110th Stated Meeting • Saturday February 19, 2022 • via Zoom

Agenda

9:00 Pre-meeting Preparation and Instructions for Virtual Meeting

9:30 Call to Order, Prayer, & Welcome ..... Ruling Elder Dan Jordanger, POJ Moderator
Providence Church, Gum Spring

Welcoming of First-time Commissioners, Corresponding Members, and Guests

Welcome of New Minister Members .....Ruling Elder Melissa Phillips
Salisbury Church, Midlothian

Recognition of Honorable Retirements ..... Ruling Elder Glenna Finnicum
Ginter Park Church, Richmond

Recognition of Covenant Pastors..... Ruling Elder Glenna Finnicum

9:50 Worship Service ..... Teaching Elder Gary Charles
Cove Church, Covesville

Adoption of the Agenda..... Ruling Elder Kenna Payne
Mission Council Moderator; Westminster Church, Richmond

Stated Clerk Report.....Teaching Elder Fred Holbrook, Interim General Presbyter & Stated Clerk
Overture Concurrence with Presbytery of Utah .....Teaching Elder Connie Weaver
Hebron Church, Manakin-Sabot

Consent Agenda .....Teaching Elder Fred Holbrook

Mission Council Report ..... Ruling Elder Kenna Payne
Board of Pensions Update ..... Keenan Rodgers
Church Consultant, Board of Pensions

Trustees of Presbytery of the James, Inc. Report..... Ruling Elder Steven M. Hicks
President of the Trustees; Mitchells Church, Mitchells

Presbyters Search Committee .....Teaching Elder Jess Cook, Every Table NWC
Certified Christian Educator Barbara Flynt, The Brandermill Church, Midlothian

11:05 Break

11:20 Committee on Nominations .....Teaching Elder Walter Canter
Blue Ridge Church, Ruckersville

Commission on Ministry .....Ruling Elder Glenna Finnicum
Sermon from Candidate – Mary Bielen, Covenant Pastor 2, Southminster Church, Richmond

Committee on Preparation for Ministry ..... Teaching Elder Janet Winslow
Candidacy Examination – Leigh Anne Ring, Inquirer, Salisbury Church, Midlothian

Leadership Connections Team.....Teaching Elder George Whipple, Honorably Retired
Small Church Ministry Report .....Teaching Elder Kerra English
Ashland Church, Ashland

Mission & Service Team.....Teaching Elder Mary Jane Winter, Member at Large

Camp Hanover ..... Doug Walters, Executive Director

1:00 Adjournment and Closing Prayer..... Ruling Elder Dan Jordanger, POJ Moderator

A Brief Guide and Reference Sheet to *Robert's Rules of Order*

Robert's Rules of Order is a guide for conducting meetings and making decisions. In order for the Presbytery to carry out its responsibilities in the most fair and orderly fashion, it is helpful for teaching and ruling elders to understand the rules of order which will be followed. Familiarity with the *Book of Order* is very helpful and, where our constitution is silent, we have the following:

> "Meetings shall be conducted in accordance with the most recent edition of *Robert's Rules of Order*, except when it is in contradiction to this Constitution. Councils may also make use of processes of discernment in their deliberations prior to a vote as agreed upon by the body." [*Book of Order*, G-3.0105]

With this in mind, the following brief overview of parliamentary procedure is provided for you. It will serve as the basis for the handling of the Presbytery's business. Your familiarity and attention to these basic rules of order will be most appreciated.

PRECEDENCE ORDER	DESCRIPTION	Second Required?	Debatable?	Amendable?	Vote Required?
MAIN MOTIONS					
1	Main (Principal) - to present a recommendation for consideration by the body	No – if coming from a committee Yes – if coming from the floor	Yes	Yes	Majority
SUBSIDIARY MOTIONS In order of precedence					
2	Postpone indefinitely	Yes	Yes	No	Majority
3	Amend - substituting, inserting, striking out, or striking out and replacing	Yes	Yes	Yes, but only one at a time	Majority
4	Refer / Commit to a Committee	Yes	Yes	Yes	Majority
5	Postpone - to a subsequent meeting	Yes	Yes	Yes	Majority
6	Limit or Extend Debate	Yes	No	No	2/3 vote
7	Call for the Previous Question - to end debate	Yes	No	No	2/3 vote
8	Lay on the table until later in the meeting - to take up more urgent business	Yes	No	No	Majority
PRIVILEGED MOTIONS					
9	Order of the Day	No	No	No	Chair decides
10	Question of Privilege	No	No	No	Chair decides
11	To Recess	Yes	No	Yes	Majority
12	To Adjourn	Yes	No	No	Majority
13	To Fix a Time to adjourn	Yes	No	Yes	Majority
INCIDENTAL MOTIONS					
	Point of order	No	No	No	Chair decides
	Request for Information	No			
	Parliamentary Inquiry	No	No	No	No vote taken
	Question a Voice Vote	No	No	No	No vote taken
OTHER MOTIONS					
	Reconsider - can only be made by a person on the prevailing side and for a decision of the same day	Yes	Yes - if the motion being reconsidered is debatable)	No	Majority

NOTE – the above list does not include all possible motions or actions included in *Robert's Rules of Order*.

Report of the Stated Clerk
Presbytery of the James
February 19, 2022

I. Communications

A. Readers of presbytery minutes for the stated meeting on October 16, 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 A and B to review the minutes.

B. Each year the stated clerk reports the names of former members of the Permanent Judicial Commission (PJC) who may serve in case members of the current PJC cannot serve due to potential conflicts of interest:

Class of 2021
Teaching Elder Alexander Evans (Richmond Second)
Ruling Elder Michael Reynold (Mechanicsville)
Teaching Elder Archibald Wallace, III (Petersburg Second)

Class of 2019
Ruling Elder Joi Jeter-Taylor (First United)
Teaching Elder Allen Fisher (The Presbyterian Church Fredericksburg)
Teaching Elder Charles Summers (Honorably Retired)

Class of 2017
Ruling Elder Robert Lindholm (Swift Creek)
Teaching Elder Carroll Londoner (Honorably Retired)
Ruling Elder John Rupp (Bon Air)

II. Commission Reports:

A. The Commission of the Presbytery of the James, formed to ordain Keli Shipley Cooper to serve as Director of Adult Faith Formation at St. Paul's Episcopal Church in Richmond, VA, met at the church on October 3, 2021 at 2:30 p.m. The commission included the following members, a quorum of whom was present:

Ministers: Rev. Jess Cook
Rev. James Taneti, Charge to the Congregation
Rev. Karen Witt

Ruling Elders: Ruling Elder Colleen Earp (Ginter Park)
Ruling Elder Gary Hatter (Olivet)
Ruling Elder Kathleen Murphy (Richmond Second)
Ruling Elder Deborah Rexrode (Charlottesville First), Moderator,

Guests: Rev. Mark Curtis (Presbytery of East Tennessee), Sermon
Rev. Anne McKee (Presbytery of East Tennessee), Charge to the Minister
Rev. Clay Thomas (Presbytery of East Tennessee)

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Keli Shipley Cooper was ordained as a minister of the Word and Sacrament, to serve as Director of Adult Faith Formation at St. Paul's Episcopal Church in Richmond, VA.

B. The Commission of the Presbytery of the James, formed to install Rev. Laura Sugg to serve as pastor of South Plains Presbyterian Church in Keswick, VA, met on October 10, 2021 at 3:30 p.m. at the church and via Zoom. The commission included the following members, a quorum of whom was present:

Ministers: Rev. Tina Cox
Rev. Fred Holbrook
Rev. Carla Pratt Keyes
Rev. Gordon Lindsey

Ruling Elders: Ruling Elder Matthew Carroll (Blue Ridge, Ruckersville)
Ruling Elder Dan Jordanger (Providence Gum Spring), Moderator, Constitutional Questions
Ruling Elder Lamar Lockhart (Chester)
Ruling Elder Patricia Valentine (South Plains)

Guest: Angela Herstek-Zongilla (South Plains)

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Rev. Laura Sugg was installed as pastor of South Plains Presbyterian Church in Keswick, VA.

C. The Commission of the Presbytery of the James, formed to install Rev. Katherine Fiedler to serve as associate pastor of Second Presbyterian Church in Richmond, VA, met on October 24, 2021 at 10:30 a.m. at the church. The commission included the following members, a quorum of whom was present:

Ministers: Rev. Brian Blount, Sermon
Rev. Mairi Renwick, Charge to the Minister
Rev. James Taneti
Rev. Franklin Reding, Charge to the Congregation

Ruling Elders: Ruling Elder Julia Adair (Tuckahoe, Richmond)
Ruling Elder Sharon Adams (Gayton Kirk, Henrico)
Ruling Elder Julia Allred (Richmond Second)
Ruling Elder Dan Jordanger (Providence Gum Spring), Moderator, Constitutional Questions

Guests: Angela Herstek-Zongilla (South Plains)
Rev. Fred Holbrook (Presbytery of the James, Interim General Presbyter and Stated Clerk)

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Rev. Katherine Fiedler was installed as pastor of Second Presbyterian Church in Richmond, VA.

D. The Commission of the Presbytery of the James, formed to ordain Colleen Earp to serve as Director of Programs at Massanetta Springs Camp and Conference Center, Harrisonburg, VA, met on October 24, 2021 at 2:30 p.m. at Camp Hanover in Mechanicsville, VA. The commission included the following members, a quorum of whom was present:

Ministers: Rev. Lynne Clements
Rev. Jess Cook
Rev. Carla Pratt Keyes
Rev. Stan Skreslet, Sermon
Rev. James Taneti

Ruling Elders: Ruling Elder Tim Beane (Tuckahoe, Richmond), Question for the Community)
Ruling Elder Tristin Fidler (The Presbyterian Church, Fredericksburg)
Ruling Elder Dan Jordanger (Providence Gum Spring), Moderator, Constitutional Questions
Ruling Elder Anna Mauritsen (Ginter Park, Richmond)
Ruling Elder Ann Zweckbronner (Fairfield, Mechanicsville)

Guests: Matthew Black (Sunnyvale, VA)
Doug Brown (Union Presbyterian Seminary)
Katie Fidler (The Presbyterian Church, Fredericksburg)
Rev. Fred Holbrook (Presbytery of the James, Interim General Presbyter and Stated Clerk)
Rev. Clayton Rascoe (Shenandoah Presbytery, Massanetta Springs Camp and Conference Center), Charge to the Minister
Doug Walters (Camp Hanover), Charge to the Community
Harry Zweckbronner (Camp Hanover)

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Colleen Earp was ordained as a minister of the Word and Sacrament, to serve as Director of Programs at Massanetta Springs Camp and Conference Center in Harrisonburg, VA.

E. The Commission of the Presbytery of the James, formed to ordain Crystal Varner Parker to serve as associate pastor of Salisbury Presbyterian Church in Midlothian VA, met on Saturday, January 8, 2022 at 2:30 p.m. at Three Chopt Presbyterian Church in Richmond, VA. The commission included the following members, a quorum of whom was present:

Ministers: Rev. Samuel Adams, Sermon
Rev. Jess Cook
Rev. Fred Holbrook
Rev. Gordon Lindsey
Rev. Christopher Tweel
Rev. Brenda Walker

Ruling Elders: Ruling Elder Jennifer K. Curfman Eastwood (Three Chopt)
Ruling Elder Dan Jordanger (Providence Gum Spring)
Moderator, Constitutional Questions
Ruling Elder Peter Ro (Lord Jesus Korean)
Ruling Elder Bob Stallworth (Salisbury)

Guests: Rev. Jeremy Cannada (Salem Presbytery)
Rev. Loren Kemper Tate Mitchell (Shenandoah Presbytery), Charge to the Minister

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Crystal Varner Parker was ordained as a minister of the Word and Sacrament, to serve as associate pastor of Salisbury Church in Midlothian, VA.

F. The Commission of the Presbytery of the James appointed to install Rev. Crystal Varner Parker as associate pastor of Salisbury Presbyterian Church in Midlothian, VA met at 10:30 a.m. on Sunday, January 9, 2022. The service took place at 11:00 a.m. both virtually and in-person in the sanctuary of the church. The commission included the following persons, a quorum of whom was present:

Ministers: Rev. Rosalind Banbury, Moderator, Constitutional Questions to the minister
Rev. Ashley Diaz Mejias
Rev. James King, Sermon
Rev. Charlie Summers, Charge to the Associate Pastor
Rev. Nate Taylor

Ruling Elders: Ruling Elder Bob Lynn (Chester)
Ruling Elder Kathy Sestak (Bon Air)
Ruling Elder Tessa Shuman (Salisbury), Constitutional Questions to the congregation
Ruling Elder Dee White (Three Chopt)

Guests: Rev. Fred Holbrook (Presbytery of the James, Interim General Presbyter and Stated Clerk)

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Rev. Crystal Varner Parker was installed as associate pastor of Salisbury Presbyterian Church, Midlothian, VA.

III. The Stated Clerk reports the following for information:

A. The Honor Roll of Clerks: the stated clerk expresses gratitude to the clerks of session of the 69 churches who responded quickly to the request of the Office of the General Assembly for their annual statistical report (see p. 13)

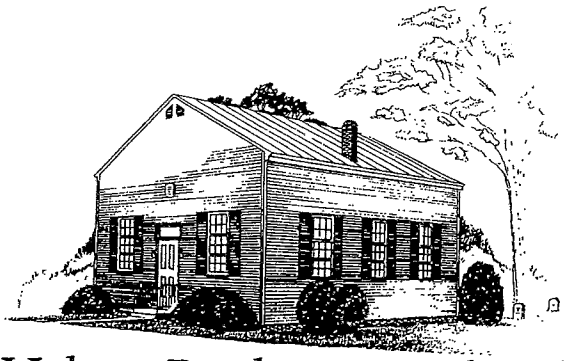
IV. The Stated Clerk makes the following recommendation for the Consent Agenda:

A. That presbytery approve the minutes of the stated meeting on October 16, 2021 and the minutes of the called meeting on January 25, 2022.

V. The Stated Clerk makes the following recommendation:

A. That the presbytery act upon the request from Rev. Connie Weaver and the session of Hebron Church to concur with Overture #047 to the General Assembly submitted by the Presbytery of Utah.

B. That the presbytery permit a guest from First Church Richmond to speak to the overture.



Hebron Presbyterian Church

Organized 1843

January 27th, 2022

Dr. Fred Holbrook
Presbytery of the James
3218 Chamberlayne Avenue
Richmond, Virginia 23227

Dear Fred:

The Hebron Presbyterian Church Session met on Thursday, January 20th, 2022. Its actions at the meeting included voting to endorse the placement of a request for concurrence with Overture #047 to the 225th General Assembly on the agenda for the Presbytery of the James stated meeting on February 19th, 2022.

Sincerely,

Connie S Weaver

Connie Weaver
Pastor/Moderator of Session
connie@hebronpresbyterian.com
1040 Shallow Well Road
Manakin-Sabot, Virginia 23103
Ofc: 804-784-4018
Cell: 804-384-3117

Request for Concurrence with Overture #047 from the Presbytery of Utah

Please help us enlist Presbyteries around the country to support the "Overture for Engagement and Education with Eastern Europe," #047

The overture was submitted by the Presbytery of Utah and received concurrence from the Missouri River Valley and Detroit Presbyteries.

The overture is proposed to help us engage in the Matthew 25 vision of PCUSA to "actively engage in the world." Specifically, we seek to better understand the situations and work of Christians in Russia, Ukraine, and Belarus and to provide support to our partners there.

The overture asks for collaboration of the PC(USA) Office of Middle East and Europe, the Office of Compassion, Peace, and Justice, and the International Peacemaking Program within the Office of Public Witness to:

- Conduct annual study tours of 6-8 Presbyterians accompanied by staff,
- Engage in discussions, in-person or virtually, with a diversity of voices from Orthodox and Protestant churches and faith-based Non-Governmental Organizations (NGOs) in the three countries,
- Utilize Presbyterian News Service to publish articles that help Presbyterians understand the complexities within the region and our own country's engagement in the region,
- Develop and distribute a toolkit for churches interested in learning more and/or participating in future study tours,
- Develop a reading list for churches who want to understand the conflicts in the region,
- Develop and distribute study guides in cooperation with the Belarus, Ukraine, and Russia Mission (BURM) Network,
- Identify opportunities for youth engagement across the region, that would include youth from the United States.

Here are two videos to support the "Overture for Engagement and Education with Eastern Europe," #047, to the 225th General Assembly (2022) of PC(USA).

BURM 1: https://vimeo.com/631498045 (3:49)

BURM 2: https://vimeo.com/638373634/5d2e20764b (8:09)

Entire text of overture:

Overture #047 to General Assembly

The Presbytery of Utah submits this overture to the 225th General Assembly (2022): that World Mission expand its presence in the region of Russia, Belarus, and Ukraine to listen deeply and broadly to the many different voices in the region. The people in each of these three nations are struggling under the weight of multiple conflicts and crises, both inside their countries and in their relationships with each other. It is important for the Church to understand these conflicts and to be aware of our own country's participation in them. The purpose of this proposed increased presence in the region is to educate our constituency about the complexities of the situations, enabling Presbyterians to evaluate critically and neutralize the effects of propaganda.

The Matthew 25 vision of PC(USA) encourages us to "actively engage in the world," challenging us not only to boldly take action in our own communities and nation, but to reach out to others in the world, to hear their pain, to understand their challenges, and to be instruments of peace, love, and justice.

Actions Recommended

Three study trips have already been accomplished during this time of war in Ukraine, two sponsored by The Office of Middle East and Europe and one jointly sponsored with the International Peacemaking Program. In each case, a small group of staff and constituents met with church leaders in Russia and Ukraine to listen and explore their understanding of the conflict and the church's role in it.

These were powerful trips for the small number who participated, but the impact on the broader church's understanding has not been significant.

To expand that impact, we ask the Office of Middle East and Europe in collaboration with the Office of Compassion, Peace and Justice, to include the International Peacemaking Program and the Office of Public Witness, to implement the following actions:

- Conduct annual study tours of 6-8 Presbyterians accompanied by staff,
- Engage in discussions, in-person or virtually, with a diversity of voices from Orthodox and Protestant churches and faith-based Non-Governmental Organizations (NGOs) in the three countries,
- Utilize Presbyterian News Service to publish articles that help Presbyterians understand the complexities within the region and our own country's engagement in the region,
- Develop and distribute a toolkit for churches interested in learning more and/or participating in future study tours,
- Develop a reading list for churches who want to understand the conflicts in the region,
- Develop and distribute study guides in cooperation with the Belarus, Ukraine, and Russia Mission (BURM) Network,
- Identify opportunities for youth engagement across the region, that would include youth from the United States.

Rationale:
As observers in the United States, we sometimes find ourselves participating or taking sides in the conflicts of the region, without fully grasping the many different points of view and the historical complexities that influence them.

There is clearly a serious need for reconciliation between Russia and Ukraine, but the need is also great within Ukraine itself among churches, cultures, and language groups. We need reconciliation between the United States and Russia, as well as between the United States and Ukraine; a reconciliation that is only possible when we listen for understanding to the diverse voices within these two countries.

The current conflict in Belarus began between the government and the people, particularly the younger generation, complicated by the regional geo-political context and the threat of Russian interference, and exacerbated by the tension between Russia and the West.

We need to hear what the churches in these countries are (or are not) doing toward reconciliation and peacemaking and reflect on our own role in the process. The effect of our sanction policies is that ordinary people are being impoverished and are struggling.

There is a pattern of division across the globe, with increasing efforts to separate people. By expanding our awareness and understanding of positive steps toward peacemaking and negative steps that deepen the divides or violate human rights, we are better able to recognize similar patterns in our own context.

The current global trends demand that we, the Church, work intentionally with others to overcome propaganda that fuels divisions by seeking to build bonds of trust. It is only through efforts to understand and appreciate each other that we are able to engage ecumenically and become witnesses for peace and unity in the Body of Christ.

Desired Outcomes
With these focused actions:

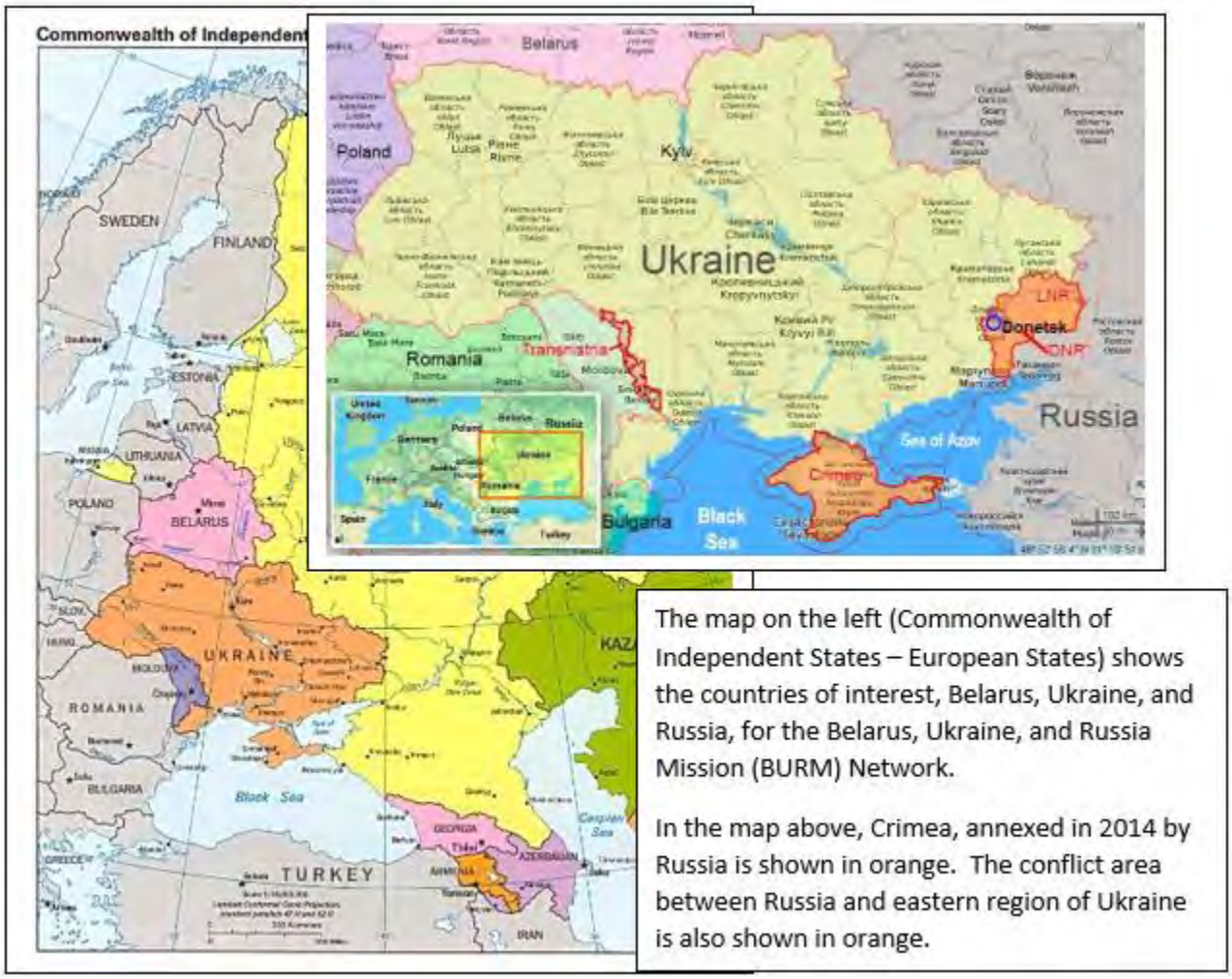
- Presbyterians will have the tools they need to evaluate critically what they hear in the media.
- A larger community will develop of Presbyterians committed to peacemaking in this context and globally.
- Local congregations will be better equipped to engage with global partners, enriching both.
- The Church will have a better-educated constituency who are more prepared to be advocates for peace and justice.
- The Church will expand its Matthew 25 vision of eradicating systematic poverty, dismantling racism, and building congregational vitality through dialogue with partners in the region.
- The youth of all four countries do not carry the weight of our history, which propaganda preys on, and therefore will play a meaningful role in dialogue.

Financial Impact

The cost of implementing this overture is relatively small and might include:

- Cost of preparing and distributing information,
- Partial scholarships, particularly for youth engagement, which are a powerful investment in the future.

The cost of study tours for staff will be covered by participants, so the only cost for World Mission is staff time. In order to make this time, we acknowledge the necessity of a shift in priorities, but the critical nature of the situation in this region warrants the investment.



The map on the left (Commonwealth of Independent States – European States) shows the countries of interest, Belarus, Ukraine, and Russia, for the Belarus, Ukraine, and Russia Mission (BURM) Network.

In the map above, Crimea, annexed in 2014 by Russia is shown in orange. The conflict area between Russia and eastern region of Ukraine is also shown in orange.

The Honor Roll of Clerks

For Diligence in the Submission of 2021 Statistics

The Presbytery of the James is well known in the Office of the General Assembly for promptly responding to their request for the annual statistical report. The clerks of session of the churches listed below began to enter their statistics in time to meet the deadline for reports to this meeting of presbytery. Thank you, clerks!

All Souls
Ampthill
Ashland
Blackstone
Bon Air
Brandermill
Brett Reed Memorial
Burkeville
Byrd
Campbell Memorial
Chase City First
Chester
Culpeper
Charlottesville First
Fairfield
First United
Forest Hill
Gayton Kirk
Ginter Park
Grace Covenant
Gregory Memorial
Hartwood
Hebron
Hopewell First
King's Chapel
Kirk O'Cliff
Laurel
Lawrenceville
Madison
Mattoax
Meadows
Mechanicsville
Milden
Milford
Mitchells
New Hanover
Oak Grove
Olivet
Orange
Petersburg Second
Pine Grove
Providence Forge
Providence, Powhatan
Providence, Gum Spring
Pryor Memorial
Rennie Memorial
Richmond First
River Road
Rivermont
Rockfish
Salem
Salisbury
Sandston
Scottsville
South Hill
South Plains
Southminster
St Andrews
St James
Swift Creek
Three Chopt
Tuckahoe
Waddell
Westminster Charlottesville
Westminster Petersburg
Westminster Richmond
Woodlawn
Woodville
Zion Hill

Consent Agenda

February 19, 2022 Stated Meeting of the POJ

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 presbytery approve the minutes of the stated meeting on October 16, 2021, and the minutes of the called meeting on January 25, 2022.

II. The Mission Council makes the following consent agenda recommendation:

A. That the 2021 Budget to Actual December 31 (unaudited) be received as information. See pp. 16-20.

III. The Trustees of Presbytery of the James, Inc. make the following consent agenda recommendations:

A. That the POJ Net Assets with Restrictions (December 31, 2021) be received as information (see p. 32).

B. That the POJ Net Assets without Restrictions (December 31, 2021) be received as information (see p. 33).

IV. The Commission on Ministry makes the following consent agenda recommendations:

A. That presbytery conduct the final step of the ordination examination of Candidate Mary Bielen (Maumee Valley).

Mission Council

Report to February 19, 2022 Stated Meeting of the POJ

The Mission Council reports this information:

1. Received an update from the Facilities and Hospitality Task Force [Rev. Tom Coye, chair; Rev. Victoria Murdock; Ruling Elder Barry Parks (Westminster, Charlottesville)]. They are tasked with identifying three potential office facilities for the "traveling presbyters." Over twenty congregations or ministries have responded to the survey offering to be a satellite office location.
2. Appointed a team to address the possibility of hybrid presbytery meetings (simultaneous "in person" and virtual participation) in the future.
3. Received a communication from Rev. Jess Cook and Charles Bolling that they are applying for a Seed Grant from the P.C.(U.S.A.) for a New Worshiping Community called "Every Table." Fred Holbrook was authorized to sign the grant application on behalf of the presbytery. Ginter Park Church has agreed to be a partner congregation.
4. Heard an update from the Presbyters Search Committee that the Ministry Information Form (MIF) for the Lead Presbyter for Vision and Collaboration remains open through January 31, 2022. The MIFs for the Presbyter for Congregational Life and the Presbyter for Relational Care will be posted on Church Leadership Connection site on February 1, 2022.

5. Heard from Fred Holbrook that, after much prayer and discernment with his family and colleagues, he will retire effective June 30, 2022. July 1, 2022 is 40 years to the day since his ordained ministry began in Charlotte, NC. Discussion included the need for a transition process in anticipation of the possibility that the three presbyters and the stated clerk may yet to have started in their positions. A transition task force was appointed including Rev. Jim Moseley, Rev. Beverley Bullock, and Ruling Elder Carol Martin.

The Mission Council reports taking the following actions:

1. Approved holding the February 19, 2022 meeting virtually.
2. Approved benefit coverage through the P.C.(U.S.A.) Board of Pensions to its part-time employees Barbara Espigh and Kelley Hope effective October 1, 2021, continuing through December 31, 2022, under plans of their choosing, at a total annual cost to the presbytery of no more than $11,842 for each employee.
3. Approved changing the name of AFREIM (African Evangelical International Ministries) to All Nations Presbyterian Fellowship effective January 1, 2022.
4. Accepted the resignation of Deborah Rexrode, Associate for Stewardship, effective November 8, 2021. She accepted the position of Director of Development for the Keswick School.
5. Approved a plan that calls for an audit one year (e.g., 2019), review the next year (e.g., 2020), review the following year (e.g., 2021), and then audit the next year (e.g., 2023).
6. Approved including in the 2022 proposed budget a 3% COLA adjustment for all staff and an additional $15,000 requested from the Commission on Ministry to support a new coaching requirement of “first call” or “first covenant” ministers, certified Christian educators, and commissioned pastors.
7. Approved including in the agenda for the February 19 stated meeting of presbytery a request for concurrence with Overture #047 from the Presbytery of Utah regarding the BURM Network. Rev. Connie Weaver and the Hebron Church session are bringing the request.

The Mission Council makes the following consent agenda recommendations:

1. That the 2021 Budget to Actual December 31 (unaudited) be received as information (see pp. 16-20).

The Mission Council makes the following recommendations:

1. That the agenda for the February 19, 2022 stated meeting be approved.
2. That the 2022 Proposed Budget be adopted. Notes from Kenna Payne regarding changes since the first reading can be found on pp. 21-22.

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Twelve months ending December 31, 2021
as of January 27, 2022

DESCRIPTIONS	CY 2021 Jan - Dec	CY 2021 Budget	CY 2021 Variance	% Budget Variance
SOURCES OF FUNDS				
Congregational Intents -				
Undesignated Support (POJ, Synod Per Capita, and G.A.)	634,625.69	650,000.00	(15,374.31)	97.6%
Designated Giving to POJ Only	37,435.52	30,000.00	7,435.52	124.8%
Per Capita $1.15 for Synod; $8.98 for G.A.)	15,565.91	13,801.00	1,764.91	112.8%
Designated Giving to Validated Missions thru G.A.	30,683.04	30,000.00	683.04	102.3%
sub-total	718,310.16	723,801.00	(5,490.84)	99.2%
Other Designated Missions - non G.A.		10,000.00	(10,000.00)	0.0%
Checking Account Interest	21.52	30.00	(8.48)	71.7%
Other income	5,840.00	6,540.00	(700.00)	89.3%
TOTAL - SOURCES OF FUNDS	**724,171.68**	**740,371.00**	**(16,199.32)**	**97.8%**
USES OF FUNDS				
Synod and General Assembly				
Synod Per Capita	21,088.00	21,088.00	0.00	100.0%
GA Per Capita	154,500.90	164,666.00	(10,165.10)	93.8%
GA Shared Mission Support	30,201.12	30,000.00	201.12	100.7%
Synod & GA/total	205,790.02	215,754.00	(9,963.98)	95.4%
Other Designated Missions - non-GA	0.00	10,000.00	(10,000.00)	0.0%

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Twelve months ending December 31, 2021
as of January 27, 2022

DESCRIPTIONS	CY 2021 Jan - Dec	CY 2021 Budget	CY 2021 Variance	% Budget Variance
Constitutional Committees				
Committee on Representations (Constitutional Comm.)				
COR - /Administration for Committee	0.00	0.00	0.00	
Committee on Nominations (Constitutional Comm.)				
CON - Administration for Committee		500.00	(500.00)	0.0%
CON - GA Alternate Commissioners		10,000.00	(10,000.00)	0.0%
CON/sub-total	0.00	10,500.00	(10,500.00)	0.0%
Permanent Judicial Commission (Constitutional Comm.)				
PJC - Administration for Committee	7,853.50	0.00	7,853.50	
All Constitutional Committees/total	7,853.50	10,500.00	(2,646.50)	74.8%
Mission Council				
Staff				
Salaries	232,053.79	351,027.00	(118,973.21)	66.1%
Housing Allowances	59,938.56	44,196.00	15,742.56	135.6%
Payroll Taxes	14,044.95	23,401.00	(9,356.05)	60.0%
Auto Expense (Gen'l Presbyter)	1,532.78	3,000.00	(1,467.22)	51.1%
Pension/Medical	52,082.31	49,203.00	2,879.31	105.9%
403b Contribution Expense	2,913.03			
Staff Professional Expenses		2,300.00	(2,300.00)	0.0%
Staff Professional Expenses (Gen'l; Presbyter)	70.49	2,000.00	(1,929.51)	3.5%
Medical Reimbursement	2,000.00	4,000.00	(2,000.00)	50.0%
Staff/sub-total	364,635.91	479,127.00	(117,404.12)	76.1%

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Twelve months ending December 31, 2021
as of January 27, 2022

DESCRIPTIONS	CY 2021 Jan - Dec	CY 2021 Budget	CY 2021 Variance	% Budget Variance
Presbytery Office				
Utilities	9,438.77	10,900.00	(1,461.23)	86.6%
Insurance	29,478.34	16,799.00	12,679.34	175.5%
Office Supplies	4,138.75	3,500.00	638.75	118.3%
Postage	1,021.19	400.00	621.19	255.3%
Telephone/Internet	8,158.03	5,247.00	2,911.03	155.5%
Grounds/Building Maintenance	11,581.39	9,899.00	1,682.39	117.0%
Remote Bank Fees	182.72	225.00	(42.28)	81.2%
Audit	12,375.00	9,785.00	2,590.00	126.5%
Payroll Expense	1,756.77	1,400.00	356.77	125.5%
Presbytery Office/sub-total	78,130.96	58,155.00	19,975.96	134.3%
Communications & IT Support	12,708.40	20,250.00	(7,541.60)	62.8%
Presbytery Meetings	6,700.00	1,665.00	5,035.00	402.4%
General Presbyter Expenses	535.64	1,350.00	(814.36)	39.7%
Administration	3,627.25	500.00	3,127.25	725.5%
Camp Hanover, Inc. (Per Covenant Agreement)	120,000.00	120,000.00	0.00	100.0%
COVID hymn recording project		10,000.00	(10,000.00)	0.0%
Capital Replacement Transfer	4,000.00	4,000.00	0.00	100.0%
Mission Council totals	590,338.16	695,047.00	(107,621.87)	84.9%
Leadership Connections Team				
LCT - Administration for Team		600.00	(600.00)	0.0%
LCT - Black Caucus		1,075.00	(1,075.00)	0.0%
LCT - Collegiate Ministries	92,050.00	93,050.00	(1,000.00)	98.9%
LCT - Community of Ministry & Worship	12,584.20	11,932.00	652.20	105.5%
LCT - Older Adult		2,500.00	(2,500.00)	0.0%

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Twelve months ending December 31, 2021
as of January 27, 2022

DESCRIPTIONS	CY 2021 Jan - Dec	CY 2021 Budget	CY 2021 Variance	% Budget Variance
LCT - Presbyterian Women		500.00	(500.00)	0.0%
LCT - Resource Center	3,600.00	3,600.00	0.00	100.0%
LCT - Small Church	3,650.00	6,950.00	(3,300.00)	52.5%
LCT - Stewardship	1,625.00	2,000.00	(375.00)	81.3%
LCT - Youth Ministry		6,600.00	(6,600.00)	0.0%
LCT - UPSem Faith Leaders Whose Primary Language is Not English		2,000.00	(2,000.00)	0.0%
LCT/totals	113,509.20	130,807.00	(17,297.80)	86.8%
Mission and Service Team				
MAST - Administration for Team		300.00	(300.00)	0.0%
MAST - Disaster Relief Team		6,000.00	(6,000.00)	0.0%
MAST - Haiti	2,003.00	12,500.00	(10,497.00)	16.0%
MAST - Dismantling Racism		500.00	(500.00)	0.0%
MAST - Evangelism and Church Growth	69,816.07	72,550.00	(2,733.93)	96.2%
MAST - Voices of Jubilee	25,000.00	25,000.00	0.00	100.0%
MAST - Public Policy	6,300.00	8,500.00	(2,200.00)	74.1%
MAST - Self Development of People	1,000.00	1,000.00	0.00	100.0%
MAST - Social Justice	1,000.00	1,000.00	0.00	100.0%
MAST - World Mission	3,160.76	10,000.00	(6,839.24)	31.6%
MAST - Southwood Project Habitat of Great Charlottesville ('21,22,23,24,25)	43,000.00	43,000.00	0.00	100.0%
MAST/totals	151,279.83	180,350.00	(29,070.17)	83.9%
Commission on Ministry				
COM - Administration for Committee	178.53	2,500.00	(2,321.47)	7.1%

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Twelve months ending December 31, 2021
as of January 27, 2022

DESCRIPTIONS	CY 2021 Jan - Dec	CY 2021 Budget	CY 2021 Variance	% Budget Variance
Committee on Preparation for Ministry (Const. Committee)				
CPM - Financial Aid	9,500.00	13,000.00	(3,500.00)	73.1%
CPM - Psychological Evaluations	961.45	1,500.00	(538.55)	64.1%
CPM - Administration for Committee		500.00	(500.00)	0.0%
CPM - Travel		700.00	(700.00)	0.0%
CPM - Recruiting		2,000.00	(2,000.00)	0.0%
CPM/sub-total	10,461.45	17,700.00	(7,238.55)	59.1%
TOTAL - USES OF FUNDS	**1,079,410.69**	**1,262,658.00**	**(183,247.31)**	**85.5%**
EXCESS OF USES OVER SOURCES	**(355,239.01)**	**(522,287.00)**	**167,047.99**	**68.0%**
SUPPORT FROM EXISTING FUNDS				
Church & Ministries Development Fund	390,519.00	478,297.00	(87,778.00)	81.6%
Genesis & Generations Fund	0.00	38,990.00	(38,990.00)	0.0%
GA Commissioners	0.00	5,000.00	(5,000.00)	0.0%
TOTAL - SUPPORT FROM EXISTING FUNDS	**390,519.00**	**522,287.00**	**(131,768.00)**	**74.8%**
EXCESS OF SOURCES OVER USES	**35,279.99**	**0.00**	**35,279.99**	

Assets on hand at 12/31/21

$353,086	Cash
$4,815,851	Investments
$5,168,937	

2022 Budget – Recommendation and Comments

The Mission Council moves the approval of the proposed 2022 Budget for the Presbytery of the James.

The current proposed budget is found on the following 5 pages in this report packet and is found in the last three columns on the page. The 2021 budget and the year-to-date actual amounts (the first two columns) are presented for comparison purposes.

The first draft of the budget was provided as a "first reading" at the October 2021 stated Presbytery meeting. At that time, the draft budget was "balanced" and reflected revenues ($718,205), expenses ($1,248,274) and uses of existing funds ($530,069).

Today's proposed budget remains a "balanced" one, with revenues of $708,205, expenses of $1,214,924, and uses of existing funds of $522,219.

There are several significant revisions that have been made to the October draft budget to arrive at today's proposed budget.

1. Revenues arising from intents of support from the congregations have been reduced to lower levels of $686,587. As churches around the Presbytery struggle financially, many have informed the Presbytery of the need to reduce their level of support, in both small and significant amounts.

2. The amounts to be paid as per capita fees to the General Assembly and to the Synod have been finalized, and the line-item expenses have been reduced.

3. The staffing of the Presbytery in this proposal reflects a delay in the arrival of the Lead and other two Presbyters until later dates in the year (compared to projections used in the October draft). Current staff positions will remain "as is" until the new Presbyters begin work, with the overall staffing costs reflecting a slightly smaller amount (compared to projections used in the October draft). All staff costs have been updated for current salary and insurance rates and estimates of moving costs for the new presbyters have been included in staff costs.

4. The budgeted cost of sending the Alternate Commissioners to the General Assembly has been eliminated, in light of the virtual GA in 2022.

5. The proposed budget now includes a $15,000 item to support the Commission on Ministry's new coaching requirement for first-call ministers, certified Christian educators, and commissioned pastors within the Presbytery. In supporting this ministry, the Mission Council is reflecting the estimated financial costs in the budget.

Please let me point out several other items concerning the budgets of the Presbytery.

First, the Presbytery office has not yet received final payments on 2021 intents from all congregations. We encourage any church who has not made their final 2021 payment - nor submitted its 2022 intent - as of today to please do so as soon as possible.

Without these final pieces of information, it is necessary to broadly estimate those items in the revenue categories.

Second, as programs evolve in the life of the Presbytery, funding sources that come from designated or undesignated monies are reviewed to see if the nature of the source could be used to provide financial support. These sources, held in invested monies of the Presbytery, are reflected in a category called "Support from Existing Funds," found after the expense totals on the last page. In the 2022 budget, a significant portion of staffing and congregational ministry costs are supported by the Church Ministries and Development Fund ($493,059), as allowed by the presbytery-designated use of this fund.

Third, the separation of Camp Hanover into its own organization in 2019 resulted in a covenant obligation by the Presbytery to the Camp in the amount of $114,000 in 2022. This is the only expense that relates to the Camp on the books of the Presbytery and is reflected as part of the expenses for the Mission Council.

Fourth, the budgets for the expenses have no known excess amounts and represent the ongoing support of staff, office operations, committees, commissions, constitutional committees, and the program ministries led by LCT and MAST. The amounts for all these entities are based on amounts requested for the 2022 programs.

The Presbytery has sufficient accumulated earnings in its financial accounts to absorb a budgeted loss, should one materialize.

As many of you know, generating a budget for a new year is a prudent and "best practices" financial exercise that is a combination of pretty good estimates and good faith estimates. As with any budget, it is a guideline in the financial operations of the organization, giving monetary representations to our ministries and operational costs. For us, every effort is made by the Finance and Accounts Service Manager and the Interim General Presbyter to use accurate amounts and estimates, reflecting the programs for the year.

Working with the budgeted amounts during the year will see that variances will occur in many of the line items, due to actual circumstances encountered during the year. The Mission Council, supported by the Finance and Accounts Service Manager and Interim General Presbyter, reviews the financial operations and reports on a regular basis, working to stay abreast of significant changes in the underlying presumptions used to generate this budget and making adjustments as needed during the course of the year.

With all of these considerations in place, the Mission Council recommends the approval of the 2022 budget, as presented to you today.

Kenna Payne, Moderator
Mission Council

PRESBYTERY OF THE JAMES
PROPOSED 2022 BUDGET
Submitted for Approval - February 19, 2022

DESCRIPTIONS	CY 2021 ACTUAL Jan - Dec	CY 2021 BUDGET Amount	2022 PROPOSED GENERAL	2022 PROPOSED SUPPORTED	2022 PROPOSED BUDGET TOTAL
SOURCES OF FUNDS					
Congregational Intents:					
Undesignated Support (POJ, Synod Per Capita, and GA)	634,626	650,000	615,000		615,000
Designated Giving for POJ Only	37,435	30,000	29,100		29,100
Per Capita ($1.15 for Synod; $8.98 for GA)	15,566	13,801	13,387		13,387
Designated Giving to Validated Missions thru GA	30,683	30,000	29,100		29,100
Congregational Intents/sub-total	718,310	723,801	686,587	0	686,587
Other Designated Missions- non GA		10,000			0
Checking Account Interest	22	30	18		18
Other Income	5,840	6,540	6,100		6,100
TOTAL - SOURCES OF FUNDS	**724,172**	**740,371**	**692,705**	**0**	**692,705**
USES OF FUNDS					
Synod and General Assembly					
Synod Per Capita	21,088	21,088	19,126		19,126
GA Per Capita	154,501	164,666	153,729		153,729
GA Shared Mission	30,201	30,000	29,100		29,100
Synod& GA/sub-total	205,790	215,754	201,955	0	201,955
Other Designated Missions - non-GA		10,000	0	0	0
Constitutional Committees					
Committee on Representation					
COR - Administration for Committee	0	0	0	0	0
Committee on Nominations					
CON - Administration for Committee		500	500		500
CON - GA Alternate Commissioners		10,000			0
CON/sub-total		10,500	500	0	500

PRESBYTERY OF THE JAMES
PROPOSED 2022 BUDGET
Submitted for Approval - February 19, 2022

DESCRIPTIONS	CY 2021 ACTUAL Jan - Dec	CY 2021 BUDGET Amount	2022 PROPOSED GENERAL	2022 PROPOSED SUPPORTED	2022 PROPOSED BUDGET TOTAL
Permanent Judicial Commission					
PJC - Adminstration for Committee	7,854	0	0	0	0
All Constitutional Committees/total	7,854	10,500	500	0	500
Mission Council					
Mission Council - Staff					
Salaries / Contractors	232,054	351,027	136,824	91,122	227,946
Housing	59,939	44,196	14,393	76,425	90,818
Payroll Taxes	14,045	23,401	8,983	12,787	21,770
Auto Expense (Lead Presbyter)	1,533	3,000	417	2,833	3,250
Pension / Medical / Disability / Life	54,995	49,203	35,805	56,853	92,658
Staff Professional & Continuing Ed.	70	4,300	277	3,556	3,833
Moving Expenses				24,000	24,000
Medical Reimbursement	2,000	4,000	4,667	5,333	10,000
Staff/sub-total	364,636	479,127	201,366	272,909	474,275
Mission Council - Presbytery Office					
Utilities	9,439	10,900	10,900		10,900
Insurance	29,478	16,799	23,204		23,204
Office Supplies	4,139	3,500	3,500		3,500
Postage	1,021	400	400		400
Telephone/Internet	8,158	5,247	6,000	1,000	7,000
Grounds/Building Maintenance	11,581	9,899	10,000		10,000
Remote Bank Fees	183	225	275		275
Audit	12,375	9,785	4,000		4,000
Payroll Expense	1,757	1,400	1,400		1,400
Presbytery Office/sub-total	78,131	58,155	59,679	1,000	60,679

PRESBYTERY OF THE JAMES
PROPOSED 2022 BUDGET
Submitted for Approval - February 19, 2022

DESCRIPTIONS	CY 2021 ACTUAL Jan - Dec	CY 2021 BUDGET Amount	2022 PROPOSED GENERAL	2022 PROPOSED SUPPORTED	2022 PROPOSED BUDGET TOTAL
Mission Council - Communications & IT Support	12,708	20,250	20,250		20,250
Mission Council - Presbyery Meetings	6,700	1,665	1,600		1,600
Mission Council - Lead Presbyter Office	535	1,350		1,350	1,350
Mission Council - Presbyter for Congregational Life Office				1,350	1,350
Mission Council - Presbyter for Relational Care Office				1,350	1,350
Mission Council - Administrative	3,627	500	500	1,000	1,500
Mission Council - Camp Hanover, Inc. (Covenant Agreement)	120,000	120,000	102,600	11,400	114,000
Mission Council - COVID Hymn Project		10,000	0		0
Mission Council - Capital Replacement Transfer	4,000	4,000	4,000		4,000
Mission Council totals	590,337	695,047	389,995	290,359	680,354
Commission on Ministry					
COM - Administrative Expense	179	2,500	1,500	0	1,500
COM - First-call ministry Support				15,000	15,000
Commission on Ministry totals	179	2,500	1,500	15,000	16,500
Committee on Preparation for Ministry					
CPM - Financial Aid	9,500	13,000	13,000		13,000
CPM - Psychological Evaluations	961	1,500	1,500		1,500
CPM - Administrative for Committee		500	500		500
CPM - Travel		700	700		700
CPM - Recruiting		2,000	2,000		2,000
CPM/sub-total	10,461	17,700	17,700	0	17,700

PRESBYTERY OF THE JAMES
PROPOSED 2022 BUDGET
Submitted for Approval - February 19, 2022

DESCRIPTIONS	CY 2021 ACTUAL Jan - Dec	CY 2021 BUDGET Amount	2022 PROPOSED GENERAL	2022 PROPOSED SUPPORTED	2022 PROPOSED BUDGET TOTAL
Leadership Connections Team					
LCT - Administration for Team		600	500		500
LCT - Black Caucus		1,075	2,040		2,040
LCT - University of Mary Washington	35,000	35,000		35,000	35,000
LCT - University of Virginia	25,050	25,050		25,050	25,050
LCT - Virginia Commonwealth University	25,000	25,000		25,000	25,000
LCT - Virginia State University	7,000	7,000		7,000	7,000
LCT - University of Richmond		1,000			0
LCT - Community of Ministry & Worship	12,584	11,932	22,875		22,875
LCT - Older Adult Ministry		2,500	2,500		2,500
LCT - Presbyterian Women		500	500		500
LCT - Resource Center	3,600	3,600		3,600	3,600
LCT - Small Church	3,650	6,950		6,950	6,950
LCT - Stewardship	1,625	2,000		2,000	2,000
LCT - Youth Ministry		6,600		6,600	6,600
LCT - UPS Faith Leaders language ministry		2,000			0
LCT/totals	113,509	130,807	28,415	111,200	139,615

PRESBYTERY OF THE JAMES
PROPOSED 2022 BUDGET
Submitted for Approval - February 19, 2022

DESCRIPTIONS	CY 2021 ACTUAL Jan - Dec	CY 2021 BUDGET Amount	2022 PROPOSED BUDGET GENERAL	2022 PROPOSED BUDGET SUPPORTED	2022 PROPOSED BUDGET TOTAL
Mission and Service Team					
MAST - Administration for Team		300	200		200
MAST - Disaster Relief Team		6,000	6,000		6,000
MAST - Haiti	2,003	12,500	12,500		12,500
MAST - Dismantling Racism		500	500		500
MAST - Evangelism and Church Dev - future support		7,050			
MAST - AFREIM support	29,316	25,000		25,000	25,000
MAST - Blue Ridge Church support	8,000	8,000			0
MAST - Tappahannock Church support	20,000	20,000		10,000	10,000
MAST - Trinity Ghanaian Fellowship	12,500	12,500		12,000	12,000
MAST - Voices of Jubiliee	25,000	25,000		25,000	25,000
MAST - Coaching for pastors of NWC				4,500	4,500
MAST - Public Policy	6,300	8,500	7,100		7,100
MAST - Self-Development of People	1,000	1,000	1,500		1,500
MAST - Social Justice	1,000	1,000	1,000		1,000
MAST - World Mission	3,161	10,000	10,000		10,000
MAST - Southwood Project Habitat of Greater Ch'ville	43,000	43,000	43,000		43,000
MAST/totals	151,280	180,350	81,800	76,500	158,300
TOTAL - USES OF FUNDS	1,079,411	1,262,658	721,865	493,059	1,214,924
EXCESS OF USES OVER SOURCES	**(355,239)**	**(522,287)**	**(29,160)**	**(493,059)**	**(522,219)**
SUPPORT FROM EXISTING FUNDS					
Church & Ministries Development Fund	390,519	478,297		493,059	493,059
Genesis & Generations Fund	0	38,990	29,160		29,160
GA Commissioners	0	5,000			0
Use of Existing Funds/total	390,519	522,287	29,160	493,059	522,219
NET INCOME (LOSS)	**35,280**	**0**	**0**	**0**	**0**

Keenan Rodgers
Church Consultant

m: 215-341-8143
krodgers@pensions.org

We at the Board are working hard to support our ministers and employees of the Presbyterian Church (USA) in new and creative ways. If you have other ideas about how we can help, please let me know. I am happy to meet with presbytery and church committees to discuss your thoughts and hopes of how we can strengthen the benefits for your congregation.

The Board of Pensions is a national agency of the Presbyterian Church (U.S.A.), offering a broad range of benefits to PC(USA) churches, agencies, and mid councils, as well as affiliated employers.

Member/Employer Services: 800-773-7752, M-F 8:30-7:00pm EST

Assistance Program

Through the Assistance Program, the Board of Pensions provides need-based grants to help active and retired members of the Benefits Plan and their families. Extensive changes effective January 2022 expand support available broaden eligibility to include more ministers and employees of the PC(USA) and affiliated organizations. Read more

Care Navigation

Starting April 1, 2022, the Board of Pensions, in partnership with Quantum Health, is providing a new Medical Plan feature, Care Navigation. This feature helps members and their covered family members navigate their healthcare and use their medical benefits. Care navigation will be included in the PPO, EPO, and HDHP at no additional cost to members or employers. Read more

Other important information:

- **Diversity, Equity, and Inclusion:** We are taking tangible, intentional steps to ensure a workplace culture that inspires a sense of belonging. And we are continuing to activity engage throughout the Church to ensure access to benefits plans and programs that provide wholeness. Read more
- **Retirement Savings Program**: This 403(b)(9) plan can help participants build savings and achieve long-term retirement goals. When offered to church employees, you provide them with a savings tool — with both tax-deferred and Roth after-tax contribution features. Read more
- **Medicare Supplement Plan**: The plan has added Employee Assistance Plan and vision coverage mirroring that provided to active members of the Medical Plan with no extra cost. Read more
- **Effective Salary:** Most of the Board benefits are based on Effective Salary. Please make sure Effective Salaries are up to date on Benefits Connect.

SELECT OTHER BENEFITS

Flexibility and choice to build your own package for employees and ministers in non-installed positions

Included in package and employer required to offer
Pastor's Participation ~
Minister's Choice +

RETIREMENT PROGRAMS

Defined Benefit Pension Plan ~ +
This defined benefit plan offers financial security in retirement as guaranteed monthly income, funded through employer dues and investment earnings.

Retirement Savings Plan ~ *cost may be shared*
Our 403(b)(9) plan can help participants build savings and achieve long-term retirement goals, with pre-tax and Roth after-tax contribution features. *Fidelity Investments*

FINANCIAL PROTECTION PROGRAMS

Death and Disability Plan ~ +
A comprehensive plan that offers peace of mind and financial security through salary continuation, lump-sum death benefit, monthly benefit in the event of a long-term disability, and more, as well as supplemental coverages.

Term Life Plan
A low-cost coverage option available in tiers from $5,000 to $50,000, or an income-based benefit amount, one times a member's effective salary, available at a lesser cost than your employees likely could secure on their own.

Temporary Disability Plan ~ +
For a disability up to 90 days, this benefit provides employees with up to 60 percent of effective salary capped at the IRS maximum ($285,000 in 2020) after a 14-day waiting period. *Lincoln Financial Group*

Long-Term Disability Plan
This benefit offers financial protection during a long-term disability that extends beyond 90 days, providing a benefit of up to 60 percent of effective salary capped at the IRS maximum ($285,000 in 2020) throughout their disability. *Lincoln Financial Group*

HEALTH PROGRAMS

Medical Plan ~
All three coverage options — a preferred provider organization (PPO), an exclusive provider organization (EPO), and a high deductible health plan (HDHP) — feature generous preventive care and prescription drug benefits, a telemedicine option, and Call to Health, our online well-being program. *Highmark Blue Cross Blue Shield*

Vision Eyewear Plan ~ *cost may be shared*
Save hundreds of dollars every year on the cost of eyeglasses, contacts, and more through this low-cost benefit. *VSP*

Dental Plan ~ *cost may be shared*
Provides coverage for a wide range of basic and major services and orthodontic treatment for children, saving members money on dental care and helping to support overall health and well-being. *Aetna*

TAX-ADVANTAGED ACCOUNTS

Flexible spending account: dependent care
Can be used to pay for eligible expenses for children under age 13 and certain older family members, such as in-home child care, before- and after-school programs, and adult day care. *Further*

Flexible spending account: healthcare
Pay for eligible medical, dental, and vision expenses, such as deductibles, copayments, and copay amounts — all with pretax dollars. *Further*

Health savings account
When offered along with the high deductible health plan (HDHP), these accounts can be used to pay for qualified healthcare expenses, including the annual HDHP deductible, copayments, dental treatments, and prescription drugs, for themselves or any eligible dependent. *Further*

Work requirement key

- 20 hours or more per week; no requirement for ministers in self-employed validated service
- 20 hours or more per week
- No hourly work requirement
- Requires participation in PC(USA) or other employer-sponsored plan

Trustees of Presbytery of the James, Inc.

Report to February 19, 2022 Stated Meeting of the POJ

The POJ Trustees report this information:

1. Reviewed a report from PILP (Presbyterian Investment and Loan Program) dated October 12, 2021. Fred Holbrook was asked to contact PILP to inquire about paying off the Church Mortgage Grants, the original amounts totaling $75,131.
2. Heard a report from Steve Hicks that RBC Wealth Management (Jeff Chapman, Senior Portfolio Manager) was directed to convert to cash a sufficient amount to cover projected budget needs for 2022. It was determined that $325,000 should be sufficient.
3. Heard that Stuart Settle, ruling elder from the Fairfield Church, has joined the Property Advisory Group (Bill Neal, moderator).
4. Closing on the sale of the New Covenant Church property will occur in February.
5. Received a proposal for the purchase of the Montrose Church property from New Destiny Apostolic Church (Bishop Duane Bell, Pastor Patricia Bell). It is being reviewed and, if less than 90% of its appraised value of $510,000, it will need approval of the presbytery.
6. Appointed Dan Jordanger to assist Ben Spence, our attorney, in the discovery phase of the court proceedings regarding the Victoria Church property.
7. Elected Steven M. Hicks (ruling elder, Mitchells Church) as president, Carol H. Martin (ruling elder, Tuckahoe Church) as vice-president, and Fred Holbrook as Secretary/Treasurer of the corporation.
8. Received a report that the sale of the Greenwood Church property (including the church and the manse) to Chesterfield Community Church is in progress and will be completed in February.

The POJ Trustees report taking the following actions:

1. Approved entering into a Purchase Agreement with Large Tree, LLC offering $378,000 for the Goochland County property (5.98 acres at the SW quadrant of the interchange of Rt. 288 and Rt. 6). It was confirmed that the property appraised for $420,000. The Trustees have been granted permission by the presbytery to proceed with the sale if the offer is at least 90% of the appraised value.
2. Filed a Boundary Line Adjustment Plat at the Orange County Courthouse for the Gordonsville Church property and approved a "Deed of Gift" to an adjoining neighbor for a small portion of the property.
3. Directed that any future Administrative Commissions for the closure of a church will have on their essential task list the transfer of title from the trustees of the particular church to the Trustees of Presbytery of the James, Inc. This is supported by the *Book of Order* G-4.0203, 4.0204, and 4.0205. Fred was asked to make inquiry of the Circuit Court of each property reported as titled to the Trustees of POJ. It must be confirmed what entity actually holds title to the property before the presbytery closes a church.
4. Approved paying in full the payoff of $48,835.15 for the Church Mortgage Grants from the Presbyterian and Investment Loan Program (PILP), payment to be made from the Church and Ministries Development Fund. The notes being carried by four of our churches date from 1900 to 1975. If principal and interest were required to be repaid, the amounts would be significant. Fred Holbrook was asked to inform the sessions of the four churches.
5. Adopted a CORPORATE RESOLUTION granting authority to any one of the officers to sign for the Trustees as a whole in all corporate matters where a signature is required.
6. Renewed three leases for the Lakeside Church property effective January 1, 2022. Lessees are Lakeside Preschool and Childcare, Oasis Church (Iglesia Apostoles Y Profetas El Oasis Ef. 2:20), and Anointed New Life Church. Directed that the Property Advisory Group arrange for an annual inspection of the property by a builder, a licensed contractor, or a property manager. The Trustees will discuss the

possible sale of the property at their March 16, 2022 meeting. The arrangement to rent to the Lakeside Preschool and Childcare "into perpetuity" is untenable.

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

The POJ Trustees make the following consent agenda recommendations:

1. That the POJ Net Assets with Restrictions (December 31, 2021) be received as information (see p. 32).
2. That the POJ Net Assets without Restrictions (December 31, 2021) be received as information (see p. 33).

The Trustees make the following recommendation:

1. That all undesignated proceeds from the sale of real estate be placed in the Church Ministries and Development Fund.

Report of the Presbyters Search Committee

As your Presbyters Search Committee, we wanted to give you on update on what we are up to. Job descriptions for all three presbyters have been written and approved by the Mission Council of the POJ. The Ministry Information Form (MIF) for the Lead Presbyter of Vision and Collaboration was sent to the Church Leadership Connection (CLC) and uploaded to their website in December. We stated an end date for applications as February 1, 2022. We have received 37 applications either from matching with the CLC or from self-referrals for the Lead Presbyter position as well as a handful of applications for the other two positions (Those MIFs were also posted as attachments to the Lead Presbyter MIF however they have not been uploaded for matching through CLC at this time). Your committee has a process for evaluating these MIFs and has determined the interview procedure with format and questions. We will begin interviewing later this month first through Zoom and then hopefully in person. We continue to be excited about the possibilities for the Presbytery of the James.

Jess Cook and Barbara Flynt
Co-Chairs, Presbyters Search Committee

PRESBYTERY OF THE JAMES
NET ASSET ACTIVITY THROUGH DECEMBER 31, 2021 (full year)
Net Assets with Restrictions

FUND	Balance at 12/31/20	Contributions	Interest Income	Gains	Investment Fees	Investment Interest Inc.	Expenses	Transfers	Release Monies to Assets w/o restrictions	Balance at 12/31/21
Temporarily Restricted										
Elizabeth Fitzgerald Fund	282.32	917.43								1,199.75
New Church Development Site	260,817.85			34,883.39	(1,108.52)	870.73				295,463.45
U of R Campus Ministry	6,673.61									6,673.61
Haiti Mission Project (Cindy Corell)	0.00	54,123.13					(54,123.13)			0.00
Five Cents A Meal	21,678.31	47,444.02					(43,820.00)			25,302.33
Glenmore Scholarship	4,059.62	1,049.38					(4,000.00)			1,109.00
HCR - Misc	645.44									645.44
Norman Nettleton Retirement Fund	2,187.37	544.82								2,732.19
Pastoral Care Fund	5,210.94	1,841.82					(4,500.00)			2,552.76
Peacemaking Offering	6,231.34	2,005.87								8,237.21
Pentecost Offering	4,867.41									4,867.41
Presbyterian Disaster Team	4,968.99									4,968.99
African Fellowship Project	39.00	6,400.00							(4,316.00)	2,123.00
Volunteer Recognition	2,032.18									2,032.18
Committee on Ministry & Worship	583.14	1,000.00							(1,583.14)	0.00
SDOP Grant	2,908.30	3,435.80					(5,500.00)			844.10
Haitian Art Project	50.00								(25.00)	25.00
Dismantling Racism Project	8,164.91									8,164.91
William Neal Endowment	0.00	705.64								705.64
Anne Bolling Hobson (Providence PC, Powhatan)	149,843.59	2,000.00		19,013.46	(850.32)	3,470.30	(12,000.00)			161,477.03
Sub-total	481,244.32	121,467.91	0.00	53,896.85	(1,958.84)	4,341.03	(123,943.13)	0.00	(5,924.14)	529,124.00
Permanently restricted										
Anne Bolling Hobson	2,000.00									2,000.00
Eva Ross Barndt	500.00									500.00
Sub-total	2,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00
TOTALS	**483,744.32**	**121,467.91**	**0.00**	**53,896.85**	**(1,958.84)**	**4,341.03**	**(123,943.13)**	**0.00**	**(5,924.14)**	**531,624.00**

PRESBYTERY OF THE JAMES
NET ASSET ACTIVITY THROUGH DECEMBER 31, 2021 (full year)
Net Assets without Restrictions
and Presbytery-Designated (**)

FUND	Balance at 12/31/20	Contributions	Interest Income	Investment Fees	Investment Interest Inc.	Gains	Expenses	Transfers	Interfund Transfers	Transfers from Restricted	Balance at 12/31/21
POJ	67,547.77	724,150.16	21.52				(1,050,410.65)	(28,832.50)	518,150.00	5,924.14	236,550.44
** Church Ministries & Development	3,912,385.83			(21,731.69)	77,121.81	609,145.87	(51,308.10)		(525,000.00)		4,000,613.72
** Genesis & Generations	336,886.50			(1,980.32)	7,169.51	56,040.17	(15,250.00)				382,865.86
Capital Replacement	44,256.93			(260.15)	941.87	7,362.01	(2,266.04)	4,000.00			54,034.62
Elizabeth Fitzgerald	25,110.97										25,110.97
Listening Team	167.50							(167.50)			0.00
Montrose Church	71,654.33	19,900.00					(18,719.85)	(9,000.00)			63,834.48
Small Church Emergency Cap	0.00						(9,000.00)	9,000.00			0.00
Greenwood Presbyterian Church	65,082.27	18,526.00					(3,356.62)				80,251.65
Gordonsville Presbyterian Church	0.00	9,898.45					(2,966.35)				6,932.10
Voices of Jubilee	5,616.10	30,000.00					(58,761.14)	25,000.00			1,854.96
Advance	40,509.28						(6,850.00)		6,850.00		40,509.28
New Covenant	9,965.00						(6,744.07)				3,220.93
Lakeside Church	850.00	26.20									876.20
GA Commissioner Reserves	5,000.00										5,000.00
POJ Plant & R.E. NO CASH	2,247,009.00										2,247,009.00
Total	**6,832,041.48**	**802,500.81**	**21.52**	**(23,972.16)**	**85,233.19**	**672,548.05**	**(1,225,632.82)**	**0.00**	**0.00**	**5,924.14**	**7,148,664.21**

Report of the Committee on Nominations

Presbytery of the James
February 19, 2022

Opportunities for Service
The following vacancies exist on Committees, Teams, and Commissions that are filled by the Committee on Nominations:

Committee on Preparation for Ministry
Class of 2024, Region A, RE
Class of 2022, Region E, TE
Leadership Connections Team
Class of 2024, Region A, RE/MWS/MC
Class of 2024, Member at Large, Vice Moderator, RE/MWS/MC
Mission and Service Team
Class of 2024, Member at Large, Vice Moderator, RE/MWS/MC
Class of 2023, Region D, MWS
Commission on Ministry
Class of 2023, Region D, RE
Alternate Commissioner to 225th GA
2022, MWS

If you are interested in any of these opportunities for service, please contact the Rev. Walter Canter, canterjw@gmail.com, the moderator of CON, to indicate your interest in serving.

If you are interested in serving on the CON and/or the Committee on Representation, please share your interest with a member of the Mission Council. There are currently openings on these committees from Regions F and C.

***

In addition to these *elected* positions, POJ members may serve on Ministry Groups. Please visit https://www.presbyteryofthejames.com/ministries/ and directly contact a Ministry Group of your choice.

Walter Canter,
Committee on Nominations Moderator

Report of the Committee on Representation

Presbytery of the James
February 19, 2022

The Committee on Representation met on December 22, 2021 by Zoom. Rev. Walter Canter was moderator. Rev. Denise Hall recorded minutes. Ruling Elder Gwendolyn Lewis, Ruling Elder Pat Valentine, Ruling Elder Marjorie Clark, and Rev. Franklin Reding also participated. Ruling Elder Tessa Schuman attended as a guest.

Information

- Discussed the presbytery representation goals for 2022.
- Reviewed historical methods that the presbytery has utilized to highlight underrepresented congregations.

Action

- Resolved to pursue information from presbytery records and from underrepresented congregations to elucidate ways to encourage active participation in presbytery leadership.

Tessa D. Schuman, Committee on Representation Moderator

Report of the Commission on Ministry

Presbytery of the James
February 19, 2022
(Meetings of October, November, December 2021, January 2022)

I. The Commission Reports the Following Actions:

A. Received ministers into the presbytery
   1. Rev. Safwat Marzouk (Presbytery of Wabash Valley) to serve in a validated ministry as Associate Professor of Old Testament at Union Presbyterian Seminary.
   2. Rev. Patrick Lane (St. Andrew) to serve as pastor of Mitchells.
   3. Rev. Kelly-Ann Rayle (Shenandoah) to serve as Interim Associate Pastor at River Road.

B. Restored to ordered ministry of the Word and Sacrament (G-2.0507)
   1. Rev. Stephen Hitchcock, serving as Executive Director and Chaplain of The Haven, Charlottesville, a validated ministry of the presbytery.

C. Sustained step one of the examination for ordination to ministry of the Word and Sacrament:
   1. Candidate Calvin H. Sydnor, IV (Eastern Virginia) to serve as Co-covenant Pastor at Grace Covenant, Richmond.
   2. Candidate Joanna Sydnor (Eastern Virginia) to serve as Co-covenant Pastor at Grace Covenant, Richmond.
   3. Candidate Michelle Abel (The Peaks) to serve as Interim Associate Pastor at The Presbyterian Church, Fredericksburg.
   4. Candidate Mary Bielen (Maumee Valley) to serve as Covenant Pastor at Southminster Church, North Chesterfield.

D. Dismissed ministers to other presbyteries:
   1. Rev. Durwood (Durk) Steed to Coastal Carolina Presbytery.
   2. Rev. Lisa Salita to New Castle Presbytery.
   3. Rev. Brittany Tamminga to Presbytery of San Francisco.
   4. Rev. Evan Wildhack to Genesee Valley Presbytery.
   5. Rev. Sally Ann Sisk to Presbytery of Middle Tennessee.
   6. Rev. Peter Smith to Presbytery of the Peaks.
   7. Rev. Lindsey Williams to Flint River Presbytery.

E. Approved Covenant Pastor 1 agreements (up to six months):
   1. Rev. Gay Lee Einstein and Madison Church, 10/31/2021 - 1/1/2022.
   2. Rev. Ed Kross and Ampthill, 10/1/2021 - 1/31/2022.
   3. Rev. Carson Rhyne and Tuckahoe, 10/4/2021 - 12/31/2021.
   4. Rev. Arch Wallace and Petersburg Second, 12/1/2021 - 5/31/2022.
   5. Rev. Donald Denton and Rennie Memorial, 1/1/2022 - 6/30/2022.
   6. Rev. Daniel Hale and Rivermont, 1/1/2022 - 6/30/2022.
   7. Rev. John Grotz and Kirk O'Cliff, 1/1/2022 - 6/30/2022.
   8. Rev. James Goodloe and Mattoax and Pine Grove, 1/1/2022 - 6/30/2022.
   9. Rev. Ulysses Payne and Westminster Petersburg, 12/28/2021 - 6/27/2022.

F. Approved Covenant Pastor 2 agreements (up to twelve months):
   1. Rev. Nancy Clark and St. Andrews, 11/14/2021 - 11/13/2022.
   2. Rev. Thomas Coye and Milden, 11/1/2021 - 10/31/2022.
   3. Candidate Calvin Sydnor and Grace Covenant, 12/1/2021 - 11/30/2022, conditional upon his ordination.
   4. Candidate Joanna Sydnor and Grace Covenant, 12/12/2021- 11/30/2022, conditional upon her ordination.
   5. Rev. Karen Stanley and Brett-Reed Memorial, 1/1/2022 - 12/31/2022.
   6. Rev. Dwight Nave and Covenant, 11/28/2021 - 11/27/2022.
   7. Rev. Aaron Houghton and Forest Hill, 12/1/2021 - 5/31/2022.
   8. Rev. Karen Witt and Providence Gum Spring, 1/1/2022 - 12/31/2022.
   9. Candidate Mary Bielen and Southminster, 2/1/2022 - 1/30/2023, conditional upon her ordination.
   10. Rev. Kelly Kaufman and Olivet, 1/15/2022 - 1/14/2023.
   11. Rev. Jeff Butler and Woodlawn, 1/1/2022 - 12/31/2022.

G. Approved commission to ordain and/or install:
   1.To install Rev. Katherine Fiedler as Associate Pastor at Richmond Second, 10/24/2021.
   2.To ordain Candidate Crystal Varner Parker (Three Chopt) to serve as Associate Pastor at Salisbury Church, 1/8/2022.
   3.To install Rev. Crystal Varner Parker as Associate Pastor at Salisbury Church, 1/9/2022.
   4.To ordain Candidates Joanna Sydnor and Calvin Sydnor, to serve as Covenant Pastors at Grace Covenant, 2/15/2022.
   5.To ordain Candidate Michelle Abel, to serve as Interim Associate Pastor at The Presbyterian Church, Fredericksburg, 2/6/2022.

H. Approved Parish Associate covenants
   1. Rev. Keith Curran and Fairfield, 11/1/2021 - 10/31/2022.
   2. Rev. Hal Breitenberg and Tuckahoe, 1/1/2022 - 12/31/2022.
   3. Rev. Dale Dealtrey and Olivet, 1/15/2022 - 1/14/2023.
   4. Rev. Louie Andrews and Olivet, 1/15/2022 - 1/14/2023.

I. Approved Interim Pastor agreements
   1. Rev. Nancy Coleman and Providence Forge, 9/1/2021 - 2/28/2022.
   2. Rev. Kelly-Ann Rayle and River Road, Interim Associate Pastor, 1/24/2022 - 1/23/2023.
   3. Rev. Jewell-Ann Parton and Rockfish, month-by-month renewal.

J. Approved Commissioned Pastor covenants
   1. William Seay and Genito, 10/1/2021 - 9/30/2022.

K. Approved member at large status
   1. Rev. Wilson Kennedy, effective 11/22/2021.
   2. Rev. Jess Cook, effective 10/1/2021.
   3. Rev. Derek Starr Redwine, 11/1/2021.
   4. Rev. Elizabeth Forney, 11/6/2021.
   5. Rev. Jeff Eason, 11/22/2021.
   6. Rev. Richard Goodman, 12/31/2021.

L. Approved request to dissolve pastoral relationship
   1. Rev. Jason Cashing and Gregory Memorial, effective 10/31/2021.
   2. Rev. Richard Goodman and Blackstone, effective 12/31/2021.

M. Approved request to form Pastor Nominating Committee
   1. Providence Forge

N. Approved request to form Associate Pastor Nominating Committee
   1. Fairfield

O. Appointed session moderators
   1. Rev. Kerry Foster and Bon Air.
   2. Rev. Kerry Foster Bethlehem.
   3. Rev. Chad Rhodes and Pryor Memorial.
   4. Rev. Kerry Foster and Oak Grove.
   5. Rev. Chad Rhodes and Bethesda.
   6. Rev. Nelson Reveley and Grace Covenant.
   7. Rev. Arch Wallace and Gregory Memorial.
   8. Rev. Fred Holbrook and Blackstone, 12/14, 12/26.
   9. Rev. Chad Rhodes and Blackstone.
   10. Rev. Fred Holbrook and Village, January 2022.

P. Approved spending $2,250 to train three people in the presbytery (ruling elders or ministers) to do mediation with a congregation.

Q. Arranged exit interviews:
   1. Rev. Lisa Salita and Madison session.
   2. Rev. Andrew Whitehead and River Road.
   3. Rev. Jason Cashing and Gregory Memorial session.
   4. Rev. Jeff Eason and Pryor Memorial session.

R. Approved persons to be added to the pulpit supply list
   1. Ruling Elder Charles Bagwell (Brandermill).

S. Approved asking Moderator Dan Jordanger to call a meeting of presbytery on January 25, 2022 for the purpose of conducting the final step of the ordination examination for Candidate Michelle Abel, Candidate Calvin Sydnor, and Candidate Joanna Sydnor.

II. Consent Agenda Recommendations:

A. That presbytery conduct the final step of the ordination examination of Candidate Mary Bielen (Maumee Valley).

III. The Commission Recommends:

A. That presbytery approve a Coaching Policy.

Coaching Policy

Presbytery of the James
Approved January 13, 2022

The first months in a new ministry position are filled with learning about the ministry position and getting to know the congregation. Coaching provides valuable support and insightful reflection for church professionals as they enter new positions. The stance of a coach is, "I'm on this journey with you. Let's figure out together what you want to do and how you want to do it." The Commission on Ministry wants every ministry professional to succeed and seeks to provide a means by which pastors, certified Christian educators, and commissioned pastors can have a skilled person help them in their first months in a new position.

All ministers, certified Christian educators, and commissioned pastors who are in their initial call or covenant in the presbytery are required to work with a coach for six months. Due to the value of this coaching process, the presbytery will cover the cost of coaching for eight sessions.

Ministers, certified Christian educators, and commissioned pastors who are new to the presbytery but not in their initial call or covenant are encouraged to take advantage of coaches. They may negotiate with the COM for financial support for up to eight sessions of coaching, after which time they would be responsible for their own funding.

The coaches can come from those certified in the Presbytery of Eastern Virginia or any other certified coaches (e.g., Presbyterian Coaching Network – www.presbyteriancoachnetwork.org).

Personal Information Forms

Mary H. Bielen
maryhbielen@gmail.com
Actively Seeking? Yes, Actively Seeking
Ecclesiastical Status: PC(USA) Candidate
Presbytery Membership: Maumee Valley Presbytery
Candidacy Date: 09/19/2017
Formal Education:

- Master of Divinity (M.Div.) from Drew Theological School, Madison, NJ
- Master of Science (M.S.) from Rutgers University, New Brunswick, NJ
- Bachelor of Science (B.S.) from Radford University, Radford, VA

Continuing Education:

- Committee on Ministry:
  - "Training for Committees on Ministry and Committees on Preparation for Ministry," Synod of the Covenant, 2021.
- Contemporary Cultural Topics:
  - "Exploring Racism," group book studies, Maumee Valley Presbytery, Findlay, OH, 2020.
- Pastoral Topics:
  - "Reformed Theology in Dialogue," Knox College, University of Toronto, Ontario, CA, 2019.
  - "Reformed Preaching," Maumee Valley Presbytery, Findlay, OH, 2018-2019.
  - "Celebrate Holy Communion," Maumee Valley Presbytery, Findlay, OH, 2018.
  - "Polity and Program of the PCUSA," Dubuque Theological Seminary, Dubuque, IA, 2017.
- Chaplaincy Education:
  - "Clinical Pastoral Education," (3 units), Mercy St. Vincent's Medical Center, Toledo, OH, 2015-2016.
  - "Clinical Pastoral Education," (1 unit), Overlook Medical Center, Summit, NJ, 2014.
- Godly Play Training:
  - "Godly Play Enrichment Training," Godly Play Foundation, 2009.
  - "Godly Play Teacher Training," The Center for the Theology of Childhood, Houston, TX, 2006.
- Church Educator Certification:
  - "Reformed Theology," Association of Presbyterian Church Educators Annual Conference, Philadelphia, PA, 2007.
  - "Religious Education Theory and Practice," Pittsburgh Theological Seminary–Continuing Education, Pittsburgh, PA, 2006.
  - "Biblical Interpretation," individual directed study, Dr. Robert G. Newman, Ph.D., Professor Emeritus of Religion, University of Charleston, 2004.
  - "Biblical Interpretation," Association of Presbyterian Church Educators Annual Conference, Norfolk, VA, 2004.
  - "Creative Worship & Worship Education," Geneva Conference Center, Rochester, IN, 2003.
  - "Faith and Human Development," Synod of the Covenant Summer School, College of Wooster, Wooster, OH, 2002.
  - "Polity, Program and Mission of the PCUSA" Montreat Conference Center, Montreat, NC, 2001.

Employment Type: Open to both
Minimum Effective Salary: $46,000 / Year
Geographic Choices: Maryland, Ohio, Virginia
Languages: English

Leadership Competencies: Compassionate, Hopeful, Preaching and Worship Leadership, Spiritual Maturity, Communicator, Organizational Agility, Strategy and Vision, Collaboration, Interpersonal Engagement, Self-Differentiation

Training / Certification:

- Certified Christian Educator
- Clinical Pastoral Education Training

Other Training: Accredited Godly Play Teacher/Godly Play Foundation

Housing Type: Open to Manse/Housing Allowance

Work Experience:

- After Seminary:
  - Presbytery Pulpit Supply, Maumee Valley Presbytery, Findlay, OH, Sept. 2015 -Present. Invited to lead worship multiple times at eight churches within this presbytery in pastors' absence. Prepare sermons, liturgy and select hymns. Greet worshippers after service and engage in fellowship.
  - Associate Chaplain/Chaplain Resident, Mercy Health-St. Vincent's Medical Center, Toledo, OH, Aug. 2015-Nov. 2020. Provided pastoral care and presence to patients and their families at a 350-bed hospital. Worked in all areas of this urban hospital, including six intensive care units and the emergency care department. Completed a one-year residency and three units of Clinical Pastoral Education, and remained on staff on a contingent basis.
- During Seminary:
  - Student Pastor, United Presbyterian Church, Flanders, NJ, Aug. 2013-Feb. 2015. Preached sermons, prepared liturgy and led worship as part of my seminary supervised ministry experience. Assisted the pastor in leading a family retreat, teaching youth confirmation classes, and visiting homebound and hospitalized church members. Designed and led an adult bible study. Supervised by the pastor.
  - Student Chaplain, Overlook Medical Center, Summit NJ, May-Aug. 2014. Provided pastoral care and presence to patients and their families at a 500-bed community hospital, as part of a Clinical Pastoral Education program. Primarily assigned to neurological health care units.
  - Chaplain Intern, Edna Mahan Correctional Facility for Women, Clinton, NJ, Aug. 2012-May 2013. Provided pastoral care and counseling to inmates at a state prison for women as part of my seminary supervised ministry experience. Led worship services, preached sermons, taught bible studies. Supervised by two staff chaplains.
- Prior to Seminary:
  - Director of Christian Education, The Presbyterian Church in Westfield, Westfield, NJ, Aug. 2009-Feb. 2013. Responsible for theological leadership of faith formation ministry for children, families and adults. Invited church members to be teachers and leaders for children's Sunday School, midweek family fellowship, Vacation Bible School, children's mission projects and special events, and adult classes and discussion groups. Presented orientation sessions for teachers/leaders and provided ongoing support. Served as the staff liaison to the church's nursery school, kindergarten, and day care program. 1,100-member church.
  - Director of Children's and Family Ministry, Christ Presbyterian Church, Toledo, OH, Nov. 2005-July 2009. Planned, organized and directed ministry to children and their families. Invited church members to be teachers and leaders for Sunday School, family fellowship events, children's mission activities and Vacation Bible School. Presented orientation sessions for all teachers/leaders and provided ongoing support. Established the Godly Play program at the church. 550-member church.

- Christian Education Director, First Presbyterian Church, Bowling Green, OH, June 2000-Nov. 2005. Planned, organized and directed the church's faith formation ministry for all ages. Invited church members to be teachers and leaders for Sunday School, adult education, Vacation Bible School, a midweek intergenerational fellowship program, and youth fellowship. Organized youth mission trips. Organized and taught confirmation classes. Led orientation sessions for all teachers/leaders and provided ongoing support. 275-member church.

Other Services:

- Maumee Valley Presbytery:
  - Serve as a presbytery liaison (formerly Committee on Ministry) to four churches with the goal of developing healthy relationships between the presbytery, pastors and churches. Assist churches with the process of calling new pastors. Interview candidates/pastors for pastoral fit. Participate in presbytery meetings and activities, 2016- present.
  - Cover pastoral care calls/visits in pastors' absence, 2015-present.
- First Presbyterian Church, Bowling Green, OH:
  - Served as a deacon, providing ongoing outreach to 20 family units through greeting cards, phone calls, e-mails, in person visits; Coordinated preparation and serving of meals at a local soup kitchen; Assisted with preparation of annual Christmas party for families in need in the local community, 2016-2020.
  - Retreat co-leader for Presbyterian Women: Planned and help lead a retreat where I presented a workshop on "Caring and Community", 2018.

Describe a moment in your recent ministry that you recognize as one of success and fulfillment.
Moments of success and fulfillment in ministry are precious. I experienced such a moment during Advent while serving as a student preacher. The church had planned for "Joy" to be their worship theme on a Sunday that I was preaching. I began preparing my sermon as I always do, by praying, studying the text in its original language, reading commentary and being open to the direction of the Holy Spirit. I began thinking of examples of joy, and I thought of Ebenezer Scrooge, the miserly character in Charles Dicken's "A Christmas Carol," who, one Christmas morning, discovers the joy of being kind and generous toward others.

Then my thoughts took me back to a time when I worked as a student chaplain at a state women's prison. It could be a depressing place, especially during Advent with no lights or decorations to help celebrate the season. Yet, I saw living, breathing joy in these women—like human Advent candles—glowing with gladness of spirit as they waited for the day they would be released and re-united with their families. I sensed the Holy Spirit at work, supporting and sustaining them in the darkness of prison life and giving them hope. I suddenly realized this memory would be a good illustration of joy for my sermon.

After the service, I met with a small group of church members and the pastor who gave me feedback on my sermon. I just knew from their comments that they received the message I was hoping to get across and I was filled with joy at this success!

Describe the ministry setting to which you believe God is calling you.
I believe God is calling me to a faith community that aspires to grow and be nurtured in its spiritual life. This community engages its hearts and minds to define what it means to be disciples of Jesus Christ, and how to live out that call in their daily life. It is comfortable with a collaborative style of leadership where all in the community work together with energy, intelligence, imagination and love to further its mission.

This community is intentional about its communal life. It rejoices together in times of gladness. It is caring in its fellowship, loving in its prayers for each other and compassionate in its actions toward one another. It supports one another in times of need. It is open to journeying together to be welcoming and inclusive of all, regardless of race, income, family status, place of origin, belief or doubt. It values diversity and it aspires to grow further in this direction.

This community is interested in exploring what it means to be the church in a changing world. This would help it define its mission focus and discover new and creative ways to worship, to fellowship and to do ministry. It is open to working to serve the needs of marginalized and vulnerable people and to advocating for inclusion and justice for the disenfranchised in its own locale and beyond. Its ministry would include working to address the root causes of these systemic situations. It is also interested in exploring and promoting ways to better care for God's earth.

What areas of growth have you identified in yourself?
I have grown in my awareness of the gift of love that comes from God, for God is love. This love, revealed to the world through the person and work of Jesus Christ, lives in us and enlightens our hearts and minds. Because of this wonderful love, I am able to deliver a meaningful sermon as a guest preacher. It opens my heart as I cover pastoral care for a church and listen to a woman sharing the joy of becoming a grandmother. It gives me a caring, yet wise, presence as a presbytery liaison to a church in the midst of searching for their next pastor.

This love enables me to be compassionate as a hospital chaplain to a family whose loved one just died. It guides me in creating a children's educational program that encourages them to ask questions and wonder about God. In all of these experiences, it is the love of God at work in me and guiding me.

I have witnessed the love of God at work in all of these places and I have shared the love of God with many. Yet, it is not these experiences that express who I am, but rather who God is, for I can see that it is God's love working in me and through me that makes all the difference. It is this very love that leads me, motivates me and challenges me. It is this very same love that is calling me now to being a pastor who will lead God's people in the way of love.

Describe a time when you have led change.
I was faced with leading change while working as the Director of Children's and Family Ministry at a church that scheduled their Sunday School concurrent with worship. I worked collaboratively with a commission who wanted to change the curriculum to a program that would allow children to be in worship for part of the service, but would also allow time for them to gather in classrooms with their peers to learn about God, scripture and the Christian faith tradition. They wanted a curriculum that was easy for teachers to prepare, many of whom were busy people pressed for time to prepare lessons.

Hopeful that we could do this, I researched several curriculum options, presented them to the commission and advised them on the one I thought would best fit the needs of our children and our teachers. We all agreed on that one. Next, the classrooms were totally re-arranged to accommodate the change of curriculum. I organized training sessions for all the teachers and introduced parents to the new program by presenting an actual classroom session to them.

Teachers found the lessons easier to teach because children were more interested and attentive. And parents were happy, too. One of them later told me a story about her family on a camping trip. One night her son said

to her, "Mom, look at all the stars up in the sky. They remind us of all the people that are part of the great family of God." Then I realized that God was working in a new way through this curriculum!

Statement of Faith – Mary Bielen
I believe:

The triune God is infinite, eternal, all-loving, all-knowing, almighty, and beyond our full understanding. Although three distinct persons whom we call Father, Son and Holy Spirit, the triune God is one God. In sovereign love and graciousness, God fashions the world in all its wonder and diversity, reconciles its brokenness, and brings divine presence and transformative power to our lives, the church and our world. God does so with grace and the freedom to choose to do so. God is forever welcoming, caring, and faithful.

God created all that is and called it good. God creates humanity in God's own likeness and to be in loving relationship with God, neighbor and all of creation. Yet, humanity falls short of God's will because of sin, causing us to turn from the wonderful grace that God extends to us, as we live without trusting in God, seek our own fulfillment and ignore the needs of neighbors and friends.

Yet, God came into the world in the person of Jesus Christ, Son of God, fully human and fully divine, to redeem the world through God's unconditional love. This was an act of grace expressing what God freely chose to do. Jesus, in his earthly ministry, taught his disciples about the realm of God, healed the sick, fed the hungry, and offered hospitality to outcasts. He called out injustices and empty religious rituals and gave his life for humanity in an act of gracious love. Through his life, death and resurrection, humanity receives the grace of God's undeserved mercy and forgiveness. We are awakened to new life, faith, hope and love, freeing us to love God and neighbor.

God also comes to us in the person of the Holy Spirit, who works in each person who confesses belief in God. The Spirit empowers the believer to love oneself, God and neighbor. The Spirit enables the believer to follow Christ and to respond to God's will with the fullness of body and mind. The Spirit enlightens our understanding of Scripture as a witness to Jesus and a testimony to God's love, and empowers the church to interpret the Word for its present time and culture.

Jesus instituted the sacraments of Baptism and the Lord's Supper during his earthly ministry. In the waters of Baptism, the Spirit claims us as members of God's family and we are made one with Christ. In the bread and cup of the Lord's Supper, the Spirit offers us communion with God, strengthening us to live according to God's will.

The Church was initiated by Jesus' command to go into the world and make disciples. God made Jesus the Head of the Church, which is the body of Christ. The mission of the Church is to be a servant people, who partner in the ministry of Jesus, sharing the good news of God's gracious love. It is called to love God with all of its heart, soul and mind and to love its neighbors as itself. The Church engages its mission by welcoming all in love, breaking down barriers that divide people, standing against what is contrary to the will of God, and working to advance God's peace, justice, and freedom and to bring forth God's transformation in the world. The Holy Spirit gifts the church with what it needs to fulfill its ministry and its mission in the world. By participating in the life of the Church, we continually take part in the life of Jesus and his work.

Stephen F. Hitchcock
stephen@thehaven.org

Education:

- **MFA,** Vermont College of Fine Arts, Montpelier, VT
- **MDiv,** University of British Columbia, Regent College, Vancouver, BC
- **BA, Biblical Studies,** Covenant College, Lookout Mountain, GA
    - English and Philosophy Minors

Work Experience:

- **Executive Director of The Haven, Charlottesville, VA (January 2013-present)**
  The Haven is a day shelter and multi-resource center for those at risk of and those experiencing homelessness. Located in downtown Charlottesville, The Haven centralizes services and provides daily respite and basic care, intake/assessments, housing-focused programming and case management—all with the expressed purpose of addressing homelessness through a safe and stable housing outcome.
    - Oversee day-to-day operations at The Haven ensuring:
        - Adequate staff coverage for day shelter, intake, and housing departments 7 days-a-week
        - Safe and welcoming, low-barrier approach to services
            - Trauma-informed, client-centered approach
            - No screening or breathalyzing for access
        - Strong relationships with community partners and neighbors
        - Safe and operational building
    - Supervise and support Haven staff ensuring:
        - Consistent and fair implementation of operating policies
        - Supportive and accountable employment context
            - Provide pastoral care, counsel, and chaplain services for staff, guests, and volunteers (listening, intervening, mediating conflict, implementing structures for recovery and discipline)
            - Administer and/or participate in annual staff evaluations
        - Adequate staff training to complete assignments
        - Regular staff development and self-care opportunities
    - Board Development
        - Participate and present at board-level meetings: Co-chair meeting, Executive Committee meeting, Board meeting
            - Provide monthly Executive Director report
            - Update on personnel changes
            - Educate board on best practices within homeless system of care
        - Contribute to board member professional development and governance structures
        - Stay in compliance with laws and regulations
        - Participate in new board member recruitment and orientation
        - Participate in board-staff workgroups (as needed)
    - Maintain the financial health of The Haven ensuring:
        - Together with development staff and board members, implementation of the development plan
        - Participation in fundraising events, annual appeals, public communications including newsletters, etc.
        - Together with the operations manager timely and accurate financial record-keeping, bank reconciliation, and payroll processing

        - Identification and pursuit of fundraising and grant-writing opportunities on a continual basis
    - Represent The Haven:
        - Serve as liaison with Haven community partners, ensuring that The Haven has met the conditions of MOUs and agreements
        - Participate in larger homeless system of care
        - Promote goodwill among downtown businesses and other neighbors
        - Seek collaborations both inside and outside the formal system of care
        - Order and officiate annual Homeless Memorial Vigil as well as community memorial services
- **Day Haven Manager & Volunteer Coordinator of The Haven, Charlottesville, VA (January 2010-December 2013)**
    - Train and oversee full-time and part-time staff and volunteers
    - Provide pastoral care and crisis-mediation services for guests (listening, intervening, mediating conflict, implementing structures for recovery and discipline, etc.)
    - Teach orientation sessions and facilitate ongoing discussions with volunteers on homelessness and poverty
    - Community education re: homelessness and extreme poverty
    - Co-facilitate conflict resolution courses with the TJACH Executive Director
    - Liaison with community partners, churches, etc.
    - Provide occasional staff coverage in the day haven to ensure staff and guest safety, problem solve issues as they arise, open and close the building as scheduled, direct volunteers, provide limited outreach and referral to guests as needed
    - Gather information about guests including basic demographic data, simple history and their medical, housing, and social services needs
    - Support guests in getting connected to area services through information and referral
    - Order and officiate memorial services
    - Contribute to the development and refinement of procedures and protocols
- **Parish Chaplain, Clinical Pastoral Education through Caring Community Ministry Education (October 2009-March 2010)**
    - 14 hours/week of clinical work, counseling, and visitation (for CPE) among refugee families and the elderly/infirm congregants on behalf of Meadows Presbyterian Church
    - 5 hours/week of class in Richmond, VA with Dr. Jan Humphreys and lectures from other care-giving professionals
    - Pastoral theology and pastoral care reflection papers and related assigned reading
    - Group critique and evaluation
    - Bi-weekly supervision meetings
- **Pastoral Intern, Meadows Presbyterian Church, Charlottesville, VA (February 2007-June 2010)**
    - Served with Pastor/Head of Staff as mentor and partnered effectively with other Meadows staff
    - Assisted and participated in worship services as requested and as available
    - Preached as requested and as available
    - Provided a ministry of encouragement and care to both groups and individuals within the congregation
    - Worked with the Christian Education Committee to develop and sustain one or more new small group initiatives for adults, or to develop discipleship and fellowship activities for adults and families, as approved by the Pastor

  - Worked with Nurture Committee to strengthen Meadow's visitation to the elderly and "shut-ins"
  - Worked with the Pastor in hospital caregiving
  - Taught as requested and available for Adult Education classes, as well as at mid-week services and for special seminars
- **Intern/Staff Chaplain, Jacob's Well, Vancouver, BC (Intern: September 2002-September 2004; Staff: September 2004-June 2006)**
  - Jacob's Well is a nonprofit organization in the downtown eastside (DTES) of Vancouver where many residents struggle with extreme poverty, substance use disorders as well as serious mental issues.
  - Provided pastoral care for the staff, interns, and volunteers
  - Supervised and mentored student interns
  - Oversaw and facilitated a weekly Community Kitchen meal (a city initiative in which meals are prepared and shared as a small group rather than served in the traditional 'soup kitchen' manner)
  - Counseled and provided pastoral care and outreach services to DTES residents
  - Delivered food, visited the infirm, walked the neighborhood doing outreach with residents
  - Taught quarterly immersion Weekend Workshops for high school and college students and adults from the community
  - Taught the Immersion Learning Groups (an extended version of the Weekend Workshop for volunteer groups)
  - Performed memorial services
  - Initiated and participated in urban gardening projects
  - Wrote for the seasonal newsletter

Statement of Faith – Stephen Hitchcock

I believe God is love, one and three—Father, Son, and Holy Spirit. It is through lovingkindness that God is revealed to us and through us. 1 John 4:12 says, "No one has ever seen God, but if we love one another God lives in us and God's love is made complete in us." To love God is to love one's neighbor and to love one's neighbor is to love God—the two are wholly bound up with each other. This is the mystery of faith: God who is the eternally sovereign creator and sustainer of the universe, who is wholly transcendent, choses radical immanence and loving solidarity with all of humankind.

I believe Jesus of Nazareth is the son of God, co-equal in every way with the Father and the Spirit, who by his life, death, and resurrection reconciled and continues to reconcile all things, establishing a peaceable kingdom without end. By virtue of his birth, earthly life and ministry, death, and resurrection, Jesus overcame sin, injustice, alienation, and oppression and made possible true reconciliation. As humans we are lost without God; through Christ we are found by God. Jesus became for us a second Adam and Eve, inaugurating a new humanity for all. God's grace is a gift generously given. In the words of the Apostle Paul, "For it is by grace you have been saved, through faith—and this not from yourselves, it is the gift of God—not by works, so that no one can boast" (Ephesians 2:8-9).

I believe in the Holy Spirit, who gathers this new humanity into Christ's body, the church. The Spirit binds the community of faith to one another and is the avenue for human participation in the life and work of God. Members of the body are called by the Spirit to participate in that divine life and work through the care of all living things. In particular, the Spirit guides and instructs the church—in matters of worship, governance, and practice—through the teaching and preaching of the Word of God, as revealed in the Old

and New Testaments. Incorporation into the church's missional identity is symbolized and enacted through the sacraments of Holy Baptism and Holy Communion. In baptism members are marked with God's prevenient grace and initiated into the community of faith; in Holy Communion members celebrate and partake in the mystery of Christ's life, death, and resurrection. Through the teaching and preaching of God's Word, through regular worship, through the enactment of the sacraments, and through acts of service the church becomes the church, living into its Christian faith and vocation.

I live in hope that God in Christ will one day remake the world and overcome evil in its entirety, so that all of creation, every living thing, will know the true shalom—global and unending peace—for which we were created. I believe it is the present mission of the church to enact that future restoration through concrete acts of stewardship, compassion, and justice.

Safwat Marzouk
smarzouk@upsem.edu

Education:

- Ph.D., Princeton Theological Seminary, 2012;
  Area: Old Testament
  Dissertation: "'Not a Lion, But a Dragon,' The Monstrification of Egypt in the Book of Ezekiel 29:1-16 and 32:1-16"
  Advisor: Prof. Jacqueline Lapsley
  Published as: *Egypt as a Monster in the Book of Ezekiel*. Tübingen: Mohr Siebeck, 2015.
- S.T.M., Union Theological Seminary in New York City, 2002;
- M.A.T.S., Evangelical Theological Seminary in Cairo, 2001;
- B.Th., Evangelical Theological Seminary in Cairo, 1999.

Teaching Experience:

- Union Presbyterian Seminary: Associate Professor of Old Testament, July 2021 – present;
- Anabaptist Mennonite Biblical Seminary: Associate Professor of OT/HB, July 2011- June 2021;
- Saint Joseph's University: Adjunct Instructor, Spring 2010 – Fall 2010;
- Princeton Theological Seminary: teaching fellow, January 2010; Fall 2009; Summer 2006, Summer 2008; Fall 2006, Fall 2008; research assistant to Dennis Olson, 2005-2006;
- Princeton University: teaching fellow, 2005-2006;
- Evangelical Theological Seminary in Cairo: adjunct instructor, 2002–2005; Jan 2013; Jan 2019;
- The Coptic Catholic Seminary in Cairo: adjunct instructor, 2002-2005.

Courses Taught

- The Strange New World of the Bible-1 (Introduction to the Old Testament)
- Beginning Hebrew
- Hebrew Exegesis: Exodus
- Hebrew Exegesis: Ezekiel
- Biblical Hermeneutics and History of Interpretation
- Job and Wisdom
- Psalms
- The Other in the Old Testament
- Stranger No More: Migration in the Bible and the Church
- Biblical Foundations for Peace and Justice
- Encountering Egypt: A Traveling Course

Publications

- ***Books***
  - *Published:*
    - *Intercultural Church: A Biblical Vision for an Age of Migration*. Minneapolis: Fortress Press, 2019.
    - *Exodus, Joshua, Ezekiel* in the *Arabic Contemporary Commentary*. Cairo: Dar Al Thaqafa, 2018. (Arabic).
    - *Egypt as a Monster in the Book of Ezekiel*. Tübingen: Mohr Siebeck, 2015.
  - *Under Contract:*
    - *Exodus: A Commentary*. New Interpretation Series. Louisville: John Knox Westminster, 2022.
  - *Contract in Process:*
    - Safwat Marzouk and Deidre Dempsey, *A Translation of Ibn at-Tayib's Commentary on Genesis*. This is a joint translation of a Christian Arabic commentary on Genesis from the 11th century CE. It will be a part of the Christian Arabic Texts in Translation, published by Fordham Press.
    - Safwat Marzouk, Elisabeth Robertson, and Julianna Smith, *Genesis: A Commentary*. This is a pilot commentary on Genesis as part of a new series of commentaries on the Bible that are written by and to readers of the Bible in the Muslim World.
- ***Journal Articles and Book Chapters***
  - *Published:*
    - "Migration in the Joseph Narrative: Integration, Separation, and Transnationalism." *Hebrew Studies* 60 (2019): 71-90.
    - "'The desolate land will be tilled': devastation and renewal of the land in Ezekiel." Pages 67-83 in *The Earth Is the Lord's: Essays on Creation and the Bible in Honor of Ben C. Ollenburger*. Edited by Ryan D Harker and Heather L Bunce. University Park, Pennsylvania: Eisenbrauns, 2019.
    - Jacqueline Lapsley and Safwat Marzouk, "Ezekiel," in *Biblical Studies: Oxford Bibliographies*, 2019.
    - "Interrogating Identity: A Christian Egyptian Reading of the Hagar-Ishmael Traditions." Pages 3-30 in *Colonialism and the Bible: Contemporary Reflections from the Global South*. Postcolonial and Decolonial Studies in Religion and Theology. Edited by Tat-siong Benny Liew. Lanham: Lexington Books, 2018.
    - "Famine, Migration, and Conflict, the Way of Peace: A Reading of Genesis 26." Pages 3-18 in *Where Are We?: Pastoral Environments and Care for Migrants, Intercultural and Interreligious Perspectives*. Edited by Daniel S. Schipani, Martin Walton, Dominiek Lootens, and Society for Intercultural Pastoral Care and Counseling. Düsseldorf, Germany: Society for Intercultural Pastoral Care and Counseling/Gesellschaft für interkulturelle Seelsorge und Beratung, 2018.
    - "Monstrous Empires and the Kingdom of God in Daniel 7: What Do Monsters Reveal about the Empire?" in *@this point: Theological Investigations in Church and Culture;* Volume 11, No. 1. Spring 2016. http://www.atthispoint.net/articles/monstrous-empires-and-the-kingdom-of-god-what-do-monsters-reveal-about-the-empire/275/
    - "The Paradoxical Monstrification of Egypt in the Book of Ezekiel: Violence, Impurity, and the Other." Pages 67-78 in *Struggles for Shalom: Peace and Violence across the Testaments.* Edited by Laura L. Brenneman and Brad D. Schantz. Eugene, Or.: Wipf and Stock, 2014.
    - Nicholas Rowe and Safwat Marzouk "God's Shalom for Postcolonial Communities: Two Reflections." in *Evangelical Postcolonial Conversations: Global Awakenings in Theology and Praxis*. Edited by Kay Higuera Smith, Jayachitra Lalitha, and L. Daniel Hawk. Downers Grove, Il.: InterVarsity Press, 2014.

- "Reading Jeremiah 42-44 as a Christian Egyptian." and "Lessons from Esther for Christians in Egypt." in *Global Perspectives on the Old Testament.* Edited by Mark Roncace and Joseph Weaver. Boston: Pearson, 2014.
- Jeremy Hutton and Safwat Marzouk, "The Morphology of the tG-Stem in Hebrew and Tirgaltî in Hos 11:3." *Journal of Hebrew Scripture* 12 (2012): 1-41. http://www.jhsonline.org/Articles/article_171.pdf

o *Forthcoming:*

- "Migration and Reconciliation in the Joseph Narrative." in *Joseph between Israel and Egypt*. Edited by Konrad Schmid and Thomas Römer. Tübingen: Mohr Siebeck.
- "Different Kinds of Foreignness: The Hebrew Bible's Terminology for Foreigners." in *Christianity and the Law of Migration*. Edited by Silas Allard, Kristin Heyer, Raj Nadella.
- Donald M. Kerwin and Safwat Marzouk, "Hospitality, Integration, Assimilation." in *Christianity and the Law of Migration*. Edited by Silas Allard, Kristin Heyer, Raj Nadella.
- "Egypt in the Book of Jeremiah." in the *Oxford Handbook of Jeremiah*. Edited by Louis Stulman & Edward Silver.
- "Assyrian Empire." in the *Oxford Handbook of Postcolonialism and the Bible*. Edited by R. S. Sugirtharajah.
- "Egypt and Israel." in *Baker Illustrated Background Bible Commentary.* Edited by Danny Hays and Scott Duvall.

- ***Entries in Encyclopedias***
  - "Oppression," "Dragon," "Horns of Moses," "Ahban," "Ahiam," "Ahian," *Encyclopedia of the Bible and its Reception*; https://www.degruyter.com/view/db/ebr
  - "Libya" *New Interpreter's Bible Dictionary*, vol. III (2008).
- ***Book Reviews***
  - *The Decalogue: Living as the People of God*, by David L. Baker (Downers Grove, IL.: Intervarsity, 2017). *Interpretation: A Journal of Bible and Theology* 73 (2018): 71-72.
  - *Dictionary of Daily Life in Biblical and Post-Biblical Antiquity Vol 1 A-Da,* by Edwin M. Yamauchi and Marvin R. Wilson (Peabody, MA.: Hendrickson Publishers, 2014). *Near Eastern Archaeology* 78.4 (2015): 306-307.
  - *Egypt as a Place of Refuge*, by Garrett Galvin, (FAT, II/51; Tübingen: Mohr Siebeck, 2011). *Journal of Hebrew Scriptures* 13 (2013). http://www.jhsonline.org/reviews/reviews_new/review640.htm
  - *Images of Egypt in Early Biblical Literature: Cisjordan-Israelite, Transjordan-Israelite, and Judahite Portrayals*, by Stephen C. Russell, (BZAW, 403; Berlin: Walter de Gruyter, 2009). *Journal of Hebrew Scriptures* 11 (2011). http://www.jhsonline.org/reviews/reviews_new/review558.htm
  - *Ezekiel*, New International Biblical Commentary, by Steven Tuell (Peabody, MA.: Hendrickson Publishers, 2009). *Biblical Theology Bulletin* (2010) 40:179-180.
- ***Popular Writings***
  - The Mennonite: https://themennonite.org/opinion/place-refuge-oppression/
  - Huffington Post Religion Blog: http://www.huffingtonpost.com/safwat-marzouk-phd/
  - Christian Century: https://www.christiancentury.org/contributor/safwat-marzouk
  - The Institute of Youth Ministry, Princeton Theological Seminary: Paris, Syria and Iraq, Talking ISIS with Youth http://iym.ptsem.edu/resources/engage/paris-syria-iraq-talking-isis-with-youth-with-youth/#tab-id-5

- **Presentations:**
  - ***AAR and SBL Presentations:***
    - "Economy, Injustice and Integration of Migrants in Genesis 39 and 47," SBL Annual Meeting, Fall 2019.
    - "The Emergence of Tyranny and its Resistance in Exodus 1-2," SBL Annual Meeting, Fall 2018.
    - "Cross-cultural Interactions, Migration in the Joseph Narrative: Integration, Separation, and Transnationality," SBL Annual Meeting, Fall 2017.
    - "Micah 4:1-5 A Vision of Peace Subverting Imperial Discourse," SBL Annual Meeting, Fall 2015.
    - "Exodus and Assimilation: The perspectives of Moses Mendelssohn and Christian Egyptians" and a panelist on "Immigration, Militarization, Economy," SBL Annual Meeting, Fall, 2014.
    - "The Semiotics of the Dismembered Body of the Monster in the ANE Chaoskampf Myths and Ezekiel In the Light of Foucault's Discipline and Punish," SBL Annual Meeting, Fall 2012.
    - "A Postcolonial Reading of the Hagar-Ishmael Narratives in Genesis," American Academy of Religion, Fall 2011.
    - "The Monstrification of Egypt in Ezekiel: Why is Egypt a monster in Ezekiel?," and "Putting the Monster, Egypt, under Check: Geo-Political minimization of Egypt (Ezekiel 29:12-16) and Pharaoh's Descent into Sheol (Ezekiel 32:17-32)," SBL Annual Meeting, Fall 2010.
    - "Not a Lion, But a Dragon: Funeral Dirge and Combat Myth in Ezekiel 32:1-16," Mid-Atlantic Regional SBL meeting, Spring 2008.
  - ***Public Lectures and Talks:***
    - "Interfaith Exploration: Cultivating Hope in Anxious Times," Panelist at University of Illinois Champaign-Urbana, Fall 2019.
    - "Migration in the Joseph Narrative: Integration, Separation, and Transnationalism," Bethel College, Newton Kansas, Fall 2018.
    - "The Emergence of Tyranny and its Resistance in Exodus 1-2," Bethel College, Newton Kansas, Fall 2018.
    - "Intercultural Church," Co-Taught with Rachel Miller Jacobs, Leadership Clinic at Anabaptist Mennonite Biblical Seminary, January 2017.
    - "Joseph and Migration: Integration, Assimilation, Separation and Transnationalism," University of Zurich, March 2017.
    - "Paradoxical Nature of the Covenant" and "Intercultural Church: Biblical Foundations," Mennonite Church Canada, July 2016.
    - "Bible, Empire, Reception History in Africa," A Panelist, Columbia Theological Seminary, November 2015.
    - "What Monsters Reveal about Empires: the differences between the Kingdom of God and the Monstrous Empires in Daniel 7," Bethel College, the Staley Lectures, October 2015.
    - "Love Liberates," Michiana Mennonite Church Annual Assembly, June 2014.
    - "Holy Ground: Worship as Our Mission," Mennonite Church Eastern Canada Annual Assembly, Spring 2014.
    - "Blessed Be the Odd: Ishmael as an Interstitial Figure," Anabaptist Mennonite Biblical Seminary, Pastors Week, Jan 2014.
    - "Hagar and Ishmael as an Other," Fellowship of Hope Mennonite Church, Fall 2013.
    - "Egypt: an ongoing revolution," Sunnyside Presbyterian Church, South Bend, Fall 2013.
    - "The Land" and "Immigration" from a Biblical Perspective, Sunnyside Presbyterian Church, South Bend, Fall 2012 and Spring 2013.
    - "Reading Difficult Texts in the Old Testament," Mennonite Church Canada Assembly, Summer 2012.

- "Reading the Old Testament and the Middle East," PCUSA Big Tent, Atlanta, June 2009.
- "Introduction to Islam," co-leader of a seminar at Riverside Church in NYC, spring 2002.

Other Professional Experiences:

- Arabic American Evangelical Church in Jersey City, "part-time Pastor", 2010-2011.
- SAT-7, the First Arabic Christian Satellite Channel, "program host", 2003-2004.
- El-Saraya Presbyterian Church, Alexandria, Egypt, "Assistant Pastor," 2002-2005.

Memberships:

- Society of Biblical Literature.
- The Synod of the Nile, Presbyterian Church in Egypt.
- Wabash Valley Presbytery (Presbyterian Church USA).

Research Interests:

Thinking theologically about monsters in the Bible, Ancient Near East, and popular culture; Constructing the Other in the Old Testament; Middle Eastern Christian Hermeneutics; Immigration and the Bible.

Languages:

Biblical Hebrew, Koine Greek, Aramaic, Ugaritic, Middle Egyptian.
Arabic, some German, some French.

Grants:

Summer Fellowship, Wabash Center for Teaching and Learning in Theology and Religion; Summer 2015.

Conference Organizing:

"Word, Spirit and the Renewal of the Church," with Jamie Pitts and John Roth, an ecumenical and a global conference commemorating the 500th anniversary of the Protestant Reformation (Fall, 2017; Goshen College and Anabaptist Mennonite Biblical Seminary).

Continuing Education And Training

- Course Development Institute, Goshen College, Summer 2019.
- Intercultural Development Inventory Qualifying Seminar, January 2015.
- Pre-Tenure Workshop, Wabash Center for Teaching and Learning in Theology and Religion, 2014-2015.

Statement of Faith- Safwat Marzouk

I believe in the triune God, creator, sustainer, and redeemer of the universe, whom alone through the grace of God, love of Christ, and communion of the Spirit I worship and serve and to whom I belong in life and death.

God created a good world, desired to live in communion with creation and envisioned the creation to live in harmony. I confess that the whole creation and I rebel against God falling in personal and communal sins. I believe that the only hope for the creation and for myself lies in God's faithfulness to God's covenant with the created world.

I believe in Jesus Christ, fully God and fully human. He is the Word incarnate, the full revelation of who God is. I believe that through his birth, life, ministry, death, resurrection, and ascension he proclaimed the good news of God's loving and saving power to redeem the world from the power of sin and he embodied the fullness of the reign of God. I believe that Jesus Christ is my Savior and Lord.

I believe in the Holy Spirit giver and renewer of life. I believe that the Spirit is at work in me and in the church empowering us to mature and become like the image of Jesus Christ. The Spirit unites the church and gives gifts to the church to do the ministry of reconciliation in the world. I believe that the Spirit speaks to me, to the church, and to the world through the written and proclaimed word. I believe that the Spirit is at work liberating those who are oppressed and marginalized.

I believe in the church, the body of Christ. I belong to the church as a disciple of Christ. The church is called to embody the life of discipleship and it is called to live in the fullness of the reign of God. The church is called to proclaim hope in midst of despair, justice in the face of oppression, and peace in the midst of conflict. I believe that we are called to proclaim God's holistic love to all people. I believe that the mission of the church is to worship.

I believe that in the church we read and interpret the Bible, the written word of God. I believe that God, who spoke in the historical contexts of the biblical texts, still speaks to the church here and now through encountering scriptures. Our faithful reading of scripture is not a literalist reading, but rather a reading that takes the historicality of the text and the situatedness of the reader seriously. I believe that the spirit guides us to interpret scriptures, enables us to encounter Christ in the word, and empowers us to experience God's liberating love in the text. I believe that the same Holy Spirit is at work when the church gathers to receive new members in the community through baptism and it is the same spirit who is at work in our hearts to receive God's grace and mercy when we partake in the Eucharist.

I have been and continue to live by hope in God's reign. Though evil may seem powerful and strong, I believe that God is at work in redeeming the groaning creation. As God's story of the new creation unfolds, I join in worshipping God and I give a hand in serving God and the world. GLORY BE TO GOD!

Kelly-Ann Rayle
theministeronthemove@gmail.com

Actively Seeking? Yes, Actively Seeking
Ecclesiastical Status: Teaching Elder
Presbytery Membership: Shenandoah Presbytery
Ordination Date: 6/10/2018
Formal Education:

- Master of Divinity, 2015, Union Presbyterian Seminary
- Bachelor of Science in Business Management, 1991, Mount Olive College
- Associate Degree in General Education, 1990, Johnston Community College

Continuing Education:

- Healthy Congregations Facilitator Training, April/May 2021
- Festival of Homiletics, May 2021
- Church Administration Certification Seminar: The Church Network: National Convention, July 2019
    - Hi-def. Organizational Assessment, Financial Oversight, and Risk Management for Executive Leaders
    - Healthy Church: Essentials, Icons, and Opinions
- Church Administration Certification Seminar: Union Presbyterian Seminary Leadership Institute, July 2019
    - Managing Communication Issues
- Church Administration Certification Seminar: Union Presbyterian Seminary Leadership Institute, Summer 2018
    - Managing Financial Issues, Managing Legal and Tax Issues, and Managing Facility and Property Issues
    - IT Basics and Trends, Self-Care for Church Business Administrators, and Theology and Ethics of Church Business Administrators

    - Managing Strategic Planning Issues, Managing Human Resources, and Managing Communication Issues
- Seminary for a Day - Union Presbyterian Seminary, September 2017
    - Moving the Congregation Forward: Preacher, Congregation, and Public in Divided Times - Richard W. Voelz, Ph.D.
    - Looking for the Truth: Space Matters - Brian K. Blount, Ph.D.
    - Tiptoeing on Eggshells: Navigating our Way in Ideological Diverse Faith Communities - Ken McFayden, Ph.D.
    - Gift of Tears: The Prophet Jeremiah - Rev. Luke A Powery, Ph.
- Four Day Workshop - Union Presbyterian Seminary: Leadership Institute, October 2017
    - Mission Possible: Embracing the Task of Strategic Visioning Evangelism Conference - Union Presbyterian Seminary, September 2016
    - Start with Good News: Rediscovering the "Why" of Evangelism
- PCUSA Company of New Pastors, 2014-2015
    - An organization designed to support new pastors by creating regional peer groups
- Travel Seminar to India, January 2015
    - Three-week intensive journey through India observing and expanding my knowledge about contemporary Christianity and other faith traditions in the region
- Union Presbyterian Seminary: Leadership Institute, Fall 2012 & 2013
    - Seven-week lecture series on church leadership

Employment Type: Open to both
Minimum Effective Salary: $50,000 / Year
Geographic Choices: Virginia
Languages: English
Leadership Competencies: Compassionate, Preaching and Worship Leadership, Spiritual Maturity, Teacher, Advisor, Organizational Agility, Strategy and Vision, Collaboration, Interpersonal Engagement, Motivator
Training / Certification:

- Clinical Pastoral Education Training
- Interim Ministry Training
    - Week 1 by PC(U.S.A.) at Union Presbyterian Seminary, Richmond VA in 2017
    - Week 2 by PC(U.S.A.) at Synod of Mid-America, Kansas City MO in 2021

Other Training:

- Church Administration Training
- Zoom Administrator
- Healthy Congregations Facilitator

Clergy Couple? No
Housing Type: Housing Allowance
Church Related Work Experience:

- Temporary Stated Supply Pastor, Lexington Presbyterian Church, Lexington VA, May 2020 to present
    - Served as the transitional pastor during the Interim Pastor search and hiring
    - Developed and continue to oversee "live" Zoom/You Tube worship, meetings, and fellowship events
    - Serving as the transitional pastor of Christian Education and Children's Ministries
    - Preaching and assisting in worship as assigned
    - Providing pastoral care to members and their families

    - Working with the Church Administrator and Communications Assistant to helping better organize, utilize, and training staff and congregation members in the Realm church software system
    - Attending weekly staff meetings, monthly Session meetings, and all pertinent committee meetings
- Part-Time Parish Associate, Lexington Presbyterian Church, Lexington VA, November 2019 to May 2020
  With God's help and guidance, I am helping to serve a congregation of 500+ members alongside excellent staff.
    - Served as the Interim Pastor of Youth and Children's Ministries
    - Preached and assisted in worship as assigned
    - Provided pastoral care to members, with a particular focus on children, youth, and their families
    - Worked with the Church Administrator to better organize, utilize, and train staff and congregation members in the Realm church software system
    - Attended weekly staff meetings, monthly Session meetings, and all pertinent committee meetings
- Stated Supply Solo Pastor, Bethel Presbyterian Church, Staunton VA, April 2018 to July 2019
  With God's help and guidance served a congregation of 200 members, faithfully and passionately.
    - Moderated and advised the Session
    - Managed, supervised and supported a staff of 6: Music Director, Office Manager, Dispersing Treasurer, Bell Choir Director, and Custodial Team
    - Discerned, organized, and planned with the Worship Team a multigenerational weekly worship service and all special services
    - Developed and implemented an intentional Pastoral Care program with a particular focus on homebound members, hospice patients, and widows/widowers
    - Attended regularly, encouraged, and provided support to all sessional committees
    - Served as a temporary Youth Pastor
    - Assisted in developing new systems, procedures, and policies
        - Church Software System: Breeze
        - Updated Personnel Policies
        - Monthly Newsletter
        - Weekly Announcements
    - Assisted in planning, organizing, and implementing new programs
        - 12-week Youth Confirmation Program (first in 9 years)
        - A Youth Program
        - Christian Education Programs: "Table Talk Theology" (community outreach), "Soup/Salad and Scripture" (weekly lectionary group), Advent and Lenten Book Study groups
        - ɦ "Generosity" Campaign: An intentional year-round program to inform and educate the congregation on the faith-filled and mission-minded discipleship of giving
    - • Assisted in planning, organizing, and implementing events
        - "Supper and Speaker:" A quarterly church-wide and community outreach event
        - Vacation Bible School
        - Weekly Ecumenical Lenten Services
        - Summer Vespers
- Local Pulpit Supply, Various Local Churches, 2013 - 2019
    - Served multiple churches as a supply preacher and worship leader

- Pastoral Intern, Olivet Presbyterian Church, Charlottesville VA, Nov 2017 - March 2018
  - General Responsibilities
    - Provided administrative and pastoral assistance to the pastoral staff which serves a congregation of 400+ members
    - Participated as a worship leadership on selected Sunday mornings and other worship services and preach once a quarter
    - Attended weekly Church staff meetings (general congregational life review, ministry planning, pastoral care, and worship planning), Mission and Outreach committee meetings, and Christian Education committee meetings, select monthly Session committee meetings
  - Mission and Outreach Responsibilities
    - Explored evangelism and outreach opportunities by facilitating conversations and gatherings with unchurched members of the local community
    - Provided pastoral care and conducted funerals and specialized services for the unchurched members of the local community
  - Stewardship Responsibilities
    - Developed a working knowledge of financial stewardship and budget development practices
    - Served on the 2017 Stewardship Team
    - Read/studied stewardship materials and discussed with supervisor and committee members
    - Helped to implement a year-round "Generosity" program
  - Adult Christian Ministry Responsibilities
    - Served on the Adult Ministry Team
    - Facilitated Wednesday Women's Bible Study
    - Worked with the leadership team to revitalize, plan, and organize a women's retreat
- Pastoral Intern, Olivet Presbyterian Church, Charlottesville VA, Jan - Jun 2016
  - General Responsibilities
    - Provided administrative and pastoral assistance to the pastoral staff, which serves a congregation of 400+ members
    - Participated as a worship leadership on selected Sunday mornings and other worship services, and preach once a quarter
    - Attended weekly Church staff meetings (general congregational life review, ministry planning, pastoral care, and worship planning) and selected monthly Session committee meetings, Deacons' meetings, Mission and Outreach committee meetings, and Christian Education committee meetings
  - Mission and Outreach Responsibilities
    - Developed and implemented a plan to revitalize communication regarding Olivet's mission and outreach
    - Collaborated with the Mission committee to determine "better" efforts to increase congregational participation in mission and outreach
    - Coordinated and facilitated selected efforts to increase congregational engagement in serving "the least, the lost, and the otherwise left out."
    - Explored evangelism and outreach opportunities for the church through conversations and gathering with unchurched members of the local community

    - Christian Education Responsibilities
        - Assisted in strengthening and expanding our disciple-making ministry with adults by developing the curriculum for several core foundational courses to be offered during Sunday School.
        - Researched and developed curriculum for a women's mid-week Bible study
- Pastoral Intern, First Presbyterian Church, Charlottesville VA, June – Aug 2014
    - Served a diverse congregation of 900+ members
    - Obtained a general working knowledge of church operations and administration
    - Developed skills in teaching and leadership by assisting in and leading a variety of Christian education and formation opportunities (classes, groups, trips, etc.) for members of all ages
    - Supervised mid-high and high retreats and weekly gatherings
    - Acquired additional pastoral experience by attending weekly pastoral care meetings and visiting with congregation members
    - Gained experience in worship leadership by serving as a worship leader on selected Sunday mornings and other worship services
    - Faithfully interpreted the Holy Scriptures, prepared sermons, and preached
- Chaplain Intern, University of Virginia Hospital, Charlottesville VA, June – Aug 2013
    - Completed one unit of Clinical Pastoral Education
    - Assigned chaplain for Neuroscience ICU, Neuroscience Step Down, and Orthopedic units
    - Collaborated daily with social workers, charge nurse, and other nurses to plan the best care and support plan for assigned patients and their families
    - Provided pastoral care and counseling with patients, families, nurses, and staff
    - Participated in daily staff chaplain meetings and weekly chaplain supervisory meetings
    - Required to work with administrative deadlines, interruptions, and crises
    - Planned, coordinated, and led interfaith worship services for Sunday Chapel
- Women Helping Women Church Liaison, Olivet Presbyterian Church, Charlottesville, VA, 2008 – 2011
    - Served as a liaison between the ecumenical organization, Women Helping Women, and the Olivet community
    - Worked in collaboration with the Olivet community, to provide spiritual and financial support to 100+ struggling single mothers and families in the local community
    - Organized and managed a team of ten volunteers and donations of new baby essentials: toiletries, furniture, clothing, and diapers
    - Planned and implemented a prayer chain specifically for this ministry and the families it served
- Diaper Ministry Chairperson, Olivet Presbyterian Church, Charlottesville, VA, 2011 - 2012
    - Organized and managed a team of volunteers and donations of diapers from the congregation
    - Reported to the mission committee the ministries monthly outreach
    - Planned and implemented a yearly Diaper Drive to replenish diaper supplies
    - Elicited support and donations from local businesses in the community
    - Coordinated w/ an ecumenical ministry (Love, Inc.) every month to distribute diapers to families in need
    - Served approximately 20-30 families per year

Non - Church Experience:

- Business Owner/Manager, Gymnastics On The Move, LLC, 2006 to present
    - Providing youth movement education, gymnastics training, and mentoring opportunities
    - Inspiring youth ages 5 -17 to realize their potential through movement education and mentoring
    - Managing a staff of four employees, twelve parent volunteers, and five youth volunteers

    - Allocating tuition, working within budgets, tracking expenses, maintaining invoicing, and bookkeeping while utilizing advanced computer skills
- Gymnastics Official, National Association of Women's Gymnastics Judges, 1995 to present
    - Learning, reviewing, and applying specific rules and regulations
    - Evaluating gymnastics routine using intense concentration and attention to detail
    - Working with others to mediate and collaborate on various gymnastics performances while implementing rules and regulations
    - Responsible for attending one state or regional clinic and for completing 20 hours of continuing education per year

Community/Church Service:

- Shenandoah Presbytery, Harrisonburg, VA
    - Member (April 2018 to present)
    - Committee on Pastoral Transition (February 2019 to present)
- Union Presbyterian Seminary, Richmond, VA
    - Commuter Student Representative (2013 - 2015)
    - Student Government Representative (2013 - 2015)
    - Community Life Committee Member (2013 - 2015)
    - Ultimate Frisbee and Flag Football Team Member (2014 - 2015)
    - Participant in yearly school-wide service day projects (2013 - 2015)
    - Union Presbyterian Alumni Activities (June 2015 - present)
- Olivet Presbyterian Church, Charlottesville, VA
    - Liturgist (2010 - 2019)
    - Supply Peacher (2015-2019)
    - Bible Study Facilitator (2006 - 2018)
    - Adult Christian Education Subcommittee (2016 - 2018)
    - Theological Focus Group (2016 - 2018)
    - Youth Leader for summer mission trips:
        - Appalachia Service Project (June 2015)
        - Belize (June 2014 and 2016)
    - Worked collaboratively with other youth leaders/pastors, youth, and adult volunteers on various building projects, worship
    - and reflection events "play" activities, and cleaning/maintaining the bunkhouse.

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

As a church intern, I implemented and facilitated several classes on the Lord's Prayer. While teaching a session on forgiveness, I recognized that I had a passion for teaching and guiding discussion. The enthusiastic feedback from many of the participants was that I was a gifted teacher. After further reflection, I believe I am successful because I integrated appropriate personal stories and transparency with biblical and theological commentary. This combination brought the good news of the gospel home to class members. Later, a class member approached me and asked if we could meet to discuss forgiveness further. She stated, "You seem to have a good grasp of forgiveness, and I am having a difficult time forgiving someone in my life." I believe she sensed my vulnerability and empathy. I felt the woman's need and the grave urgency in her eyes, so we arranged a meeting. When we met, I opened with prayer, and then I offered her the space to share. I took note that in the very act of sharing, the process of forgiveness had begun! Her demeanor changed right before my eyes, and I was humbled. The success I felt was in my ability to lead, with God's help, a class towards reflection and transparency. The joy came when listening to her empathically and lovingly opened the door to healing.

Describe the ministry setting to which you believe God is calling you.
I am confident God is calling me to a church where:

- I can live out my call as a pastor. God has bestowed in me a love for people. I desire to guide Christians of all generations towards greater spiritual maturity in faith and discipleship.
- I can proclaim the "Good News" of the Gospel passionately and create liminal worship experiences. I consider myself a dynamic and relevant communicator who is passionate about preaching and worship liturgy. I seek a church that values the reformed tradition and appreciates both traditional and contemporary worship styles. One that welcomes change, motivated by creativity, and willing to explore new ways to worship God.
- I am invited to nurture, encourage, and motivate its members. I consider myself a "shepherding" pastor, and it is my deepest desire to nurture and care for the spiritual well-being of God's people. I feel called to utilize my gift of coaching to encourage, with God's help, a congregation toward a deepened faith and motivate a response of action to serve.
- I am encouraged to teach. It is my life-long passion to continue to learn how to be a disciple for Jesus Christ. I consider every moment I breathe an opportunity to learn, and this propels my enthusiasm for teaching. I must serve a congregation that is passionate about the Bible - has a deep yearning to know the Triune God more deeply, and willing to learn by engaging scripture thoughtfully and participate in honest and grace-filled discussions.

What areas of growth have you identified in yourself?
My most recent growth has been as a servant leader. The many opportunities I have had in teaching, worship leadership, mission outreach, pastoral care, youth leadership, and preaching has facilitated this growth. I have learned how to nurture better and guide the communities I have served by sharing authority by putting into practice the needs of others first. I have witnessed that this practice creates healthy, wiser, freer, and "servant" minded individuals, members and communities. Being a "servant first" is a life-long journey and truly emulates Christ. This form of leadership focuses on the growth and well-being of the people and communities to which they belong, and I believe, has the power to create a more ethical and empathetic world. I have thus discerned that I am a compassionate and transparent pastor who wholeheartedly seeks to serve others. This vulnerability and willingness to be open fosters trust. I believe his type of leadership, with God's help, can have the power to deepen faith and facilitate an authentic response to the Gospel message.

Describe a time when you have led change.
My most recent position at Lexington Presbyterian Church has provided many opportunities to elicit change because it is a congregation in transition. However, the most significant change was helping the church stay connected during the pandemic. The church's lack of audio-visual and technological equipment combined with the lack of expertise available created an opportunity for me to use my "self-starter" skills. The goal of the pastoral staff was to keep the congregation connected. With this in mind, I organized a team and led the implementation of our Zoom platform. With the help of other staff members and two congregation members, we were able to successfully get all meetings and worship online within two weeks of being shut down. Together we took responsibility for a new ministry "On-Line Church." This included worship, Sunday School Classes, Mid-Week Bible study, Children's Story Time, Youth Group, and all Session/ Committee Meetings. My advocacy and leadership for such a significant portion of "church" motivated others to help, participate, and organize a special task force to modernize the sanctuary to meet the future online worship needs. This example parlays my interpersonal skills, organizational agility, willingness to learn and adapt, and my capacity for leading collaborative change during a transitional time.

Statement of Faith – Kelly-Ann Rayle

I believe in one God who is fully present everywhere and at all times. God is Creator, Ruler, Sustainer, Redeemer, Renewer, and Reconciler of life, and I fully belong to God in life and death.

I believe humanity is incapable of redeeming itself, however, because our Creator is just, merciful, and purposefully providential, he sent a Redeemer, in Christ, who defeated sin by dying on a cross, so that humanity could have eternal life with the Creator. God's Son, Jesus Christ, set in place a conduit by which a personal relationship through the Holy Spirit could exist and transform humanity.

I believe that grace is the foundation of our faith, for in grace God has given God's Son, Jesus Christ, the second person of the Godhead, who is fully human and fully God, to teach unadulterated love and liberate humankind from the bondage of sin. I am a sinner, and I have a propensity to sin. Therefore I recognize that I am completely and utterly dependent on God's unmerited grace in Christ Jesus for my justification and salvation. I witness to this covenant of grace given by God through my baptism, participation in the Lord's Table, and witness.

I believe that my faith in Jesus Christ is made effectual through the sustaining power of the Holy Spirit, the third person in the Godhead, who is at work in my life as I believe and trust in God. God's Spirit justifies me by grace through faith and unfetters me to lovingly accept myself, unreservedly love God and neighbor, to live into my Baptismal identity, and work in the world for Christ's sake and God's glory.

I believe that the power of God's pure, generous, and self-giving love is unstoppable. This life-giving power is revealed in the Word made flesh, Jesus of Nazareth, who walked among us and is attested to in the Holy Scriptures. The Holy Scriptures are a gift given by humankind inspired by God through the power of the Holy Spirit and are the supreme authority in Christian life and practice. These Scriptures seek to define the church and its mission. The church is the Body of Christ, and as a member of that body, I am humbly called to glorify God through witness and mission.

Jesus epitomized God's desire for ALL creation. Jesus promoted love, conquered sin, obliterated evil, and even defied death through the power of His resurrection. Jesus Christ, in all His glory, will come again to reconcile God's beloved humanity unto God's self, until that time I am called by faith to witness to the church; to accept God's love, live in God's love, and be a conduit of God's love in the world. It is with sincere gratitude to a generous God, emboldened by the Holy Spirit I attempt to serve Christ by proclaiming the "Good News" to a broken world. All the while, doing my best to live into the words Jesus taught us to pray; "*Thy kingdom come, thy will be done on earth as it is in heaven*."

(Matt 6:10) Amen!

*References: Holy Scriptures, Book of Confessions, 2014, and A "Brief Statement of Faith" of the 202nd General Assembly, 1990

Report of the Committee on Preparation for Ministry

Presbytery of the James
February 19, 2022
Meetings in September, October 2021; January 2022

I. The committee reports the following for information:

A. Of the 14 persons under care on January 19, 2022, 8 are inquirers, and 6 are candidates. Of the candidates, 2 are ready to be examined for ordination pending a call.
B. Candidate Jonathan Moelker (Richmond Second) received a call in the Presbytery of the Peaks and has been ordained.
C. Appointed committee liaisons: For Kendall Cox, Janet Winslow; for Gary Hatter, Chad Wayner; for Jay Morgan, Jerome Wilson; for Joslyn Shipman, Marilyn Johns; for Cassandra Taylor, Janet Winslow.

II. The committee reports the following actions:

A. Interviewed Hannah Miller (Richmond First) and enrolled her as an inquirer, appointing Marilyn Johns as her liaison.
B. Approved on the basis of an annual consultation the continuation in the preparation process: Susan Butterworth (River Road); Wendy Steeves (Blue Ridge, Ruckersville).

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

IV. The committee makes the following recommendation:

A. That presbytery examine Inquirer Leigh Anne Ring (Salisbury, Midlothian) for candidacy for the ordered ministry of the Word and Sacrament.

When inquirers seek to become candidates, the presbytery examines them in person with respect to their Christian faith, sense of call, and motives for seeking the ministry, and forms of Christian service undertaken.

Leadership Connection Team

The Leadership Connection Team strives to connect the various ministries being carried out in the name of the Presbytery. Our focus is on those ministries that promote and support leadership within the Presbytery. They all have been challenged by the continuing pandemic. All of these ministries could be assisted with your ideas, your hopes and dreams and most importantly by your participation. We work with nine ministries:

- **Black Caucus** is a ministry that strives to strengthen the African American community and to be a voice to the churches of the Presbytery. More about their ministry can be found on the Presbytery's website. Look for information on programs they are sponsoring through the *Vine* and the information e-mails from the Presbytery.
- **Collegiate Ministry** supports campus ministry at University of Mary Washington, University of Virginia, Virginia Commonwealth University, Virginia State University, and University of Richmond.

- **Community of Ministry and Worship** assists pastors who have been ordained less than seven years to strengthen their ministries.
- **Older Adult Ministry** works with the national Presbyterian Older Adult Ministry to inform older adults on a variety of topics.
- **Presbyterian Women** is part of the national Presbyterian Women ministry strengthening the mission of the church.
- **The Resource Center** is an ecumenical endeavor of which the churches of the Presbytery participate. Resources are available for loan.
- **Small Church** is a ministry that includes nearly two-thirds of the churches of the Presbytery. This group develops programs and strategies to assist the leaders and members of the small church.
- **Stewardship** has been supporting not only the leadership of the church through various programs, but these programs have been open to congregations.
- **Youth Council** develops youth leadership through a variety of programs including participation in the national Presbyterian Youth Triennium.

Several of our ministries would like to share a little about what they've been doing over the last few months.

George Whipple
Moderator, Leadership Connection Team

An Update from Collegiate Ministry, the UKirk at UVA

UKirk at UVA and 20/30 CreW (Westminster Presbyterian Church's young adult ministry) held a number of socially distanced/masked programs throughout the spring semester, including: twice-weekly study hours, UKirk pancake breakfast/outdoor viewing of Sunday morning worship services, Yoga in the Courtyard, study hours at Common Grounds (our student ministry building) with Sophie the labradoodle, and virtual/outdoor Wednesday Wind-Down.

The fall semester came with fewer COVID restrictions, which allowed student meetings and gatherings to occur on the newly refurbished screened porch. Fall programming continued with twice-weekly study hours, Yoga in the Courtyard, and Wednesday Wind-Down. With COVID precautions in place, Common Grounds also reopened to host student- and young-adult-led groups from the UVA and Charlottesville communities, including the School of Education and Human Development's Black Scholars Writing Group and the Legal Aid Justice Center's Youth Justice Program.

Additional University Mission programming included a new Bagel Brunch for students and young adults at Common Grounds after 11 a.m. worship services, as well as UKirk and 20/30 CreW's combined Feeding Families Service Project, which involves delivering meals through the Alliance for Interfaith Ministries' REACH program once a month on Sundays. As an intergenerational outreach, members of the WPC Prayer Shawl Ministry gave a knitting tutorial to students. Students also enjoyed a conversation about Theology, Rest, and Play with special guest preacher and presenter Rev. Dr. Lakisha Lockhart from Union Presbyterian Seminary in Richmond, participation in the CROP Hunger Walk, and an apple-picking outing at Carter Mountain.

In what felt like a true return to "normal," our Associate Pastor for University and Social Justice Mission and UKirk Student President met several new students at the in-person UVA Fall Activities Fair and were able to resume more frequent (outdoor) one-on-one coffee meetings while continuing outdoor/masked in-person pastoral care meetings with students. In addition, the tradition of Friendsgiving meal returned during Thanksgiving week on the porch of Common Grounds, and Common Grounds hosted daily extended study hours during finals, which included providing a soup dinner on two nights. In both semesters, the UM Committee and other WPC congregation members stepped up to bake cookies, make soup, knit caps/scarves, and serve as welcoming hosts and coffee-makers during finals study hours!

"UKirk has been a spiritual home for me for the past two something years. It is truly special to have a community which welcomes and celebrates students across all spectrums of identity," says Madaline Marland, a third-year engineering student and UKirk at UVA's President, who is helping to build a strong student community with Associate Pastor for University and Social Justice Mission Dorothy Piatt-Esguerra and Westminster members and friends. "Seeing our fellowship develop and grow has been a real joy, and I am grateful for all of the puppy pets, yoga sessions, and Cheez-Its!"

If you know any first-year or returning students at the University of Virginia, let Westminster and UKirk at UVA know how they can partner with you in bridging the college gap in baptismal vows for the students your church has helped to grow in faith, hope, and love!

Dorothy Piatt-Esguerra
Associate Pastor, Westminster / Ukirk, UVA

Community of Ministry and Worship:
A Ministry of the Presbytery of the James and the Presbytery of Eastern Virginia

No Seminary has ever offered a course on "How to Lead the Church During a Time of Pandemic." And, if a Seminary did during our Seminary tenures, we doubt that we would have signed up to take that course.

And yet, for two years, pastors, educators, musicians, camp personnel, chaplains, and youth advisors have wrestled with entirely new pandemic ministry related questions:

- Is it safe to worship inside our sanctuary?
- When will it be safe to sing inside the sanctuary?
- How do we provide pastoral care when we cannot visit the sick in the hospital because of Covid-restrictions?

- How do we celebrate a COVID-safe wedding?
- How do we officiate a COVID-safe funeral?
- How do we hold the community together when we are not physically present and spend most of our time together on Zoom or not at all because some of our members have no internet access?

Thanks to the support of the presbyteries of the James and Eastern Virginia, the fourth cohort of the Community of Ministry and Worship has been meeting since August, 2021 and will continue through May, 2022. In our monthly cohort meetings, we ask these and other key questions of church leadership today.

This past September, Tom Long guided us in a preaching seminar for times such as these. In January, our conversation will be guided by Susan Beaumont's insightful book, "How to Lead When You Don't Know Where You are Going: Leading in a Liminal Season."

Our current cohort includes ten pastors from the two presbyteries and is the fourth cohort since this ministry started in the POJ. We meet once a month, most often via Zoom. Our focus is to equip and to strengthen pastoral leadership for those who are out of Seminary for eight years or less.

We will soon be looking to build a fifth cohort that will begin in late August. If you would like to be considered to participate in Cohort Five, please contact either one of us.

In the meantime, please pray for wisdom for us all to lead in this conflicted and confusing times.

Conveners: Gary W. Charles and Kate Fiedler

The Resource Center

Greetings, Friends, from The Resource Center! We are your resource connection, working in partnership with local theological schools and their libraries, as well as judicatories, local congregations, and affiliated organizations. 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: 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) 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 – Helping Congregations Adjust to COVID Swings
Just when some congregations were beginning their reentry to in-person worship, Sunday school, VBS, etc., COVID and the Omicron variant changed the script once more. Faced with difficult decisions, there is so much to consider, and creative strategizing and resourcing is vitally 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 in through traditional means. Our hope is that very soon you will be able to borrow an eBook or other resource from The Resource Center much like you do through your public library or an online bookseller. We keep innovating to serve you better with the thriving of your congregation as our first priority.

How to Get Involved / Next Meeting
Every POJ congregation has a membership to The Resource Center provided through the POJ budget! You are invited to contact Dr. Denise Janssen, executive director, at 708.955.8913 (cell) or 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, Executive Director

Small Church Ministry Team Report

Though I wish all of them well in their new endeavors, in 2022 our team will be missing Lisa Salita, Jason Cashing, and Deborah Rexrode, faithful small church ministry leaders who have all taken positions outside the bounds of the Presbytery. Several folks have indicated an interest in serving in the capacity of helping our smaller congregations, and I will be reaching out to them and to anyone else who would like to join in this ministry of walking alongside of small churches as the year moves along.

In December, the small church ministry team hosted an online seminar specifically geared toward our smaller membership congregations with the Rev. Steve Martin of the Lakelands Institute: "Hybrid Worship that Won't Break You or the Bank." Steve offered one-on-one support to those who signed up for that initial meeting. Given that it was held in December with modest attendance, he is willing to repeat and/or continue the conversation begun in the seminar (at no additional cost) and engage in further consultation with those who would appreciate looking at their own strengths for ministry in a hybrid world. The Zoom video is also available of the first seminar. Contact me for the link – kerra.english@gmail.com

This Spring (February/March) is when Union Presbyterian Seminary starts the process of lining up internships for the following academic year (2022-2023). Our presbytery has helped to subsidize and support interns serving in small church settings. Ashland Presbyterian has been fully engaged with interns for over 10 years and our folks would be happy to talk to any other congregational leaders about this process and what it has meant for us. Dorothee Tripodi in the Supervised Ministry Office at Union can also be a resource for the guidelines of student internships. dtripodi@upsem.edu

Kerra Becker English
Pastor, Ashland Presbyterian Church

Mission and Service Team Report

While concerns about health and safety have hindered the activity of many of our ministry teams, there is nonetheless good news to report and opportunities for your church to be involved. Additionally, each of these ministries welcomes individuals who share a passion for these mission endeavors.

Hunger Ministry

The Hunger Fund of the Presbytery of the James receives designated gifts from churches, largely from the 5-cents-a-meal offering, but also from the mission budget of congregations, especially those who no longer receive a monthly offering. This is a critical ministry.

Through this fund of the presbytery, grants are made to address hunger and its causes. Most are within this presbytery from the western edge in Nelson County to the eastern edge on the Northern Neck. In addition, a portion goes to international partners, such as FONDAMA (Joining Hands Together) in Haiti or to those working for better policies like Bread for the World. Because of your efforts, a man who lacks adequate shelter and food has a hot lunch at Second Presbyterian Church, a woman who struggles as an immigrant to feed her family on Southside can get food from Sacred Heart's Food pantry, a child on the Northern Neck can go home with food in her backpack, a farmer in Haiti has training in growing food in a tire garden, and a woman in Guatemala receives egg laying chickens that will increase the food and nutrition of her children. These are only a few of the many examples.

In addition, the presbytery's hunger fund supports the Presbyterian Hunger Program of the Presbyterian Church (USA) and enables an even greater reach of funds received.

Sadly, there has been a reduction in the funds coming to the Presbytery's Hunger Fund. As a result, all our grants could not be made. Several years ago, the presbytery received $77,298. This year it was $46,691. Undoubtedly, the shift to online worship has made it difficult to receive a monthly offering. Your Hunger Committee urges each congregation to contribute from your church's budget, if taking a monthly offering is not realistic, or to find another creative way to raise needed funds and help those in this presbytery and around the world. We are richly blessed and can do so much more!

To you who have continued to give "to the least of these" please hear the heartfelt thanks from those whose voice is seldom heard but who are grateful for food and for each of you who are providing it in Christ's name.

Kathleen Murphy and Mary Jane Winter, Co-Moderators

Public Policy Witness Ministry

The Public Policy Witness Ministry team hosted a virtual meeting on Monday, October 25, on Criminal Justice Reform as it relates to juveniles--especially juveniles at the Bon Air Juvenile Corrections Center. Our speakers were our own Lauren Ramseur, co-pastor of Voices of Jubilee, and Valerie Slater with Rise for Youth. We discussed what Christians will want to focus on in the next Virginia General Assembly. Jesus calls us to care for the least of these. Jesus also calls us to care for those imprisoned. We are supporting the establishment of smaller facilities rather than one large facility for juvenile offenders. These smaller facilities would be scattered throughout the Commonwealth so that families of incarcerated youth would not have to drive such long distances. It is important that juveniles be in close proximity to their family members so that they can get

the emotional support they need from family visits. To find out more go to https://www.riseforyouth.org/issues/now-is-the-time/.

We would also like for oversight of juvenile justice reform to be lodged with Virginia's Secretary of Health and Human Services since we regard juvenile crime as a more like a sickness to be treated, than a permanent character flaw.

On December 22, the Public Policy Witness Ministry Team (along with several other organizations) met with Senator Creigh Deeds to ask his continued support for common sense gun laws. We would like for him to support any laws that would stiffen penalties for adults who are negligent in leaving firearms loaded and unlocked and accessible to children. We also hope that the ERPO Law will remain as is--that law would allow a judge to temporarily remove a firearm from someone deemed to be at risk of causing harm to him/herself and/or others. Finally, we want him to support the current law which allows localities to determine for themselves whether firearms should be allowed in public spaces, like local government office buildings, parks and downtown malls. God gives us life. God in Christ brought a message of love and peace. Our current gun culture, which would normalize guns in public spaces, is inconsistent with that message.

Gay Lee Einstein, Moderator

Self-Development of People Ministry

The Self-Development of People (SDOP) Ministry of the Presbytery of the James increased the number of members by three in 2021. The SDOP Ministry will soon be without the long time and dedicated services of Rev. Beverly Bullock, who retired December 31, 2021.

The SDOP Ministry is blessed with members who are energetic, creative, faithful and enthusiastic with the anticipation of fulfilling the goal of building bridges. The goal is to form partnerships with POJ churches, community leaders, groups, and non-profits.

To build bridges and promote the available grants, the SDOP Ministry will welcome all referrals, all opportunities, and will network with community leaders to schedule informational workshops, which will be both virtual on Zoom and in person when feasible and safe.

The SDOP Ministry of the Presbytery of the James approved a grant to Community Empowerment for Energy, Wellness and Conservation for $4,000.00 for 2021. This community group was referred by Rev. Ulysses Payne, pastor at Westminster Presbyterian Church in Petersburg, VA.

A Special Project referred by Rev. Lauren Ramseur, co-pastor of Voices of Jubilee, was approved for a Gift of $2,500.00 to assist a family in need.

The total Grant and Gift provided in 2021 was $6,500.00. This amount exceeded the Funding received from OGHS donations for 2021; however, the SDOP Committee was able to use available funds to meet these needs and requests.

The SDOP Ministry is blessed to be able to follow the mandate in Matthew 25:35-40. The Presbytery of the James has been very supportive with new MAST Leadership under Rev. Mary Jane Winter and Fred Holbrook, EP.

Lamar Lockhart, Moderator

World Mission Ministry

The World Mission Ministry was pleased to welcome **Dr. Hani Hanna**, president of the Theological Seminary in Cairo, Egypt, who was in Richmond during the last week of January. With the rising cases of COVID, the presentation was offered online through Zoom, which also allowed individuals at a distance from Richmond to participate. Stan Skreslet hosted the meeting, having taught at the seminary in Cairo for many years before coming to Union. Dr. Hanna grew up in a Presbyterian family in Egypt, earned his PhD in theology from Princeton Seminary and served as the academic dean of Evangelical Theological Seminary before becoming its president in March 2021. Dr. Hanna has a personal connection with Dr. Safwat Marzouk, the new professor of Old Testament at Union Presbyterian Seminary and a graduate of the seminary in Cairo.

Cindy Corell continues to work remotely as a Presbyterian Mission Co-Worker during this time of intense danger in Haiti when kidnappings are common and gangs rule the roads. Fortunately, she can continue her ministry even if it is not in person. She is also eager to meet with churches in the presbytery, to preach, or to speak to a Sunday School class providing the latest information and inviting us to hold the people of Haiti in our prayers and in our hearts. Invite Cindy. Learn from her. Pray for her and for the people of Haiti.

How can you help? Please continue your financial support of Cindy Corell. She is the only Presbyterian mission co-worker assigned to Haiti and works tirelessly, serving as a bridge so that no one whose lives are in peril will be forgotten. She is greatly needed and she needs us. Working virtually, she is coordinating with FONDAMA to assist relief efforts in Haiti and to support the rural initiatives of growing food and training farmers. Send checks for Cindy's support to the Presbytery of the James where they are collected and routed to Cindy's account.

Helen Salita, our Young Adult Volunteer, is having an exceptional year in Dundee, Scotland, working with congregations and community groups in a ministry of the Church of Scotland to the marginalized.

Calling Young Adults: Does your congregation have a young adult (ages 18-30) who would like to explore a year of service either in this country or internationally? The Presbytery offers a partial scholarship to anyone accepted from our member churches. Information can be found online with the Presbyterian Church. https://www.presbyterianmission.org/ministries/yav/

Thank you for all the ways this presbytery and its congregations supports mission and ministry across the world, as well as right here.

Mary Jane Winter, Moderator Mission and Service Team

Camp Hanover, Inc. Report to the Presbytery of the James

February 2022

So let us not grow weary in doing what is right, for we will reap at harvest time, if we do not give up. Galatians 6:9

As we approach the two-year mark of the COVID-19 Pandemic, we continue to pray for the perservence to endure this time of trial for our world, our ministries and one another. The pandemic continues to challenge our ability to fulfill our purpose to build community in the name of Jesus Christ, yet we remain hopeful and blessed by the opportunities God has given us to share the Good News with others.

The fall and winter have been quiet at camp, as day events, retreat groups and guest groups continued to refrain from gathering. Weather dampened our ability to host Hanover Christmas, though we snuck in an

abbreviated event on Friday evening. While more than 50 campers planned to attend our traditional Winter Camp in December, the raging omicron variant led us to postpone the event, pending ability to recruit staff and re-schedule in February or March.

Since our last report to Presbytery, a new staff member has joined the Camp Hanover team. Jeff Arnott began January 31 as the Associate Director of Operations. In this new, full-time role, Jeff is responsible for the day-to-day, onsite management of the facilities and grounds which make up Camp Hanover's 621-acres, as well as oversight of the dining, housekeeping, and hospitality experiences and services Camp Hanover provides to campers and guests.

As we moved into January, we were excited to launch a new community-focused program -- Camp Hanover After School Explorers (CHASE) , which is an "outdoorsy" after-school program for elementary school students in Hanover County. CHASE provides children the opportunity to get outside each day to discover the natural world God has entrusted to us, to play, to pray, and to have time to just be kids (and get some homework done)! The CHASE program offers child-centered nature lessons, daily devotions and continues building relationships through Camp Hanover's traditional small group model.

We are thrilled to share Summer Camp 2022 registration opened on January 11 for 2021 campers and January 18 for all campers. The 2022 season will see more capacity as compared to what could be made available in 2021 and features the return of popular half-week overnight camps for our youngest campers. We plan to offer sessions for 8 camper groups per week, up from 6 groups per week in 2021. Capacity will remain below the pre-pandemic level of sessions of 10 camper groups per week offered in 2019 in order to implement mitigation practices to minimize the risk of virus transmission at summer camp.

While traditional programming has been limited, the Board of Directors has spent much time reflecting on Camp Hanover's future, and adopted a 5-year strategic plan in October 2021 that focuses this ministry on welcome and inclusion, while creating an impact where people who are served by Camp Hanover will:

- Have transformational experiences at camp
- Respond to the call to leadership in church and environmental ministries
- Be inspired to actively engage in their local faith and civic communities
- Contribute to the fulfulling of the Beloved Community: a community in which everyone is valued and cared for, free from poverty, hunger, and hate.

Camp Hanover leadership is finalizing the implementation plan for the strategy outlined by the Board and looks forward to engaging with the Presbytery congregations to join us in living into this renewed vision for Camp.

COVID continues to impact our ministry, as it has all others in the Presbytery. Annual budgets have been challenged with on-going revenue losses. And yet, to date, Camp Hanover remains a vibrant ministry and has been able to maintain a strong and stable long-term financial position. The continued support of the POJ and its congregations is certainly a blessing to this place apart.

There are may ways the POJ congregations can continue to support Camp Hanover:

- **Share the news that Summer 2022 Camp registration is OPEN!** Space will be limited again in 2022 as we plan for continued COVID mitigation measures. We anticipate popular weeks will fill quickly and encourage early registration.
- **Help us recruit our Summer 2022 summer staff.** The labor shortage being experienced across our nation has impacted summer camps as well. Share Camp Hanover with young adults in your congregation and community who may be called to serve in summer camp ministry.
- **Lead a volunteer project.** We have identified hundreds of volunteer projects to continue to refurbish and improve Camp Hanover facilities and always need some sprucing up prior to the summer camp season. If you're interested in giving your time and talent to complete or lead a project, please contact the camp office. Volunteer projects at camp provide your congregation the opportunity to serve together outdoors.
- **Camp is open for day events, retreat, and small group ministry.** Plan time to come together to experience God's creation at Camp Hanover. Gather outdoors and let us help you rebuild your community after a difficult two years of distancing from one another.
- **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 during the last two years. Your gift now will help this ministry remain strong for years to come.

We are grateful to celebrate 65 years in ministry in 2022 and we are full of the hope as we share God's love in the year ahead.

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