time, there are small membership congregations that may not be in a position to extend a call to a minister of the Word and Sacrament. There are validated ministries where a commissioned pastor may be of service (for example, but not limited to, chaplains or pastoral assistants in a congregation). It is the intention of this policy to outline the process for authorizing ruling elders to be commissioned to limited pastoral service as provided for in the *Book of Order* (G-2.10).

### **Policy**

In order to be considered for authorization as a commissioned pastor (CP), a candidate must have been elected, examined, and ordained as a ruling elder in the Presbyterian Church (U.S.A.) for at least two years unless otherwise approved by the Commissioned Pastor Committee (CPC).

This policy is written to utilize Union Presbyterian Seminary's *Pathways to Learning and Leadership* program, specifically designed to prepare those interested in becoming CPs. Information on the *Pathways to Learning and Leadership* program may be found at [www.upsem.edu/pathways](http://www.upsem.edu/pathways). Other approved programs may also be considered.

Those interested in becoming CPs are encouraged to engage in the following steps:

1. Arrange a meeting with the CPC, a subcommittee of the Committee on Ministry (COM) to discuss their interest in serving as a CP and to review the requirements and expectations of the Presbytery of the James (POJ).
2. Take Introductory and Phase One courses through *Pathways to Learning and Leadership* program (or another approved program) (Appendix A).
3. **Before Year Two:**
  - a. Work with the CPC to select a mentor, who must be a minister of the Word and Sacrament in the POJ.
  - b. Complete Application Form (Appendix B), which includes session endorsement (Appendix C) and at least three references.
  - c. Work with the CPC to undertake a psychological evaluation to determine fitness for ministry as a CP (must be completed before the end of Phase Two course work) (Appendix D).

- d. Have an interview with the CPC to approve advancing to Phase Two courses.
4. Take Phase Two courses through Union Presbyterian Seminary (or another approved program).
5. Complete the “Maintaining Boundaries in a Digital Age” or a similar course addressing the issue of sexual harassment or abuse. The COM’s Administration & Pastoral Care Subcommittee will have suggestions.
6. **Readiness for Accepting a Commission:**
  - a. Prepare a Statement of Faith (one page) and answer two ordination vow questions.
  - b. Be examined by the CPC to determine readiness for accepting a commission. The examination shall include the preaching of a sermon for the COM. Guests of the CP candidate are welcome to be present.
  - c. Be added to the Pulpit Supply List and become available for potential match with a congregation(s) or ministry.
  - d. Upon recommendation of the CPC, have Commissioned Pastor Covenant Agreement (Appendix K) approved by the COM’s Transitional Relations Subcommittee.
  - e. Be commissioned to pastoral service by the POJ with scope of specific duties included in the Covenant Agreement.
7. **Following Commissioning:**
  - a. Engage in continuing education opportunities annually, as required by the POJ.
  - b. Have an annual review by the session of the church you are serving and by your mentor or have an annual review by the supervisor of the ministry you are serving and forward a copy to the CPC.
  - c. Submit renewal of Commissioned Pastor Covenant Agreement or ministry contract (if not serving in a congregation) each year to the COM (commissions may be granted for three years and may be renewed; Covenant Agreements must be renewed annually).

## Appendix A

### **“Pathways to Learning and Leadership” Commissioned Pastor and Church Member Education at Union Presbyterian Seminary**

**What is it?** *Pathways to Learning and Leadership* is a program of online courses offered for church members who want to increase their knowledge and discipleship. Each course is five weeks long.

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

**Practical Ministry courses** (Phase II) for church members and those preparing to be CPs are taught online, with some practical exercises carried out in cooperation with the local presbytery.

**Electives** for church members and for CPs who want continuing education are taught entirely online. Church members may receive a certificate of completion after successfully completing six courses; the CP course requirements are directed by the presbytery.

**How much time will it take?** Participants will need about six (6) hours per week per course, including two hours at a specific time online, to complete the work.

**Who is it for?** People interested in learning more about the church and interacting with seminary professors and top leaders. Pathways can be a way to supplement the adult education offered in your congregation. People preparing to be CPs will join interested church members in learning together. Courses will be taught from a Reformed (Presbyterian) perspective but are open to all.

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

**How much does it cost?** The cost per five-week course in 2021 is \$125. A \$25 late fee will be added if registration is received less than two weeks before the course begins. In addition, there will usually be one book to purchase per course.

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

**Will I earn college credit for the courses?** No. These courses do not earn academic credit. At the end of the two years, you will meet the educational requirements of your denomination toward becoming a CP (or your denomination’s equivalent).

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

**What kind of computer do I need?** You will need a desktop or laptop computer, or a tablet or smart phone in order to participate. You must have a microphone and a webcam, either built-in or external/USB.

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**How do I register?** Go to [www.upsem.edu/pathways](http://www.upsem.edu/pathways) to register online or contact Tinsley Jones at [tinsley.jones@upsem.edu](mailto:tinsley.jones@upsem.edu) with any questions.

**Two Programs of Study for CP education:** In order to meet the educational requirements of the POJ or other mid-council, students must take all four courses in Phase I and all five courses in Phase II, a total of nine courses.

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

Others interested in education for discipleship are welcome in any/all of the courses offered.

### **Phase I and Phase II Course Descriptions**

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

In 2021, the tuition for each five-week course is \$125 or \$500 for Phase I, and students will purchase (or borrow from a library) one or two books for each course. Instructors will report whether or not each student did the required work but will not assign a grade or write an assessment. Presbyteries or other mid-councils may do some sort of assessment if they wish, to make sure the student gained the knowledge and content desired.

For the CP program, it is required that a mentor be assigned by the POJ or mid-council, who may wish to take the courses along with the CP student. This will help the POJ to assess student's work and their fitness for CP work. Mentors may also monitor the peer interaction assignments, perhaps on a rotating basis, for each week of the course.

All courses include practical reflection and application (case studies, projects, etc.) in relation to academic content. The four courses in Phase I are:

1. Biblical Interpretation, with some Bible content, but primarily focused on how to interpret the Bible

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2. Reformed Theology and Church History
3. Christian Life – worship, spiritual practices, ethics
4. The Mission of the Church in the World – evangelism, mission

After taking these courses, the POJ's CPC consults with the CP students to see if they are interested in continuing the process toward becoming a CP. They would then take the next five courses. Because the courses in Phase I are foundational, they must be taken before Phase II courses.

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

### **Phase II – A Deeper Look (year 2)**

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

In 2021, the tuition for each class is \$125 (which includes two lunches and refreshments), or a total of \$625 for Phase II-a. Instructors will affirm that a student completed all assignments and was present for online and in-class learning. The CPC takes care of assessing the readiness of the student to move on to being commissioned as a CP.

Classes in Phase II-a are:

1. Preaching the Bible
2. Teaching the Bible
3. Pastoral Care – Care of persons
4. Polity and Administration – Care of Systems: leadership, polity, stewardship, redevelopment
5. Worship and Sacraments

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

### **Self-Directed – Bible Surveys**

Pre-recorded lectures, self-paced courses:

1. New Testament Bible Survey
2. Old Testament Bible Survey

Go to [www.upsem.edu/pathways](http://www.upsem.edu/pathways) to read about the program and/or to register.

## Appendix B

### Presbytery of the James Application Form for Commissioned Pastor Candidates

Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Telephone: Home \_\_\_\_\_ Cell \_\_\_\_\_

Email: \_\_\_\_\_

Church Membership: \_\_\_\_\_

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

**1. Describe your activities in the life and mission of the Church**

(List churches to which you have belonged; dates of active membership; church activities you participated in; positions of responsibility you have held, etc.)

**2. Describe your service and experience as an ordained ruling elder**

**3. Describe your community activities**

(List organizations to which you have belonged; dates of active membership; activities you participated in; positions of responsibility you have held, etc.)

**Employment:**

(List all significant jobs you have held; dates of active employment; job or duty, and specifically, positions of responsibility you have held, etc.)

**Educational Background:**

School/Location/Year Graduated/Diploma/Degree: *(start with High School)*

**References:**

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

1.

2.

3.

I hereby authorize those inquiring into my suitability to contact my references:

\_\_\_\_\_ (signature)

**Statement:**

**“Why I would like to be involved in the Commissioned Pastor Program?”**

In your statement, please describe which phases of service as a Commissioned Pastor 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.

## Appendix C

### Session Endorsement

**NOTE:** *You should take this completed form, together with your “Statement” (previous page) to the moderator of your session. The minister and session will talk with you about your interest in the Commissioned Pastor program. The clerk of session will then forward your application form and statement to the Presbytery’s Commissioned Pastor Committee, c/o Presbytery of the James, 3218 Chamberlayne Avenue, Richmond, VA 23227 OR scan and send to [office@presbyteryofthejames.org](mailto:office@presbyteryofthejames.org).*

### Recommendation of the Session

As the session considers recommending a person to be enrolled in the Commissioned Pastor program, the following are among the criteria that should be considered:

- Is the person a committed Christian?  Yes  No

Comments: \_\_\_\_\_

- Is the person an active and effective member of your congregation?  Yes  No

Comments: \_\_\_\_\_

- Does the person relate helpfully and positively to others?  Yes  No

Comments: \_\_\_\_\_

- Is the person loyal to and enthusiastic about the Presbyterian Church (U.S.A.)?  
 Yes  No

Comments: \_\_\_\_\_

- Does the person have strong leadership qualities?  Yes  No

Comments: \_\_\_\_\_

- Does the person have good communication skills? \_\_\_ Yes \_\_\_ No

Comments: \_\_\_\_\_

Also, in considering your recommendation, are the session and the congregation willing to affirm and support this person in ministry? \_\_\_ Yes \_\_\_ No

Comments: \_\_\_\_\_

**RECOMMENDATION**

The Session of \_\_\_\_\_ (Church)  
in \_\_\_\_\_, Virginia has met with  
\_\_\_\_\_, who is a ruling elder in this congregation  
and, after due deliberation, recommends this person for the Commissioned Pastor program and  
pledges its affirmation and support as this person embarks upon and continues in this ministry.

Signed: \_\_\_\_\_  
Clerk of Session Date

## Appendix D

### Psychological Evaluation of Commissioned Pastor Candidates

As part of the evaluation of candidates who are seeking to become Commissioned Pastors, the Presbytery of the James requires a basic psychological evaluation to be done before completion of the Phase Two course work. This evaluation must take place before the candidate can be considered for commissioning as a Commissioned Pastor.

#### Approved Providers

The following providers have agreed to perform a basic evaluation and submit a confidential report to the stated clerk of the POJ for a fee.

Virginia Institute of Pastoral Care  
2000 Bremo Road, Suite 105  
Richmond, VA 23226  
804-282-8332

- Complete cost is \$450 in 2021; the person's home church covers \$150, the POJ covers \$150, and the CP candidate covers \$150.
- Should this fee cause a hardship for the CP candidate or the home church, please contact Fred Holbrook, interim general presbyter & stated clerk ([fred@presbyteryofthejames.org](mailto:fred@presbyteryofthejames.org))

Center for Pastoral Counseling of Virginia  
Lewinsville Presbyterian Church  
1716 Chain Bridge Road  
McLean, VA 22101  
703-903-9696 ext. 290  
Email: [info@pastoralcounseling.com](mailto:info@pastoralcounseling.com)

- \* The following CPC counselors provide clergy assessments:

Carey Gauzens, LCSW, CP  
Erin Swenson-Reinhold  
Randall Prior, DMIN, AAPC FELLOW

- \* Fee: \$1,500

Other providers may be used upon pre-approval of the CPC.

## Appendix E

### Readiness to Be Examined for Commissioning

Once a CP candidate has completed the required course work, there are a series of steps required to be recognized as a ruling elder ready to be commissioned to particular pastoral service as defined in the *Book of Order* G-2.1002.

These steps include:

1. Completing a one-page **Statement of Faith** using “Guidelines for a Statement of Faith in the Presbytery of the James” (Appendix F)
2. Completing a one-page paper with answers to the constitutional **Ordination Questions** asked of all teaching and ruling elders in the Presbyterian Church (U.S.A.) (see instructions below).

#### Ordination Questions

Please select two of the eight following constitutional questions and write a half-page response to each question (total = one page). Use the question’s bullet points as a guide to your answer. It is not necessary to answer each bullet point.

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

4. *Will you fulfill your ministry in obedience to Jesus Christ, under the authority of Scripture, and be continually guided by our confessions?*
  - What does it mean to you to be obedient to Jesus Christ?
  - What does it mean to you to be under the authority of Scripture?
  - What does it mean to you to be guided by our confessions?
  
5. *Will you be governed by our church's polity, and will you abide by its discipline? Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit?*
  - What does it mean to you "to be guided by our church's polity"?
  - What does it mean to you "to abide by our church's discipline"?
  - What does it mean to you "to be a friend among your colleagues in ministry"?
  
6. *Will you in our own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world?*
  - What is the hardest part of keeping this vow for you?
  
7. *Do you promise to further the peace, unity, and purity of the church?*
  - What is your role as a commissioned pastor to further the peace, unity, and purity of the church? Is that role different from that of any other member of the church?
  - What do you do when these three (peace, unity, and purity) are in tension?
  
8. *Will you pray for and seek to serve the people with energy, intelligence, imagination, and love?*
  - What does it mean to you to "serve the people"?
  - How might we expect to see "energy, intelligence, imagination, and love" in your ministry as a commissioned pastor?

Since all Commissioned Pastors answer this specific question, on a separate sheet, please share a paragraph or two about what it means to you to answer this question in the affirmative: *Will you be a faithful ruling elder in this commission, serving the people by proclaiming the good news, teaching faith and caring for the people, and in your ministry will you try to show the love and justice of Jesus Christ?*

## Appendix F

### Guidelines for a Statement of Faith in the Presbytery of the James

A Statement of Faith in the Presbytery of the James:

1. Shall be *a personal statement* of how you understand and appropriate the faith of the church, especially the church within the Reformed Tradition. The statement is not meant to be a theological encyclopedia, a recitation of doctrinal statements, or an individualistic impression of belief, but a statement of *your personal understanding of the Christian Faith in the Reformed Tradition and how this affects you*,
2. Is written in a way that is *neither excessively technical or overly colloquial* but seeks to speak to an audience of teaching elders and informed ruling elders.
3. Will *engage the following topics*, showing an understanding and appreciation of the topic in Christian belief and implications for the church's life:
  - a. God – Trinity
  - b. Jesus Christ
  - c. Holy Spirit
  - d. human nature and sin
  - e. grace
  - f. the Sacraments
  - g. the doctrine of the church
  - h. Scripture
  - i. the mission of the church

Other topics may be included as space allows.

4. Must express a theological view compatible with the confessional statements of the Church expressed within the *Book of Confessions*.
5. Is *one page in length* (no less than 11 pt. font and one-inch margins). Given these constraints, succinctness and brevity are valued.
6. Must be *submitted electronically* as a Word document.
7. Shall *exclude excessive formatting and artwork*, although artwork may be submitted as a supporting document.
8. Will *exclude footnotes, supplementary comments, external references, quotations, citations*, and the like and be limited to the person's own words in their own style.

Updated: April 2020

## Appendix G

### Service of Commissioning for Commissioned Pastor

POJ Moderator: We, who are many, are one body in Christ, and individually we are members one of another. We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness.

The Presbytery of the James is satisfied that [*name of CP candidate*] has received preparation and instruction for pastoral service as determined by this presbytery. In accordance with the Constitution of the Presbyterian Church (USA), we now commission [*name of candidate*] to pastoral service.

[*name of candidate*], do you trust in Jesus Christ your Savior, acknowledge him Lord of all and head of the Church, and through him believe in one God, Father, Son, and Holy Spirit? Do you?

Candidate: I do.

Moderator: Do you accept the Scriptures of the Old and New Testaments to be, by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the Church universal, and God's Word to you? Do you?

Candidate: I do.

Moderator: Do you sincerely receive and adopt the essential tenets of the Reformed faith as expressed in the confessions of our church as authentic and reliable expositions of what Scripture leads us to believe and do, and will you be instructed and led by those confessions as you lead the people of God? Do you and will you?

Candidate: I do and I will.

Moderator: Will you fulfill your commission in obedience to Jesus Christ, under the authority of Scripture, and be continually guided by our confessions? Will you?

Candidate: I will.

Moderator: Will you be governed by our church's polity, and will you abide by its discipline? Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit? Will you?

Candidate: I will.

Moderator: Will you in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world? Will you?

Candidate: I will.

Moderator: Do you promise to further the peace, unity, and purity of the church? Do you?

Candidate: I do.

Moderator: Will you pray for and seek to serve the people with energy, intelligence, imagination, and love? Will you?

Candidate: I will.

Moderator: Will you be a faithful ruling elder in this commission, serving the people by proclaiming good news, teaching faith, and caring for the people, and in your ministry will you try to show the love and justice of Jesus Christ? Will you?

Candidate: I will with God's help.

Moderator: Let us pray. God of grace, in baptism you have called us to a common ministry as ambassadors of Christ, trusting us with the message of reconciliation. Give us courage and discipline to follow where your servants rightly lead us, that together we may declare your wonderful deeds and show your love to the world. We ask your special blessing this day for *[name of candidate]* that his/her/their gifts for ministry and his/her/their call to serve may be blessed by your presence and bathed in your love, through Jesus Christ the Lord of all. Amen.

*[name of candidate]*, on behalf of the Presbytery of the James, I welcome you to this ministry. Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God through him. Thanks be to God! Congratulations!

## Appendix H

### Commissioned Pastor's Annual Report

Name: \_\_\_\_\_

Home Church: \_\_\_\_\_

Church of your *Commissioning*: \_\_\_\_\_ OR

Ministry of your *Commissioning*: \_\_\_\_\_

Dates: (from \_\_\_\_\_ to \_\_\_\_\_)

Do you wish to continue to serve this congregation / ministry? \_\_\_ Yes \_\_\_ No

\_\_\_ I would like someone from the Commissioned Pastor Committee to meet with me and the session to discuss changes in terms of the Commissioned Pastor Covenant Agreement.

Briefly answer the questions listed below.

1. What are your major responsibilities in this congregation?

2. What are the key ministry strengths you bring to this commission?

3. What are the key accomplishments of this pastoral relationship?

4. What have been some of the challenges in this pastoral relationship?

5. In what areas of ministry could you use additional training and support?

**Printed Name of Commissioned Pastor:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_



4. What are measurable goals for the coming year that you have developed with the Commissioned Pastor?

Mentor / Supervisor Printed Name: \_\_\_\_\_

Mentor / Supervisor Signature: \_\_\_\_\_

Date: \_\_\_\_\_



**Appendix K**

**Commissioned Pastor Covenant Agreement**

Between

\_\_\_\_\_

and the Session of

\_\_\_\_\_

**I. Type of Relationship:** The Commissioned Pastor (formerly Commissioned Ruling Elder) may enter into a Covenant Agreement for 12-months, renewable. The Presbytery minimum compensation standards are not required but can be used as a guideline. The Agreement may be renewed annually upon review by the Commissioned Pastor Committee and the Transitional Relations Committee of the Committee on Ministry. Following three years of service, the commission to the particular church or ministry may be renewed but may not exceed three years without renewal.

**II. Length of Relationship**

The CRE relationship  
begins \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_ and  
ends \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_.

We also agree that either the Session or the Commissioned Pastor may terminate this relationship upon thirty days' notice to all concerned.

**III. Compensation**

The salary of a Commissioned Pastor is to be prorated by the number of hours worked (i.e., 10 hours is 25%; 20 hours is 50%, etc.). Health and pension benefits may be paid by the church if mutually agreeable (minimum 20-hour work week is required in order to pay health and pension benefits). The salary is agreed to by the Session and the Commissioned Pastor.

Number of hours to be worked per week \_\_\_\_\_.

During the time period above the Session of the church agrees to pay the following sums:

- Salary (monthly)                    \$\_\_\_\_\_ per month
- Housing (monthly)                \$\_\_\_\_\_ per month
- Social Security Allowance        \$\_\_\_\_\_ per month (7.65% of the above)

Travel (monthly)                    \$ \_\_\_\_\_ per month  
Reimbursement                    \$ \_\_\_\_\_ per month  
Medical/Pension Dues            \$ \_\_\_\_\_ per month  
Other                                    \$ \_\_\_\_\_ per month  
Vacation: \_\_\_\_\_ weeks    Continuing Education: \_\_\_\_\_ weeks

Vacation leave shall accrue at the rate of one week per three months of work.  
Continuing Education leave shall accrue at the rate of one week per six months of work.

**2. Commissioned Pastor’s Hours and Responsibilities:**

During the above time period, the Commissioned Pastor and the Session has agreed to the following priorities concerning responsibilities:

	<b>Priorities</b> (Rank 1-4)
A. Worship preparation and leadership	# _____
B. Pastoral care and visitation (mark all that apply)	# _____
_____ Hospital visitation	
_____ Visitation of the homebound with communion	
_____ Visitation of prospective members	
_____ General visitation of church members	
_____ Other:	
C. Administration (mark all that apply)	# _____
_____ Session meetings	
_____ Meetings of Session committees	
_____ Congregational meetings	
_____ Other:	
D. Additional pastoral duties (mark all that apply)	# _____
_____ Church School	
_____ Vacation Bible School	
_____ Confirmation classes	
_____ Officer training	
_____ Other:	

**Session Responsibilities and support of the Commissioned Pastor**

- A. Prayer: Session members agree to remember the Commissioned Pastor in prayer regularly and to encourage the congregation to do likewise.
- B. Worship: Session members agree to provide for pulpit supply in the Commissioned Pastor’s absence.
- C. Visitation: Session members will supply names and information concerning visits to be made and will agree to accompany the Commissioned Pastor, if asked, in making visits to members and prospective members; members will assist in time of crisis.

**Agreements and Signatures**

This Commissioned Pastor Covenant Agreement is made by the following parties on

\_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_.  
(month) (day) (year)

Commissioned Pastor (signature) \_\_\_\_\_

Clerk of Session (signature) \_\_\_\_\_

Commissioned Pastor Committee approved: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
(month) (day) (year)

March 11, 2021

## Appendix L

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

#### I. THE PRINCIPLES FOR COMPENSATION FOR MINISTERS 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).

<b>Subtotal</b>	<b><u>\$46,600</u></b>
-----------------	------------------------

B. Benefits

- |   |                        |
|---|------------------------|
| 1. Dues:  |                        |
| Pension (12%) + Major Medical (25%) = 37% of Subtotal             | <b><u>\$17,242</u></b> |
| 2. Fifty percent of Self-Employment Tax (SECA), 7.65% of Subtotal | <b><u>\$3,565</u></b>  |
| 3. Vacation, four weeks   |                        |
| 4. Study Leave, two weeks   |                        |

<b>Total Compensation and Benefits</b>	<b><u>\$67,407</u></b>
--	------------------------

C. Professional Reimbursements

- |   |                       |
|---|-----------------------|
| 1. Auto/travel Expenses (at IRS rate)     |                       |
| 2. Continuing Education and Book Expenses | <b><u>\$1,000</u></b> |

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)	\$ _____
<b>Subtotal (2021 Minimum: <u>\$46,600</u>)</b>	<b>\$ _____</b>

B. Benefits

1. Pension and Major Medical Dues, <b>37%</b> 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) _____	
<b>Total Compensation and Benefits</b>	<b>\$ _____</b>

C. Professional Reimbursements

1. Auto/travel Expenses (at IRS rate)	\$ _____
2. Continuing Education and Book Expenses (\$1,000 minimum)	\$ _____
<b>Total</b>	<b>\$ _____</b>

## Proposal One

### **Constitute the Committee on Ministry as a Commission on Ministry of the Presbytery of the James** [approved by COM on May 13, 2021]

#### **Proposal**

The Committee on Ministry presents to the Presbytery the recommendation that the Presbytery change the status of the Committee on Ministry to a Commission on Ministry. According to the *Book of Order 2019/2023* G-3.0109, there is a difference in the responsibilities and powers granted to each.

*A committee shall study and recommend action or carry out decisions already made by a council. It shall make a full report to the council that created it, and its recommendations shall require action by that body.*

*A commission is empowered to consider and conclude matters referred to it by a council. The designated council shall state specifically the scope of the commission's powers and any restrictions of those powers.*

Currently the Presbytery of the James has designated the Committee on Ministry (COM) as a committee of the Presbytery. Therefore, all actions recommended by the COM must be approved by the full Presbytery at its next stated meeting. If the COM were to be constituted as a Commission on Ministry, then it would be empowered to consider and decide upon actions within the scope designated by the Presbytery without needing to bring such actions to the Presbytery for approval. In effect, the Commission would act as the empowered agent of the Presbytery in those matters to which the Presbytery grants it powers. As is the case with all administrative commissions (G-3.0309b), "a council may rescind or amend an action of its administrative commission in the same way actions of the council are modified."

#### **Proposed Powers to be Granted to the Commission on Ministry**

The COM proposes that the following powers, enumerated in the *Book of Order* G-3.0109b as permissible powers to be granted to an administrative commission, be granted to this new Commission on Ministry:

- a. examining and receiving into membership ministers of the Word and Sacrament seeking admission into the presbytery, including approval of terms of call and commissions for ordination and installation, and approving temporary pastoral relations.
- b. granting a change of status for ministers of the Word and Sacrament to the status of honorably retired or member at large, and to validate ministries outside of a congregation.

- c. to examine candidates for ordination, which is Step One. Once the Commission grants approval, planning for the ordination or installation service may begin. The service, however, would not be permitted until after the approved candidate is presented to the Presbytery at its next stated meeting or at a called meeting. At this meeting, the candidate will be presented for Presbytery's approval of Step Two without examination on the floor. (See "Ordination Examination in the POJ Next Steps")

These would be the sole designated powers that the Commission could exercise without bringing such actions to the full Presbytery for approval. Any other actions of the Commission would still require full Presbytery approval as is the case currently with the COM.

### **Rationale for the Proposal**

One major reason for this proposal is to bring greater efficiency and timeliness to Presbytery meetings. It is notable that, when Presbytery meetings extend after a lunch break into the afternoon, attendance begins to dwindle. It would be desirable to keep Presbytery meetings, as much as we can, to half-day meetings.

This proposal would remove from the Presbytery agenda many COM actions that are routinely brought to the Presbytery for approval as items on the Consent Agenda. These are actions that seldom call forth any concern from the full Presbytery when they are recommended.

A time-consuming portion of the Presbytery agenda is the examination and approval of candidates for ordination, particularly when there is more than one candidate. The COM has received numerous complaints from both minister members and ruling elders about the time-consuming nature of this process and its sometimes tedious and unattractive spirit. The process that has been in place for decades appears to distrust a candidate's numerous examinations including their home church session, their Presbytery's Committee on Preparation for Ministry, their seminary, our denomination's grading of their ordination exams, and our Presbytery's Examinations Committee. The COM is responding to this feedback.

We recognize that many members of the Presbytery appreciate the opportunity given to them to come to know candidates more personally and to hear the candidate's sermon. For this reason, we are proposing the approval of a two-stage process for handling the examination. This two-stage process allows the Presbytery its traditional right to provide final approval for the ordination of ministers.

This proposal that the COM be empowered as a Commission is consistent with a majority of the 172 Presbyteries in the Presbyterian Church (U.S.A.).

The Presbytery of the James is a large Presbytery with 98 member congregations. It covers a fairly large portion of the state of Virginia. Commissioners to Presbytery meetings often travel substantial distances to attend. We feel it is appropriate, therefore, that we make Presbytery meetings as efficient as possible, allowing the Presbytery to focus its attention and energies on

issues needing more thorough corporate attention. In the opinion of the COM, it is appropriate for the Presbytery to trust the process that has brought a candidate to the floor of a Presbytery meeting and to trust the numerous examinations each candidate has experienced. Therefore, we believe the rationale for granting the COM to become the Commission on Ministry has great merit and will better serve the candidates, the Presbytery and its congregations and ministries, and the Presbyterian Church (U.S.A.).

### Proposal Two

#### **Ordination Examinations Next Steps in the POJ**

[approved by COM on May 13, 2021]

#### **Examination Committee Philosophy**

There is no work more sacred than walking with people on their faith journey. We recognize that we have been gifted with a sacred treasure as we accompany those whom God has called to ministry. We are reminded of how Jesus walked with those he called. In the gospels, we see Jesus both gently and firmly guide his disciples, training and teaching them along their journey together. His presence with them was loving and kind, as well as challenging.

We take seriously our role as members of the Examinations Committee and draw our inspiration from Jesus' example. We see Jesus asking questions that are meant to help his followers both gain and deepen understanding. Therefore, we spend significant time asking questions that are both personal and theological. The experience of the disciples with their guide was one in which trust and support deepened and one in which they thrived and grew.

As members of the Examinations Committee, we believe that we are called to emulate Jesus' example, to act as guides and companions to those who come before us, to listen and to question, and to invite them to grow in their understanding.

In I Corinthians 4:1-2, Paul writes: "Think of us in this way – as stewards of Christ and servants of God's mysteries. Moreover, it is required of stewards to be found trustworthy." As we bear witness to God's mysteries every time we gather with those whom God has called, we strive to be trustworthy stewards of the holy process of examination.

#### **Proposed Next Steps in the Examination Process**

We are in favor of the Committee on Ministry becoming the Commission on Ministry, particularly in its being empowered by the POJ to act on its behalf in examining candidates for the ministry of the Word and Sacrament. And we are proposing a modified continuation of the POJ's two-step examination process.

**Step One:** The first step would be for candidates for ordination to be examined by the Examinations Committee for suitability, theology, and views. The Examinations Committee would then make its recommendation to the Commission on Ministry. Upon approval by the Commission, the candidate is received and their ordination and installation planning can

begin. The ordination service must be scheduled to occur *after* the presbytery meeting when they are presented.

**Step Two:** The final step of the examination process occurs at the presbytery meeting where the candidate is presented and required to share with the POJ the following:

1. Their personal faith journey ... “Describe some of the highlights of the faith journey that has brought you to the point where you are standing before this presbytery today.”
2. Their choice of one of the following (15-20 minutes total):
  - preaching a sermon;
  - teaching a lesson;
  - providing an exposition of some aspect of the ministry to which they are called (for example, a candidate called to chaplaincy may expound upon how they, as a Presbyterian chaplain, share their faith and witness in a multi-faith, multicultural, or even non-faith context).

While no questions will be taken from the floor of the presbytery, the POJ will be asked to vote on the motion that this final step of the candidate’s ordination examination be sustained.

Our denomination is one that affirms that theology and views matter. We ask that the body of the presbytery trust that the candidates have been thoroughly tested and examined on and for those views multiple times along the path to ordination, including in the first step of this final ordination examination process.

In the second step of the examination (before the presbytery), we believe that the primary tone should be one of affirmation of the candidate’s gifts for ministry and celebration of the candidate achieving this significant milestone in their faith journey.

### **Our Prayer**

*God of all who journey, you are holy presence and wholly present.*

*There is not one step we take that you are not beside us, you hem us in, behind and before, and your hand is forever and always upon us.*

*Lay your hand upon us as we serve you as companions and guides and teachers to inquirers, candidates, and ministers of your Word.*

*Give us patience and humility to listen and tender courage to question as we walk alongside those within our care.*

*Help us to be faithful in our work and persistent in our prayer as we do our work, guiding those you have called to serve your church.*

*Remind us always of the mystery that surrounds your call so that we might do our work with reverence and awe.*

*For those who are seeking and for those who are following your call, we ask your blessing upon them.*

*In your mercy and by your grace, make us servants of Christ and stewards of God’s mysteries. Amen.*

## 2022 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 2019-2023 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

**2022 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 2022 is **\$48,000**, a **3% increase** compared with 2021.

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>Subtotal</b>	<b>\$48,000</b>
-----------------	-----------------

B. Benefits

1. Dues:
 

Pension (12%) + Major Medical (25%) = 37% of Subtotal	<b>\$17,760</b>
---	-----------------
2. Fifty percent of Self-Employment Tax (SECA), 7.65% of Subtotal **\$3,672**
3. Vacation, four weeks
4. Study Leave, two weeks

<b>Total Compensation and Benefits</b>	<b>\$69,432</b>
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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/>

**2022 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)	\$ _____
<b>Subtotal</b> (2022 Minimum: \$48,000)	<b>\$ _____</b>

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) _____	
<b>Total Compensation and Benefits</b>	<b>\$ _____</b>

C. Professional Reimbursements

1. Auto/travel Expenses (at IRS rate)	\$ _____
2. Continuing Education and Book Expenses (\$1,000 minimum)	\$ _____
<b>Total</b>	<b>\$ _____</b>

Terms of Call for Teaching Elders and Certified Educators in 2021												
First Name	Last Name	Church	Position	Cash Salary	Housing	Sub-total	SS	BOP	Auto	Study Books	Other	Total
Liz	Adam	Tabor	P									
Aram	Bae	Charlottesville First	AP	25,000	41,515	66,515	Y	Y		1,000	3,035	70,550
Walter	Canter	Blue Ridge	P	20,600	26,000	46,600	Y	Y	2,500	2,000		51,100
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									
Gary	Charles	Cove	P	52,436	35,000	87,436	Y	Y	3,200	500	6,600	97,736
Lynne	Clements	Westminster C'ville	AP	45,650	18,000	63,650	Y	Y	750	1,500	1,500	67,400
Mary Kay	Collins	Richmond First	AP	48,727	48,727	97,454	Y	Y	3,000	2,000		102,454
Todd	Davidson	Sandston	P	30,000	20,000	50,000	Y	Y	4,000	1,000		55,000
Patrick	Dennis	Tuckahoe	P	40,663	45,675	86,338	Y	Y	2,500	3,000	5,500	97,338
Caitlin	Deyerle	Southminster	P	53,045	16,800	69,845	Y	Y	1,500	2,000		73,345
James	Dunkin	Brandermill	P	82,777	31,200	113,977	Y	Y		7,000		120,977
Alexander	Evans	Richmond 2nd	P	68,125	40,110	108,235	Y	Y	IRS	5,500	4,972	118,707
Katherine	Fiedler	Richmond 2nd	AP	37,000	28,000	65,000	Y	Y	Yes	3,500		68,500
Allen	Fisher	Fredericksburg	P	84,094	40,568	124,662	Y	Y	4,450	2,500	3,500	135,112
Barbara	Flynt	Brandermill	CE	55,000		55,000		Y		1,000		56,000
David	Forney	Charlottesville 1st	P	87,407	46,000	133,407	Y	Y		5,000	5,984	144,391
Scott	Fouts	Hartwood	P	40,526	32,844	73,370	Y	Y	2,000	1,000	1,632	78,002
David	Frost	Swift Creek	P	32,354	31,800	64,154	Y	Y	2,000	1,000	500	67,654
Sandra	Goehring	Louisa	P	36,000	16,400	52,400	Y	Y	2,000	1,500		55,900
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	7,515	107,200
Kenneth	Henry	Westminster C'ville	P	50,475	45,000	95,475	Y	Y	2,000	2,500	1,500	101,475
Dan	Hrach	Summit	P	59,065	50,000	109,065	Y	Y	3,000	1,200		113,265
Janet	James	Gayton Kirk	P	36,960	24,780	61,740	Y	Y		5,000		66,740
Mark	Jernigan	Overbrook	P	30,000	30,000	60,000	Y	Y	IRS	3,500		63,500
Robert	Johnson	New Hanover	P	43,600	41,420	85,020	Y	Y	IRS	1,000	500	86,520
Carla	Keyes	Ginter Park	P	53,300	26,000	79,300	Y	Y	4,500			83,800
Hyung Joo	Kim	Lord Jesus Korean	P	49,200	21,240	70,440	Y	Y	7,800	3,257	1,500	82,997
James	King	Salisbury	P	74,313	36,000	110,313	Y	Y	8,000			118,313
Sandra	Libhart	South Hill	P	28,600	18,000	46,600	Y	Y	2,000	1,000		49,600
Seth	Lovell	Olivet	AP	50,332	30,000	80,332	Y	Y	4,000	2,500		86,832
Gordon	Mapes	Chester	P	46,224	44,937	91,161	Y	Y	3,200	1,200	1,500	97,061
Matthew	Messenger	Mechanicsville	P	12,000	36,000	48,000	Y	Y	1,200	1,500		50,700
Joel	Morgan	Westminster Richmond	P	52,310	27,000	79,310	Y	Y	2,000	4,000	1,176	86,486
James	Moseley	Campbell	P	29,000	36,000	65,000	Y	Y	3,000	3,875		71,875
Johan	O'Connell	Byrd	P	38,727	22,400	61,127	Y	Y	5,400	1,500	3,600	71,627
Dorothy	Piatt	Westminster C'ville	AP	24,100	25,000	49,100	Y	Y	750	1,500	5,256	56,606
Amy Starr	Redwine	Richmond First	P	91,350	58,870	150,220	Y	Y	3,000	3,000		156,220
Raymond	Roberts	River Road	P	107,161		107,161	Y	Y	5,000	1,000	891	114,052

Terms of Call for Teaching Elders and Certified Educators in 2021												
First Name	Last Name	Church	Position	Cash Salary	Housing	Sub-total	SS	BOP	Auto	Study Books	Other	Total
Sarah	Schutte	Milford	P	26,193	26,000	52,193	Y	Y	IRS	1,200		53,393
Stephen	Starzer	Fairfield	P	52,965	37,206	90,171	Y	Y	5,568	2,448	3,194	101,381
Joseph	Taber	Culpeper	P	37,000	24,000	61,000	Y	Y	1,500	2,000		64,500
Brittany	Tamminga	Fredericksburg	AP	30,905	27,067	57,972	Y	Y	3,000	1,000	2,000	63,972
Nathan	Taylor	Salisbury	AP	26,000	26,000	52,000	Y	Y	3,000			55,000
Rebekah	Tucker-Motley	Orange	P	25,600	21,000	46,600	Y	Y	1,000	3,000		50,600
Christopher	Tweel	Three Chopt	P	32,000	30,000	62,000	Y	Y	1,500	3,500		67,000
Darren	Utlely	Fairfield	AP	33,006	23,055	56,061	Y	Y	4,020	2,376	2,987	65,444
Connie	Weaver	Hebron	P	35,560	18,000	53,560	Y	Y	2,000	3,000		58,560
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	891	63,209
Evan	Wildhack	Bethlehem	P	38,593	16,400	54,993	Y	Y	600	1,250	600	57,443

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.

## Ministers and Ruling Elders Serving in Temporary Pastoral Relations 2021 May

**Abbreviations:**

- CP1           Covenant Pastor I (maximum 6 month term; presbytery minimum compensation rules do not apply)
- CP2           Covenant Pastor II (maximum 12 month term, presbytery minimums apply)
- CRE           Ruling Elder commissioned for pastoral service, Commissioned Pastor
- Int            Interim Pastor
- PA            Parish Associate
  
- SocSec       Social Security allowance (usually one-half of the self-employment tax obligation)
- ConEd        Continuing Education, Study Leave
- /wk          per week
- /mo          per month

Name	Cove- nant	Church	Dates	Hours /wk	Salary /mo	Housing /mo	SocSec /mo	Medical, Pension /mo	Travel & Expenses /mo	Other	ConEd	Vacation
Connette, Albert	CP1	Providence, Powhatan	3/1/2021 - 8/31/2021	16		\$1,700	\$130		Yes			2 wks
Denton, Donald	CP1	Rennie Memorial	1/1/2021 - 6/30/2021	10	\$1,500							2 wks
Douglass, Eric	CP1	New Hanover	1/1/2021 - 6/30/2021	12	\$515						1 wk	2 wks
Eason, Jeffrey	CP1	Pryor Memorial	5/10/2021 - 11/9/2021	24	\$1,600						1 wk	2 wks
Goodloe, James	CP1	Pine Grove & Mattoax	5/1/2021 - 8/31/2021	13		\$1,425					5 wks	1 wk
Grotz, John	CP1	Kirk O'Cliff	3/15/2021 - 9/14/2021	20	\$1,854	\$913.50	\$213		\$100		\$100 for books	2 wks
Grussendorf, Mark	CP1	Salem	2/1/2021 - 7/31/2021	24	\$2,200					1 mo unpaid leave	1 wk	2 wks
Hale, Daniel	CP1	Rivermont	1/1/2021 - 6/30/2021	?	\$200 /Sunday; \$50 /sess mtg							

Name	Cove- nant	Church	Dates	Hours /wk	Salary /mo	Housing /mo	SocSec /mo	Medical, Pension /mo	Travel & Expenses /mo	Other	ConEd	Vacation
Payne, Ulysses	CP1	Westminster, Petersburg	12/28/2020 - 6/27/2021	20	\$450							
Page, Renita	CP1	Oak Grove	3/1/2021 - 8/31/2021	7		\$400						
Pi, Jaechul	CP1	Burkeville	3/1/2021 - 8/31/2021	40	\$200	\$1,525	\$147.26	\$207	\$200		1 wk	2 wks
Rhyné, Carson	CP1	South Plains	1/1/2021 - 6/30/2021	24	\$2,500 /yr (to UPSEM's Rhyné Polity Education Fund, plus extra 10% for fees)				Yes			3 Sun- days
Steed, Durwood	CP1	King's Chapel	4/1/2021 - 9/30/2021	20		\$1,672	\$128		\$200		1 wk	2 wks
Bullock, Sylvester	CP2	Village	11/1/2020 - 10/31/2021	20	\$800	\$1,300					2 wks	4 wks
Butler, Jeff	CP2	Woodlawn	1/1/2021 - 12/31/2021	35	\$1,300	\$2,097	\$251.94	\$1,436.83	\$100		2 wks	4 wks
Cherry, Ann	CP2	Laurel	7/1/20 - 6/30/2021	40	\$5,000			\$1,850	\$151	\$417	2 wks	4 wks
Clark, Shady	CP2	Eastminster	1/1/2020 - 12/31/2020	20	\$1,942						1 wk	4 wks
Coye, Thomas	CP2	Milden	11/1/2020 - 10/31/2021	10	\$970.83		\$74.27		Yes		2 wks	4 wks
Dennis, Sarah	CP2	Tuckahoe	1/1/2021 - 12/31/2021	40	\$3,976.58		\$304.25	\$477.16	\$208.33	\$166.67	2 wks	4 wks
English, Kerra	CP2	Ashland	9/1/2020 - 8/31/2021	25	\$1,143.75	\$2,075			up to \$1,000			
Forney, Elizabeth	CP2	Charlottesville First	9/1/2019 - 8/31/2020	13	\$2,000			up to 6% of salary	\$41.66		\$162.50 /mo & 2 wks	4 wks
Jackson, Katherine	CP2	Bott Memorial	1/1/2021 - 12/31/2021	26.5	\$1,513.08	\$1,114.58	\$201.02	\$1,140.02	Yes		2 wks	3 wks

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Name	Covenant	Church	Dates	Hours /wk	Salary /mo	Housing /mo	SocSec /mo	Medical, Pension /mo	Travel & Expenses /mo	Other	ConEd	Vacation
Jones, Michael	CP2	Aberdour & Emporia First	1/1/2021 - 12/31/2021	30/wk	\$1,403.01	\$2,000	\$260.33	\$1,356.27	Yes		2 wks	6 wks
Kennedy, Wilson	CP2	Richmond First	11/22/2020 - 11/21/2021	40 to 50	\$2,708.33	\$2,708.33	\$414.42	\$2,004	\$417		2 wks	4wks
Legro, Janet	CP2	Richmond First	9/1/2020 - 8/31/2021	20 to 25	\$2,083.33	\$2,083.33		\$500	\$208		2 wks	4 wks
Muraya, Humphrey	CP2	AFREIM	7/1/2019 - 6/30/2020	24	\$1,284	\$1,000	\$159	<i>BOP Evangelist Grant</i>	\$40		2 wks	4 wks
Murdock, Victoria	CP2	Tappahannock	1/1/2021 - 12/31/2021	40	\$2,291.66	\$2,000	\$328.31	\$568.76	\$250.00	\$75	2 wks	4 wks
Nave, Sarah	CP2	Covenant	9/1/2020 - 8/31/2021	30	\$2,051.74	\$1,227.50	\$254.70	\$1,317.90	\$200		\$103.67 /mo & 2 wks	4 wks
Philips, Charles	CP2	Rosewood	4/1/2020 - 3/31/2021	10 to 12	\$1,500				Yes			4 wks
Stanley, Karen	CP2	Brett-Reed Memorial	1/1/2021 - 12/31/2021	20	\$1,941.67		\$148.54	\$233			2 wks	4 wks
Turner, John	CP2	St. James	7/1/2020 - 6/30/2021	7.5		\$1,094			Yes			
Wallace, Archibald	CP2	Petersburg Second	12/1/2020 - 11/30/2021	<=15	\$1,666.66				Yes			
Witt, Karen	CP2	Providence, Gum Spring	1/1/2021 - 12/31/2021	32	\$2,025	\$2,025	\$405		Yes	3 mo sabbatical	2 wks	6 wks
Fox, Peggy	CRE	Woodville	11/21/2020 - 11/20/2021	15	\$250/wk							
McRaven, Charles	CRE	Waddell Memorial	1/1/2021 - 12/31/2021	20	\$2,718.33				\$125		2 wks	4 wks
Seay, William	CRE	Genito	10/9/2020 - 9/30/2021	20	\$1,979.17	\$350		\$237.50	Yes		\$41.67 /mo & 2 wks	4 wks

Name	Cove- nant	Church	Dates	Hours /wk	Salary /mo	Housing /mo	SocSec /mo	Medical, Pension /mo	Travel & Expenses /mo	Other	ConEd	Vacation
Parton, Jewell-Ann	Int	Rockfish	1/1/2021 - 12/31/2021	40	\$5,833.33	<i>Included in "salary"</i>	\$465.38		\$300		\$100/mo & 2 wks	4 wks
Salita, Lisa	Int	Madison	1/1/2021 - 12/31/2021	40	\$2,166.67	\$2,000	\$318.75	\$1,541.67	Yes		\$83.33 /mo & 2 wks	4 wks
Starr Redwine, Derek	Int	Grace Covenant	5/1/2020 - 4/30/2021	40	\$6,167		\$472	\$907	\$150		\$83 /mo & 2 wks	4 wks
Breitenberg, Hal	PA	Tuckahoe	1/1/2021 - 12/31/2021									
Brawley, Diana	PA	Westminster, Charlottesville	1/1/2018 - 12/31/2018									
Dealtrey, Dale	PA	Olivet	1/15/2021 - 1/14/2022	5		\$673.33	\$51.51				2 wks	4 wks
Garth, David	PA	Westminster, Charlottesville	1/1/2018 - 12/31/2018									
Kaufman, Kelly	PA	Olivet	1/15/2021 - 1/14/2022	20	\$2,202.17		\$168.47				2 wks	4 wks
Nave, Dwight	PA	Covenant	1/1/2019 - 12/31/2019									
Ramsey, Mark	PA	Richmond First	2/1/2021 - 12/31/2021									
Reveley, Nelson	PA	Grace Covenant	4/1/2021 - 3/31/2022									

Member-at-Large Reports for 2020

First Name	Last Name	Effective Date	Rec'd
Nicole	Ball	2019 Oct 19	Yes
Rosalind	Banbury	2020 Jan 9	Yes
David	Barry	2013 Oct 19	
Beverly	Bullock	2018 Sep 1	Yes
Fernando	Cascante	2011 Jan 1	
Esther	Choi	2018 Oct 31	
Joshua Hyung Koo	Choi	2009 Aug 14	Yes
Albert	Connette	2020 Jan 6	Yes
Gay Lee	Einstein	2019 Oct 19	Yes
Elaine Bowen	Fowler	2017 Sep 24	Yes
Shannon	Hendricks	2019 Oct 19	Yes
Arthur Edward	Kross	2016 July 1	Yes
Thomas	Launius	2020 Jan 9	
Elizabeth	McGuire	2017 Nov 19	Yes
Andrew M	Meyers	2013 May 1	
Dwight	Nave	2017 Mar 1	Yes
Thomas	Nichols	2016 Jan 1	
Michelle Freeman	Owens	2020 Feb 15	Yes
Mark	Ramsey	2020 Nov 12	Yes
Franklin	Reding	2013 July 1	Yes
Nelson	Reveley	2019 Oct 19	
Mark	Valeri	2014 Oct 9	Yes
John	Vest	2019 Oct 19	
Brenda	Walker	2018 Feb 1	Yes
Mary Jane	Winter	2015 Sep 28	Yes

Validated Specialized Ministry Reports for 2020

First Name	Last Name	Approved	Position	Rec'd
Samuel	Adams	2009	Faculty, Union Pres. Seminary	
Joshua	Andrzejewski	2011	Chaplain, VCU Health Systems	Yes
Brian	Blount	2009	Pres., Union Presbyterian Seminary	Yes
Joel	Blunk	2016	Co-Pastoral Director, Richmond Hill	Yes
Diana	Brawley	2010	Counselor, Ctrl.VA Pastoral Counseling	Yes
E. Harold	Breitenberg	2008	Faculty, Randolph-Macon College	Yes
Jess	Cook	2019	More Light Presbyterians	Yes
Kendall	Cooke	2018	Chaplain, Hospice of the Piedmont	Yes
Donald	Denton	1985	Pastoral Counselor, VIPCare	Yes
Frances Taylor	Gench	2020	Faculty, Union Pres. Seminary	Yes
James	Goodloe	2008	Executive Director, F'n for Ref'd Theology	Yes
Richard	Haney	2014	Executive Director, Frontier Fellowship	Yes
Inock	Kim	2008	Faculty, School of Theology, South Korea	Yes
Timothy	Kim	2018	Military Chaplain	
Yung-Suk	Kim	2006	Assoc. Prof., VUU School of Theology	Yes
Cindy	Kissel-Ito	2009	Dir., Extended Campus/Ed. Initiative, UPSem	Yes
Kathryn	Korbon	1995	Counselor, Careworks	
Clay	Macaulay	2016	Staff: UPSem	Yes
Gina	Maio	2020	Staff: Nayar Healthcare and Hospice	Yes
Donald	Marsden	2008	Assoc. Dir. - Frontier Fellowship	Yes
Ashley Diaz	Mejias	2020	Co-Pastor, Voices of Jubilee	Yes
Lauren	Ramseur	2020	Co-Pastor, Voices of Jubilee	Yes
Mairi	Renwick	2015	Staff:UPSem	Yes
Igmara	Sanchez Prunier	2010	Chaplain, Riverside Health Systems	Yes
Robert	Shenk	2011	Chaplain, Bon Secours	Yes
Samuel	Shields	2020	Chaplain Residency, UVA Medical Center	Yes
Stanley	Skreslet	1999	Faculty, Union Pres. Seminary	Yes
Durk	Steed	2002	Chaplain - St. Christopher's School	Yes
James	Taneti	2018	Director of the Global Mission Center for Christian Education UPSem	Yes
Brett	Underdown	2019	Chaplain US Navy	Yes

Certified Christian Educator Reports for 2020

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

## Report of the Committee on Preparation for Ministry

Presbytery of the James

June 15, 2021

*Meetings in February and April 2021*

### I. The committee reports the following for information:

A. Of the 16 persons under care on May 18, 2021, 7 are inquirers, and 9 are candidates. Of the candidates, 4 are ready to be examined for ordination pending a call.

### II. The committee reports the following actions:

A. Conducted a final assessment of Candidates: Gary Hatter (Olivet) [Feb 23] and Jonathan Moelker (Richmond Second) [Apr 27].

B. Approved on the basis of an annual consultation the continuation in the preparation process: Jonathan Moelker (Richmond Second) [Apr 27].

C. Appointed readers of ordination examinations: Readers: Rev. Jason Cashing (Gregory Memorial), Ruling Elder Brittany Harvey (The Presbyterian Church, Fredericksburg), Ruling Elder Chad Wayner (South Plains), Rev. Janet Winslow (HR); Alternate: Rev. Carla Pratt Keyes (Ginter Park) [Apr 27].

### III. The committee makes the following recommendations in the Consent Agenda: [None]

### IV. The committee makes the following recommendation: [None]

## Leadership Connection Team

The Leadership Connection Team strives to make visible the various ministries being carried on in and through the people of the Presbytery of the James. There are nine ministries the Presbytery supports: Black Caucus, Collegiate, Community of Ministry and Worship, Older Adults, Presbyterian Women, the Resource Center, Small Churches, Stewardship, and Youth. You may find information on the [Presbytery's website](#) about these various ministries. Here is the news from many of them as they continue to carry forth their work in the midst of the restrictions of the pandemic.

George Whipple  
Moderator

## The Black Caucus



Because of the COVID-19 pandemic, the Black Caucus started meeting again virtually via Zoom in June of 2020. The focus of the meetings that followed was to plan for and invite interested persons in the POJ and in our communities to have a conversation on racial reconciliation in a safe, non-threatening space. The overall theme was: “8 Minutes and 46 Seconds: Together We Can Redeem the Narrative.” When there is a chasm or a great divide, one of the ways to close that gap is to build a bridge. One of the chasms that has been a menacing undertone in America for hundreds of years is the chasm of racism. While the stench of this problem has been a part of our nation for a very long time, too many people either choose to dismiss it, or to ignore it altogether. Many African Americans have been the victims of despicable treatment by some police officers. But the death of George Floyd was the extra loud alarm clock that was needed to wake up people of all races from their slumber to realize that the “norm” of police brutality against people of color needs to stop. It was the blast heard around the world declaring that racism is wrong.

In the midst of the protests that ensued, and the cacophony of those who refuse to believe that systemic racism is a problem, the Black Caucus believes that God has called His Church to be bridge builders of racial reconciliation – to ignite change that begins to eradicate the narrative of hundreds of years of systemic racism – to live as new creations in Christ who see all people with the eyes of Jesus -- and to love all people as ourselves. While the road won't be easy and the work is often uncomfortable at times, this ministry prepared to facilitate three (3) conversations with persons who were concerned, who wanted to understand the Black experience, and who wanted to join us in finding ways to make a positive difference. All of the dialogues were held via Zoom and were very well attended.

The first conversation, led by Peggy Fox, the Moderator of the Black Caucus, was held on Thursday, September 24, 2020, at 7 p.m. The title was “How to be a Bridge Builder for Racial Reconciliation.” This dialogue was featured in the November 2020 issue of *The Vine*.

Four of the churches that comprise the Black Caucus joined together on Sunday, December 6, 2020, at 11 a.m. for a joint Pre-Christmas worship service. Each church participated in the service.

The second conversation took place on Saturday, February 27, 2021 at 10 a.m., and was facilitated by Rev. Ulysses Payne, Pastor of Westminster Presbyterian Church in Petersburg. It was entitled “Finding God in Moments of Crisis.” The focus was on finding God when economic and educational disparity is blatantly obvious to some and not even noticed by others – when police brutality won’t stop against people of color – when in the year 2021, people of color are still made to feel “not enough” – when there is so much inequity in the midst of a public crisis called systemic racism and a viral pandemic – and when America and Christianity are at a spiritual crossroad. We heard from voices in the past and present-day voices which was followed by a discussion on our stance as the body of Christ on these issues.

The third conversation, “Where Do We Go From Here?”/ “What Would Jesus say to a Society Desiring to Heal Racism?” was again led by the Black Caucus Moderator on Saturday, April 17, 2021, at 10 a.m. The participants recognized that racism is a sin and that the body of Christ should:

- intentionally spend time together with persons of other races to get to know them; pair/partner with a church near them; join CTTT (Coming to the Table); join the Dismantling Racism Ministry Team
- be open about our thoughts
- listen to each other
- not be afraid to speak the truth in public
- not be complicit
- be empathetic
- repent for the history of the church as it relates to issues of race
- pray

What would Jesus ask? --- What’s in your heart? (Luke 6:45; Psalm 139:23-24) What are you doing with your hands? (Matt. 25:35-40) Are you willing to pay the price? (Matt. 16:24) Are you really an ambassador of reconciliation for Christ? (2 Corinthians 5:17-21)

**Please join us for the upcoming ministry events: (Details will be coming soon!)**

Revival Service (on Zoom)	Sept. 20-24, 2021	6-8 p.m. each night
Joint Pre-Christmas Service (Zoom)	Nov. 21, 2021	11 a.m.

Peggy E. Fox, Moderator

## The Community of Ministry and Worship



The third cohort of the Community of Ministry and Worship has met from September 2021 through May of this year. This cohort is composed of ten pastors who have been out of Seminary for less than nine years and serve in some form of ministry in the Presbytery of the James and the Presbytery of Eastern Virginia.

In early November, Jill Duffield accepted a call to serve as Pastor/Head of Staff at First Presbyterian Church in Greensboro, N.C. In that same month, the Rev. Kate Fiedler, Associate Pastor, Second Presbyterian Church, Richmond, VA, joined Gary as a co-director of this program that is dedicated to the nurture and development of pastors who are early into their pastoral vocation.

In August 2021, the Fourth Cohort of the Community of Ministry and Worship, now a partnership of the Presbytery of the James and the Presbytery of Eastern Virginia, will begin gathering for a year, sometimes virtually but also in-person. This cohort will explore issues of worship planning, leading in a time of uncertainty, preaching Luke in Advent and Lent, managing conflict and strengthening churches of all sizes for faithful ministry, as well as other topics identified by members of the cohort.

We are excited to announce that the Rev. Dr. Tom Long will meet with former and current pastors/ministers in this program (over 35!) on Thursday, September 23 for an all-day preaching seminar.

We are grateful for the support given to us by Fred Holbrook and Liza Hendricks and through the funding of both presbyteries. We are humbled and inspired by the faith and dedication of pastors, current and former, whom we have had the joy of mentoring and who have deepened our own faith and brought new insight into our own practices of pastoral ministry.

With Gratitude,

The Rev. Kate Fiedler, Associate Pastor, Second Presbyterian Church, Richmond, VA  
The Rev. Gary Charles, Pastor, Cove Presbyterian Church, Coveseville, VA

## The Presbyterian Women of the James



### Purpose of Presbyterian Women:

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

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

In our congregations, Presbyterian Women have seen the need to evaluate what is essential to keep moving forward in the uncertain and constantly changing times of the past year. We all have missed being together and long to return to having our mission work, programs, and Gatherings take place in person; however, Presbyterian Women have adapted our ways of doing ministry and have continued to fulfill the various components of our purpose during the COVID-19 pandemic. Technology platforms such as Zoom have been an important part of keeping our women together for prayer and Bible study, both in local congregations and presbytery-wide through the monthly Bible study on Zoom. We are grateful to Rev. Kelly Kaufman who has been the key leader for the HORIZONS Bible study on the second Tuesday of each month at noon. Kelly has been assisted by Dr. Barbara Gary, Rev. Katherine Jackson, Jayne Sneed, and Rev. Connie Weaver. Thank you also to Kelley Hope, Communications Associate for Presbytery of The James, who has served as Zoom host each month for this virtual Bible study.

Our Spring Gathering of Presbyterian Women of the James took place via Zoom on Saturday, May 1. Forty-eight people attended this Gathering which included the organization's annual business meeting. Working for justice and peace, our keynote mission speaker was Chequila Fields, Board Chair of CARES (Crisis Assistance Response Emergency Shelter) of Petersburg, the only homeless shelter serving women and children in the Tri-Cities and surrounding counties. CARES was the mission offering recipient for this Gathering. The Gathering also included a video presentation on Climate Change and Creation Care from the Youth Council of Presbytery of the James led by Colleen Earp, Associate for Youth Ministries for Presbytery of the James and Associate Director of Outdoor Ministry at Camp Hanover. We are grateful to Colleen for working with these young adults on this topic which has been our presbytery-wide mission

emphasis for the past year. Missions Chair Linda Smiley has kept everyone informed through monthly “Did You Know?” emails about climate change. Bringing the generations together in a forum like this on such an important topic helped fulfill one component of our purpose to build community and strengthen the Presbyterian Church (U.S.A.).

The Spring Gathering included the installation of the new leadership team by Susan Jackson-Dowd, Executive Director of Presbyterian Women, Inc. for those women beginning service for the 2021-2022 program year. Kathy Peebles of Chester Presbyterian Church will be serving as Moderator from 2021-2023. Barbara Glenn of Richmond First is the new Secretary. Sharon Moser from The Presbyterian Church of Fredericksburg begins a second term as Historian. Area Leaders beginning new terms are Karen Clifton of Chester; Patricia Langfitt of The Presbyterian Church of Fredericksburg; Evalyn Page of Richmond's First United; and Sherry Scudder of River Road. New Search Committee members are Melissa Mintz of Richmond First, Sherry Scudder of River Road, and Jayne Sneed of Hopewell First.

This year the Gathering's "In Memoriam" necrology was for both 2019 and 2020 since the 2020 Gathering was cancelled due to the COVID-19 shutdown. Kelley Hope produced a beautiful video which displayed pictures of deceased members submitted from local congregations. Interim General Presbyter Fred Holbrook accompanied this video presentation on the parlor pipes. Dr. Holbrook also led the closing Service of Holy Communion.

The 2021-2022 HORIZONS Bible study is entitled "What My Grandmothers Taught Me: Learning from the Women in Matthew's Genealogy of Jesus" by Merryl Blair of Melbourne, Australia. We will be learning about women such as Tamar, Rahab, Ruth, Bathsheba, and, of course, Mary who helped shape Jesus during His life on Earth.

Jayne Sneed, Moderator, 2017-2021



**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. Nearly 16,000 volumes await your exploration: a wide variety of curricula for all ages, 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 and, with some advanced notice, we can arrange a safe, socially-distanced visit for you. Someday soon, we hope to be able to encourage you once again to just drop 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 - Fulfilling Our Mission During COVID-19 (and beyond)**

Reentry to in-person worship, Sunday school, VBS, etc. means adjusting to a new way of functioning. There is so much to consider, and creative strategizing and resourcing is increasingly important. Through a network of resource centers across the nation and contacts serving churches of all sizes and denominations, we can connect you with ideas and resources for you to review. More than likely you'll find something that's just right for your congregation – all just a phone call or email away!

### **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 and 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 POJ budget! You are invited to contact Dr. Denise Janssen, executive director, at 708.955.8913 (cell) or [REVDLJ@att.net](mailto:REVDLJ@att.net). Even when we can't gather, the staff of your Resource Center is here to help for consultation and resourcing virtually!

Denise Janssen

## Small Church Ministry Becomes Small Church Ministry Task Force



Spring is the season of change, growth, and development, and this is no less true for the Small Church Ministry Team! We have recently become the **Small Church Ministry Task Force!!** <insert great fanfare and celebration> But why, you might ask, are you changing? To what end?

Well, faithful reader, thank you for your interest, and allow us to explain. In the past, it has been enough to simply pass along information of what has been happening with our little ministry team. Information such as: what has been happening with the Intern Program that the POJ supports, updates on the Small Church Grants that are available through funds designated by the presbytery, and other goings-on related to what we do. This is all still true, but we felt that, in the wake of the last presbytery meeting when we closed two churches and entertained the request to explore closing another, it was time to perhaps look more in the direction of what can be actively done to **support** and **equip** the small churches of our presbytery and their ministries. And so, at least for the immediate future, we have become a Task Force!

Did you know that nearly 51% of member congregations in the Presbytery of the James have fewer than 150 in membership (and often have fewer than 100 in weekly worship)? It's ok if you missed that little tidbit of fact, it was in the recent Strategic Planning Report which held a lot of other information, too (and exciting information, at that!). But half of our presbytery is made up of small membership churches/ministries. Another fun fact: at least 52 of our minister members are serving ministry in part-time/covenant positions, which means that health & pension benefits are not always as comprehensive, if they are within the ministry budget, at all. And this doesn't even touch on the other nuances and variables of what it takes to keep a small church/small ministry going!

The Strategic Planning Team, as it presented its work and rationale earlier this year, stated its Vision for the Hoped-For Future, which included Christ-Centered Spiritual Growth for ministry leaders (in an effort to support those who are actively leading), and Communication & Coordination in an effort to connect church ministries to one another. Your **Small Church Ministry Task Force** has already begun work in this effort as we seek to resource and support small church ministry leaders, which often include (almost exclusively) the part-time and covenant pastors of our presbytery. This effort lifts up the individuals called to serve, supports the ministries with which they are involved, and ultimately strengthens a full half of our presbytery! **To God be the glory!**

Stay tuned to hear more about how we are reaching for and achieving this goal – we'll have a presentation during the meeting. And keep an eye out for other posts regarding this effort; there will be plenty of creative ways you can join in this work, all from the comfort of right where you are!

Jason Cashing

## Stewardship Ministry

### Our Covenant Relationship

As part of a Presbyterian congregation in the Presbytery of the James, we are called to share with others both within and beyond our congregations in the task of bearing witness to the Lordship of Jesus Christ in the world. We realize our witness strengthens the whole church and gives glory to God. (*Book of Order* G-3.0101)



In other words, we are called to be in a “covenant relationship” with one another. We share in that relationship through our prayers for the presbytery and every congregation in the presbytery as well as our prayers for the synod, and the General Assembly – our stewardship of time. We also share in this relationship through the service of pastors and ruling elders in the work and ministry of the presbytery, the synod, and the General Assembly as shown by all those who serve on committees, commissions, and ministry teams – our stewardship of talent.

Finally, we are connected through our financial support for the mission and ministries we seek to provide within our congregations and into the communities where we serve in addition to our support of the work of the presbytery, the synod, and the General Assembly. Nearly two-thirds of the congregations in the Presbytery of the James have made a 2021 Covenant for a total of more than \$626,000. This represents a net increase of nearly \$50,000 from 2020 which demonstrates the resilience and spirit of our congregations after more than a year of functioning during a pandemic.

We are deeply grateful for the way our congregations have continued to be committed to the work of the Presbytery of the James through your generosity of time, talent, and resources. We are thankful for the trusting relationship between the congregations and the presbytery with nearly 85% of the amount of your Covenants in undesignated support for our staff, committees, and various ministries. The remaining amount of the Covenants has been designated for support of the synod and the General Assembly and for the work of various validated missions.

Some of the ministries supported by the congregations of the Presbytery of the James are: Mission Co-Workers – Cindy Corell, Haiti; Josh Heikkila, Ghana; Jed and Jenny Koball, Peru; Larry and Inge Sthreshley, the Congo; Mulanje Mission, Bob and Kristi Rice, South Sudan; Jeff and Christi Boyd, Congo; Karla Koll, Costa Rica; and Leslie Vogel, Guatemala.

Other Ministries supported - the Community of Ministry and Worship, the Theological Education Fund, Hunger Ministries, Bread for the World, Camp Hanover, Local Food Pantries, Venezuela Food Ministry, Forman Christian College, Children’s Home of the Highlands, Disaster Relief, the Medical Benevolence Fund, PCUSA Special Offerings, and Habitat for Humanity. All of this in addition to the many ways you serve in your own communities.

Thank you for all the ways you have chosen to be in Covenant with the Presbytery of the James!



### **Stewarding the Small Church Cohort**

Since January, the Associate for Stewardship has led a cohort of pastors and Stewardship leaders in conversations to identify some of the key Stewardship needs of our congregations. We began our time together sharing our hopes for what 2021 might bring and defining what a small church is and what makes it unique. We learned that 51 of our congregations have 25-99 members, 9 have fewer than

25, and 43 are served by part-time pastors. As a presbytery, we look a lot like the rest of the PC(USA) with nearly one-half of our members 55 and older.

In February, thanks to the assistance of Todd Davidson, Walter Canter, and Kerra English, we discussed all the ways we can provide online worship from Zoom to YouTube to Facebook. For small churches this can be overwhelming and costly. Our third discussion in March focused on “Staying Connected” during a pandemic. The silver lining reveals that more flexibility is a good thing, our congregations are resilient, and our people have a spiritual hunger that will bring us back together, even if we look different in the future.

Our April and May discussions are focused on “Vitality and Sustainability.” Some of the research suggests that while people may be leaving the church, they still long for God in meaningful ways. People have a longing for more education, but they are not always satisfied with the typical Sunday school and weekly Bible studies. We have also learned that during the pandemic, people have been church browsing because it’s easy to do online and it’s hard to know how that will play out once we are able to come together again.

These conversations have been rich and rewarding. Special thanks to Cynthia Bowers, Walter Canter, Todd Davidson, Kerra English, Peggy Fox, John Garrett, Dave Houck, Sandra Libhart, Humphrey Muraya, Gay Olsen, Ulysses Payne, Carol Stephens, Connie Weaver, and Jeanne Ann Williams for participating!

### **Planning your 2021 Stewardship Program**

It’s never too early to begin thinking about how you will present your 2021 Stewardship Program. As a matter of fact, I hope you began the discussion in January and have been exploring and considering lots of ideas that will inspire and motivate your congregation to build a strong foundation of generosity and stewardship.

Recently, I spent some time with a Stewardship leader in one of our congregations and suggested the following process for thinking about a theme for their program for the fall. My first piece of advice was to select a theme that is relevant and could be the overarching theme for all areas of ministry in your congregation for 2022.

### Steps to Get Started:

1) Have a conversation with your Generosity/Stewardship team and ask them to describe where they see the congregation going and what the congregation could be doing especially as we emerge from this pandemic state that we are in. What do they think God is calling your church to be and to do in the coming months? Take those phrases and write them down.



2) Have a discussion with your pastor and ask the same question. Take those thoughts and write them down. This will be helpful to see the direction of the preaching in the coming months.

3) Create a list of key words and phrases that seem to overlap between the two conversations. Let those keywords guide you in this process of choosing a theme. How might you use those words in a brief six-word theme that would capture the attention of the congregation?

4) Finally, **before you finalize the theme**, go to the scriptures, and look for those same keywords. Let the scriptures speak to you with those keywords always in mind. Then choose a scripture (a brief verse or two) that helps you to see your theme arising from the scripture.

If you find that you are struggling to bring the keywords and the scripture together, go back over your notes to make sure you have captured the keywords and phrases from the discussions and then circle back to the scriptures for guidance. This process helps you discover where the congregation is at this moment in time and answers the question, "What is going to speak to our congregation and give us hope and inspiration as we think about generosity and stewardship?"

If you would like to have some guidance in this process or discuss other Stewardship needs and concerns in your congregation, please let me know. I'm still working remotely, but I'm starting to do some preaching and teaching and looking forward to spending time with you in your congregations. Contact me for assistance at [deborah@presbyteryofthejames.org](mailto:deborah@presbyteryofthejames.org).

Deborah Rexrode, PhD  
Associate for Stewardship

## Youth Ministry and Youth Council



Youth Council's final meeting of the year was on May 16. We celebrated our good work together this year, including leading worship for the Presbytery of the James' October stated meeting, participating in a 21-day Antiracism Challenge on social media, and preparing a presentation about young people's experiences of climate change for the POJ Presbyterian Women's Spring Gathering. Each of these accomplishments came out of hours spent discussing worship and current events, collaborating on liturgy and scripts, and producing content and videos to share. Our presbytery's youth are thoughtful, caring, and passionate leaders in our midst. Please continue to include our young people in the life and leadership of your congregations, and the ministry of our presbytery!

I will be completing my time of service with the Presbytery of the James on June 30, 2021, as POJ begins to transition toward the Strategic Plan's new staffing model. Until then, I'm glad to offer support, help answer questions, and make connections in youth ministry in our presbytery. I am grateful for the opportunity to work with our incredible young people, and I'm excited to see what's next for them and their ministry.

Respectfully submitted,  
Colleen Earp, Presbytery Associate for Youth Ministry  
[colleen@camphanover.org](mailto:colleen@camphanover.org)

## Mission and Service Team (MAST) Report

The Mission and Service Team (MAST) is in some transition after Co-moderator Lindsey Williams recently moved out of the presbytery. Various MAST ministries have continued to seek ways to connect with one another, educate, and advocate for these important ministries. Due to COVID-19, changing leadership, and a variety of other reasons, several of the ministries within MAST are in various transitional phases. Please refer to reports included to see just what the various ministries have been up to. MAST encourages you to share these reports with your congregations and encourage you to get involved.

If you have any interest in hearing more or getting involved with any of the ministries that are part of MAST, which include Cultivating a Culture of Evangelism, Disaster Relief, Dismantling

Racism, Haiti, Hunger, Public Policy Witness, Self-Development of People, Social Justice, and World Mission, please contact Jess Cook to connect with one of the ministry coordinators.

Respectfully submitted: Jess Cook, MAST Co-Moderator

### **Self-Development of People**

The SDOP Ministry was busy in 2020 while making major adjustments in scheduling grant workshops and seminars. The new year, 2020, began with a workshop at the Chesterfield County Central Library. The SDOP Ministry followed with a booth and display at February's Stated Meeting in Charlottesville, VA. The 2019 SDOP Grant Recipient, the VA League For Safer Streets", was recognized and introduced to the Presbytery of the James. During the Stated Meeting VA League For Safer Streets members were able to introduce themselves to individual members and church leaders.

The SDOP Ministry's agenda for 2020 was to continue the outreach into Richmond and surrounding communities to form partnerships with churches, non-profits and groups who want to address the three core Goals of SDOP: help eliminate poverty, help the economically oppressed, and address injustice in society.

The SDOP Ministry was not able to approve any applications in 2020. The committee referred one application to the SDOP national office.

The pandemic has presented new challenges for workshops and seminars and the agenda for 2021 will use alternative methods to offer grant workshops and seminars.

The goals for 2021 include recruiting three to four new committee members. Interested persons can contact the POJ office at [office@presbyteryofthejames.org](mailto:office@presbyteryofthejames.org) or (804)262-2074 for additional information.

The SDOP Ministry was saddened following the death of two members in 2020. The two deaths were Rev. Willie Woodson and Rev. Lutrelle D. Rainey. These two members represented many years of experience and knowledge. They and their contributions will be greatly missed. In addition, a very devoted and experienced member, Rev. Mary Jane Winter, resigned due to personal reasons. Rev. Mary Jane Winter contributed to the SDOP Ministry as a member and as the previous Moderator of MAST.

The SDOP Ministry is planning to announce the 2021 agenda for grant workshops and seminars on the [POJ website](#) beginning in June.

The grant workshops and seminars will be offered via Zoom until further notice.

Lamar Lockhart, Moderator of SDOP

## Camp Hanover, Inc. Report to the Presbytery of the James – June 2021

*"For you shall go out in joy, and be led back in peace; the mountains and the hills before you shall burst into song, and all the trees of the field shall clap their hands." ~ Isaiah 55:12*

Joy abounds this day at Camp Hanover. When Presbytery meets on June 15, we'll be less than 5 days away from welcoming our first week of campers for 2021 -- the first time we've had campers on-site in almost two years. After a year unlike any other, we are joyful to have the opportunity to live into our mission to provide a place apart for renewal and growth in an environment of Christian hospitality.

Since the Governor announced his intention to allow summer camps to operate in mid-February 2021, the Camp Hanover staff, Board of Directors and its committees have been hard at work to design a summer camp program that would provide a fun and transformative experience, meet health requirements and be economically feasible.

The Board has made the decision to invest in Summer Camp 2021 and anticipates that summer camp may operate at a loss this season. To allow Camp Hanover to operate following industry best practices, Camp will operate at 50% capacity this summer. In addition, Camp will have additional expenses for testing kits, disinfecting supplies, food service, additional equipment and facility upgrades. It will all be worth it; because kids need Camp Hanover - now more than ever. We are so excited to welcome campers this summer.

We believe Camp offers a unique experience – the opportunity for children and youth to practice being the person God created them to be, the chance to be loved for exactly who they are and practice sharing God's love with others. We believe that this summer camp experience is priceless and worth preserving.

In addition to our investment in summer camp, Camp Hanover is evaluating every opportunity to mitigate financial impacts – from government programs, engaging our donor base and increasing volunteer efforts.



As part of our on-going effort to engage camper families, alumni and supporters, we launched our 50-day DASH – a countdown from May 1 to the first day of camp, which encourages camp supporters to Donate, Ask, Serve, Help to Make Camp Happen in 2021. The DASH set forth 4 goals: Raise \$50,000 for The Most Pressing Needs, Create 50 Personal Fundraisers for Camp, Complete 50 Volunteer Service Projects, Get 50 More Kids To Camp This Summer. We look forward to sharing more with you when we gather on the 15<sup>th</sup>.

We've shared several stories over the last year about the many blessings this unique year has brought to Camp Hanover. Those blessings have continued to be plentiful this Spring as we prepared for summer camp. A few highlights include:

We've had numerous volunteer projects completed at Camp this spring by church groups, Board members, Eagle Scouts and individuals. Extra special thanks goes to Mike Donavant, Hugh Adams and Jim Stewart of River Road Presbyterian Church for their constant efforts to trim back branches and keep the fields mowed.



Our on-site mission volunteers, Katie Carboni and Adam Compton have given more than 800 hours of service since January 2021, including projects such as installing new crosses in outdoor worship areas, painting the Trip Building, staining woodwork in the Mission Volunteer House, assembling mailings, weeding the garden, and caring for the goats and chickens.



The Presbytery Disaster Relief Team has continued to complete projects at Camp Hanover, including installation of the bell from New Covenant Church. We are honored to continue the ministry of New Covenant by ringing their church bell for camp meals, events and celebrations.

Members of the Camp Hanover Board volunteered at the Brookland Park Community Garden in March 2021 as part of a Board-led community outreach program.

The Board of Directors participated in a strategic planning retreat on May 1, receiving reports on feedback received from campers, families, churches and community partners. The Board members also participated in exercises to identify the greatest opportunities for Camp in the future.

Board members used words such as, “energized, enthusiastic, hopeful and excited” to describe their feelings about the future of Camp Hanover following the planning session. The Board will



utilize input from the retreat to finalize a Strategic Plan to guide Camp Hanover’s mission and ministry in the years ahead.

**We appreciate the ministry partnership we share with the Presbytery of the James and your support has been crucial to allow Camp to continue its ministry during the pandemic and to be ready when we were allowed to re-open. We need your congregation engaged in our ministry for our long-term success. A few ideas on how you can get involved include:**

- **Plan a Fall 2021 Retreat or Outing for Your Congregation** Camp Hanover is open for retreat and small group ministry. What a better way to reconnect with one another after such a difficult year than to come together and experience God’s creation at Camp Hanover.
- **Plan a personal retreat.** After a year like no other, personal time to rest and recover from such a tumultuous year is available at Camp Hanover. Reserve Newell Cabin, Wise Cabins and our longhouses for overnight and weekend getaways for personal or family experiences. Camp Hanover provides an opportunity for respite where you can experience the beauty of God’s creation. We continue to offer our facilities to ministers in need of retreat at no cost. Contact Lisa VanderPloeg at 804-779-2811 or [lisa@camphanover.org](mailto:lisa@camphanover.org) to reserve your campsite today.
- **Make a gift to Camp Hanover’s Annual Fund** The Annual Fund supports the day-to-day operation of the Camp, which continues to be an important avenue to reduce the impact of the revenue losses we have sustained in 2020 and 2021. Your gift now will help this ministry remain strong for years to come.
- **Lead a volunteer project.** We have identified hundreds of volunteer projects to continue to refurbish and improve Camp Hanover facilities and programming. If you’re interested in giving your time and talent to complete or lead a project, please contact the camp office.

We are grateful for God’s blessings and the outpouring of support provided to us in the past year. As we prepare for campers, there are no better words than a traditional Camp Hanover song of benediction, *“We will go out with joy in the spirit; we will go out with God.”* We look forward to sharing God’s love with our campers and our community this summer.

Alleluia,



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