



111th Stated Meeting • Tuesday, June 14, 2022 • 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 MembersRuling 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 Cindy Corell
Mission co-worker serving Haiti, Presbyterian Hunger Program, FONDAMA
- 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
- Consent AgendaTeaching Elder Fred Holbrook
- Mission Council Report Ruling Elder Kenna Payne
- Thanksgiving for the Ministry of Deborah Rexrode, Former Associate for Stewardship
- Presentation from the Presbyterian Historical Society.....David Staniunas
Records Archivist, Assistant Stated Clerk, P.C.(U.S.A.)
- 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
- 11:10 Break**
- 11:25** Committee on Nominations Teaching Elder Walter Canter
Blue Ridge Church, Ruckersville
- Commission on Ministry Ruling Elder Glenna Finnicum
- Sermons from Candidates (concurrent in three breakout rooms)
- Candidate Kelley Connelly (Room 1), Resident Minister, UKirk at VCU
- Candidate Rachel Sutphin (Room 2), Covenant Pastor 2, First Church, Charlottesville
- Candidate Jay Morgan (Room 3), Resident Chaplain, Westminster-Canterbury, Richmond
- Committee on Preparation for Ministry Teaching Elder Janet Winslow, Honorably Retired
- Candidacy Examination -- Robbie D'Orazio Inquirer, Swift Creek, Moseley
- Leadership Connections Team..... Teaching Elder George Whipple, Honorably Retired
- Mission & Service Team..... Teaching Elder Mary Jane Winter, Member at Large
- Camp Hanover Doug Walters, Executive Director
- 1:30** 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
June 14, 2022

I. Communications

- A. Readers of presbytery minutes (stated meeting 2/19/2022; special meeting 5/17/2022) have made corrections and recommend approval. Minutes will be emailed to people who request them. The stated clerk will recruit persons present today from Regions C and D to review the minutes.

II. Commission Reports:

- A. The Commission of the Presbytery of the James, formed to ordain Michelle Leslie Abel, to serve as interim associate pastor of The Presbyterian Church in Fredericksburg, VA, met at The Presbyterian Church on February 6, 2021 at 3:30 p.m. The commission included the following members, a quorum of whom was present:

Ministers: Rev. Kate Fiedler (Richmond Second), Clerk of the Commission
 Rev. Fred Holbrook (POJ), Moderator, Constitutional Questions
 Rev. Gordon Mapes (Chester)
 Rev. Matthew Messenger (Mechanicsville), Sermon
 Rev. Sarah Schutte (Milford)

Ruling Elders: Ruling Elder Marjolijn Bijlefeld (The Presbyterian Church)
 Ruling Elder Laura Holbrook (Charlottesville First),
 Charge to the Minister
 Ruling Elder Chris Shin (Praise the Lord)
 Ruling Elder Patricia Valentine (South Plains)

Guests: Christy Boone (Presbytery of The Peaks)
 David Ensign (National Capital Presbytery)
 Hanna Eun (National Capital Presbytery)

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Michelle Abel was ordained a minister of the Word and Sacrament, to serve as interim associate pastor of The Presbyterian Church in Fredericksburg, VA.

- B. The Commission of the Presbytery of the James, formed to ordain Joanna Wells Sydnor and Calvin H. Sydnor IV, to serve as covenant pastors of Grace Covenant Church in Richmond, VA, met at Grace Covenant on February 12, 2022 at 10:30 a.m. The commission included the following members, a quorum of whom was present:

Ministers: Rev. Kerra B. English (Ashland)
 Rev. Fred Holbrook (POJ), Clerk of the Commission
 Rev. Robert A. Johnson, Jr. (New Hanover)
 Rev. Mary Newbern Williams (First United)
 Rev. Sarah Schutte (Milford), Charge to the Congregation

Ruling Elders: Ruling Elder Peggy Fox (Commissioned Pastor, Woodville)
Ruling Elder Cheryl Jacobs (Grace Covenant)
Ruling Elder Dan Jordanger (Providence Gum Spring), Moderator,
Constitutional Questions to the Candidates
Ruling Elder Lucretia McCulley (Richmond Second)

Guests: Rev. Wilbur Douglass (Eastern Virginia), Charge to the Ministers
Rev. Kristin Frederick (John Knox)
Rev. Warren Lesane (Charlotte, Synod of the Mid-Atlantic)
Rev. Addie Peterson (Eastern Virginia)
Rev. Calvin H. Sydnor III (African Methodist Episcopal Church)
Rev. Charlotte Blake Sydnor (African Methodist Episcopal Church)
Rev. Brian Wells (Eastern Virginia), Sermon
Rev. Lawrence Willis (Eastern Virginia)

Pursuant to the assignment of presbytery and the provisions of W-4.04 of the *Book of Order*, Joanna Wells Sydnor and Calvin H. Sydnor IV were ordained as ministers of the Word and Sacrament, to serve as covenant pastors of Grace Covenant Church in Richmond, VA.

- C. The Commission of the Presbytery of the James, formed to install Rev. Patrick Fisher Lane to serve as pastor of Mitchells Presbyterian Church in Mitchells, VA, met on February 27, 2022 at 2:30 p.m. at Mitchells Church. The commission included the following members, a quorum of whom was present:

Ministers: Rev. Ashley Diaz Mejias (Voices of Jubilee, New Worshipping Community),
Charge to the Congregation
Rev. Fred Holbrook (POJ), Clerk of the Commission
Rev. Joseph W. Taber (Culpeper), Sermon
Rev. Rebekah Tucker-Motley (Orange), Charge to the Minister

Ruling Elders: Ruling Elder Dan Jordanger (Providence Gum Spring), Moderator,
Constitutional Questions to the Minister
Ruling Elder Becky Payette (Mitchells), Constitutional Questions to the
Congregation
Ruling Elder Jen Rowe (The Presbyterian Church, Fredericksburg)

Guest: Rev. Jessica Skinner Darty, pastor, St. Luke Evangelical Lutheran
Church, Culpeper

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Rev. Patrick Lane was installed as pastor of Mitchells Presbyterian Church in Mitchells, VA.

- D. The Commission of the Presbytery of the James, formed to commission Ruling Elder Charles E. Bagwell to serve as commissioned pastor of The Brandermill Church in Midlothian, VA, met on March 27, 2022 at 10:30 a.m. at The Brandermill Church. The commission included the following members, a quorum of whom was present:

Ministers: Rev. James C. Dunkin (Brandermill), Charge to the Pastor
 Rev. Fred A. Holbrook (POJ), Clerk of the Commission, Charge to the
 Congregation
 Rev. Crystal Varner Parker (Salisbury)
 Rev. Calvin H. Sydnor IV (Grace Covenant)

Ruling Elders: Ruling Elder Deborah Ellenberg (Southminster)
 Ruling Elder Karen Harp (Brandermill)
 Ruling Elder Dan Jordanger (Providence Gum Spring), Moderator,
 Constitutional Questions to the Minister

Scripture: Luke 15:1-3, 11b-32
Sermon: Dr. Charles E. Bagwell

Pursuant to the assignment of Presbytery and the provisions of W-4.04 of the *Book of Order*, Ruling Elder Charles E. Bagwell was commissioned as commissioned pastor of The Brandermill Church, Midlothian, VA.

III. The Stated Clerk reports the following for information:

- A. Review of 2021 session minutes is in process.

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

- A. That presbytery approve the minutes of the stated meeting on February 19, 2022 and of the special meeting on May 17, 2022.

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

Consent Agenda

Presbytery of the James, 111th Stated
Meeting June 14, 2022

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 February 19, 2022 and of the special meeting on May 17, 2022.

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

- A. That the 2022 Budget to Actual April 2022 be received as information. See pp. 9-12.

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

- A. That presbytery conduct the final step of the ordination examination for Candidate Kelley Connelly (Shenandoah Presbytery), so that she may serve as the UKirk campus minister at Virginia Commonwealth University and Richmond Second. See pp. 28-30.
- B. That presbytery conduct the final step of the ordination examination for Candidate Rachel Sutphin (Peaks Presbytery), so that she may serve as Covenant Pastor 2 at First Church Charlottesville. See pp. 45-49.
- C. That presbytery conduct the final step of the ordination examination for Candidate Jay Morgan (Richmond Second), so that he may serve as Resident Chaplain at Westminster-Canterbury Richmond. See pp. 37-42.

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

- A. That presbytery examine Inquirer Robbie D'Orazio (Swift Creek) 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.

Mission Council

Report to June 14, 2022 Stated Meeting of the POJ

The Mission Council reports this information:

1. Commitments from Churches for 2022 – discussion focused on the resource for funds when the budget reflects a shortfall. The Church and Ministries Development Fund is the resource for the administrative increase which includes the staffing in the new strategic plan.
2. 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.
3. A “Meet and Greet” with Rev. Dr. Floretta Barbee-Watkins will be offered for the POJ moderator and vice-moderator and all moderators of presbytery commissions, committees, and teams on Wednesday, June 28, at 10:00 a.m. at the POJ office.
4. An administrative commission will be formed to meet with Trinity Church Richmond regarding their request to close.
5. Congratulated Rev. Beverly Bullock and the Presbyters Search Committee on the selection of Dr. Flo.
6. Received a report from the Facilities and Hospitality Task Force expressing thanks to the 62 churches who responded to the survey. The information will prove to be of great benefit when the three presbyters are in place.
7. Received an update on Camp Hanover from Rev. Brint Pratt Keyes, a member of the Camp Board. The Mission Council rejoiced that *Virginia Living* magazine named Camp Hanover as the “best overnight camp in Central Virginia!”

The Mission Council reports taking the following actions:

1. Approved a recognition of Deborah Rexrode, former associate for stewardship, to be held at the June 14 stated meeting following a postponement from the February 19 stated meeting due to the death of her mother.
2. Approved a gift given in Deborah’s honor to Camp Hanover and to The Keswick School where she is the Director of Development.
3. Moved the date of the June 21 stated meeting to June 14 due to its conflict with the meeting of the P.C.(U.S.A.) General Assembly.
4. Approved the part-time stated clerk position description and the Ministry Information Form (MIF) and posted them.
5. Approved the MIF for the Presbyter for Congregational Life and posted on the POJ website and the Church Leadership Connection (CLC) website.
6. Approved the MIF for the Presbyter for Relational Care and posted on the POJ website and the CLC website.
7. Appointed a Task Force on Hybrid Presbytery Meetings.
8. Appointed a Task Force for the Presbytery Transition, particularly if a Lead Presbyter is not in place by Fred Holbrook’s retirement on July 1.
9. Approved an amendment to the *Personnel Handbook: Policies and Practices* related to Annual Leave.
10. Approved an amendment to the *Personnel Handbook: Policies and Practices* related to Sick Leave.
11. Approved a special meeting of the presbytery for Tuesday, May 17, for the purpose of acting upon the report of the Presbyters Search Committee for the nominee for the Lead Presbyter for Vision and Collaboration; approved that that meeting be held virtually.

12. Approved that the June 14 and October 15 stated meetings of the presbytery be hybrid and that the “in person” place be Westminster Richmond; approved the purchase of AV equipment and accessories to support the hybrid meetings (to be charged against the Capital Replacement Fund); and approved the hiring of a capable, experienced technician to operate AV equipment and provide AV support for production of the hybrid meetings.
13. Set aside the term limits to permit ruling elder Dan Jordanger (POJ moderator) to serve as acting moderator of the Personnel Committee through the end of 2022 (former moderator of Personnel, Rev. Connie Weaver, accepted a pastoral call in NC, leaving an unexpired term).
14. Received the proceeds from the sale of the Greenwood Church (\$626,946; see Trustees’ report).

The Mission Council makes the following consent agenda recommendations:

1. That the 2022 Budget to Actual April 2022 be received as information.

The Mission Council makes the following recommendations:

1. That the agenda for the June 14, 2022 stated meeting be approved.

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Four months ending April 30, 2022

| DESCRIPTIONS | CY 2022 | | | % |
|--|--------------------------|--------------------------|----------------------------|-----------------|
| | Jan - Apr | Budget | Variance | Budget Variance |
| <i>SOURCES OF FUNDS</i> | | | | |
| <u>Congregational Intents -</u> | | | | |
| Undesignated Support (POJ, Synod Per Capita, and G.A.) | 101,905.20 | 615,000.00 | (513,094.80) | 16.6% |
| Designated Giving to POJ Only | 13,294.86 | 29,100.00 | (15,805.14) | 45.7% |
| Per Capita (\$1.15 for Synod; \$8.98 for G.A.) | 5,224.78 | 13,387.00 | (8,162.22) | 39.0% |
| Designated Giving to Validated Missions thru G.A. | 7,827.68 | 29,100.00 | (21,272.32) | 26.9% |
| Intents / total | <u>128,252.52</u> | <u>686,587.00</u> | <u>(558,334.48)</u> | 18.7% |
| Checking Account Interest | 21.32 | 18.00 | 3.32 | 118.4% |
| Other income | 1,680.00 | 6,100.00 | (4,420.00) | 27.5% |
| TOTAL - SOURCES OF FUNDS | <u>129,953.84</u> | <u>692,705.00</u> | <u>(562,751.16)</u> | 146.0% |
| <i>USES OF FUNDS</i> | | | | |
| <u>Synod and General Assembly</u> | | | | |
| Synod Per Capita | 1,302.25 | 19,126.00 | (17,823.75) | 6.8% |
| GA Per Capita | 37,336.60 | 153,729.00 | (116,392.40) | 24.3% |
| GA Shared Mission Support | 5,745.76 | 29,100.00 | (23,354.24) | 19.7% |
| Synod & GA / total | <u>44,384.61</u> | <u>201,955.00</u> | <u>(157,570.39)</u> | 22.0% |
| <u>Constitutional Committees</u> | | | | |
| Committee on Representation (COR) | | | | |
| COR - Committee Administration | 0.00 | 0.00 | 0.00 | n/a |
| Committee on Nominations (CON) | | | | |
| CON - Committee Administration | | 500.00 | (500.00) | 0.0% |
| Permanent Judicial Commission (PJC) | | | | |
| PJC - Committee Administration | | 0.00 | 0.00 | n/a |
| All Constitutional Committees / total | <u>0.00</u> | <u>500.00</u> | <u>(500.00)</u> | 0.0% |

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Four months ending April 30, 2022

| DESCRIPTIONS | CY 2022 | | | % |
|---|------------|------------|--------------|-----------------|
| | Jan - Apr | Budget | Variance | Budget Variance |
| <u>Mission Council (MC)</u> | | | | |
| Staff | | | | |
| Salaries | 57,783.61 | 227,946.00 | (170,162.39) | 25.3% |
| Housing Allowances | 20,407.67 | 90,818.00 | (70,410.33) | 22.5% |
| Payroll Taxes | 5,035.69 | 21,770.00 | (16,734.31) | 23.1% |
| Auto Expense (Gen'l Presbyter) | 577.43 | 3,250.00 | (2,672.57) | 17.8% |
| Pension/Medical | 19,860.83 | 80,889.00 | (61,028.17) | 24.6% |
| 403b Contribution Expense | 2,942.25 | 11,769.00 | (8,826.75) | 25.0% |
| Staff Professional Expenses | 205.03 | 3,833.00 | (3,627.97) | 5.3% |
| Staff Moving Expenses | | 24,000.00 | (24,000.00) | 0.0% |
| Medical Reimbursement | 891.24 | 10,000.00 | (9,108.76) | 8.9% |
| Staff / sub-total | 107,703.75 | 474,275.00 | (366,571.25) | 22.7% |
| | | | | |
| Presbytery Office | | | | |
| Utilities | 3,165.04 | 10,900.00 | (7,734.96) | 29.0% |
| Insurance | 9,591.30 | 23,204.00 | (13,612.70) | 41.3% |
| Office Supplies | 89.32 | 3,500.00 | (3,410.68) | 2.6% |
| Postage | 477.17 | 400.00 | 77.17 | 119.3% |
| Telephone/Internet | 2,343.92 | 7,000.00 | (4,656.08) | 33.5% |
| Grounds/Building Maintenance | 3,484.00 | 10,000.00 | (6,516.00) | 34.8% |
| Remote Bank Fees | 97.34 | 275.00 | (177.66) | 35.4% |
| Audit | 10,000.00 | 4,000.00 | 6,000.00 | 250.0% |
| Payroll Expense | 828.63 | 1,400.00 | (571.37) | 59.2% |
| Presbytery Office / sub-total | 30,076.72 | 60,679.00 | (30,602.28) | 49.6% |
| | | | | |
| Other Mission Council | | | | |
| Communications & IT Support | 5,847.79 | 20,250.00 | (14,402.21) | 28.9% |
| Presbytery Meetings | 3,500.00 | 1,600.00 | 1,900.00 | 218.8% |
| Lead Presbyter Office | | 1,350.00 | (1,350.00) | 0.0% |
| Presbyter for Congregational Life Office | | 1,350.00 | (1,350.00) | 0.0% |
| Presbyter for Relational Care Office | | 1,350.00 | (1,350.00) | 0.0% |
| Council Administration | 38.26 | 1,500.00 | (1,461.74) | 2.6% |
| Camp Hanover, Inc. (per Covenant Agreement) | 38,000.00 | 114,000.00 | (76,000.00) | 33.3% |
| Capital Replacement Transfer | | 4,000.00 | (4,000.00) | 0.0% |
| MC / total | 185,166.52 | 680,354.00 | (495,187.48) | 283.5% |

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Four months ending April 30, 2022

| DESCRIPTIONS | CY 2022 | | | % |
|--|------------------|-------------------|---------------------|-----------------|
| | Jan - Apr | Budget | Variance | Budget Variance |
| <u>Commission on Ministry (COM)</u> | | | | |
| COM - Committee Administration | 11.00 | 1,500.00 | (1,489.00) | 0.7% |
| COM - First call ministry Support | | 15,000.00 | (15,000.00) | 0.0% |
| COM / total | <u>11.00</u> | <u>16,500.00</u> | <u>(16,489.00)</u> | 0.1% |
| <u>Committee on Preparation for Ministry (CPM)</u> | | | | |
| CPM - Financial Aid | | 13,000.00 | (13,000.00) | 0.0% |
| CPM - Psychological Evaluations | 1,461.45 | 1,500.00 | (38.55) | 97.4% |
| CPM - Committee Administration | | 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 / total | <u>1,461.45</u> | <u>17,700.00</u> | <u>(16,238.55)</u> | 8.3% |
| <u>Leadership Connections Team (LCT)</u> | | | | |
| LCT - Team Administration | | 500.00 | (500.00) | 0.0% |
| LCT - Black Caucus | | 2,040.00 | (2,040.00) | 0.0% |
| LCT - Collegiate Ministries | 29,516.66 | 92,050.00 | (62,533.34) | 32.1% |
| LCT - Community of Ministry & Worship | 3,600.00 | 22,875.00 | (19,275.00) | 15.7% |
| LCT - Older Adult | | 2,500.00 | (2,500.00) | 0.0% |
| LCT - Presbyterian Women | | 500.00 | (500.00) | 0.0% |
| LCT - Resource Center | | 3,600.00 | (3,600.00) | 0.0% |
| LCT - Small Church | 875.00 | 6,950.00 | (6,075.00) | 12.6% |
| LCT - Stewardship | | 2,000.00 | (2,000.00) | 0.0% |
| LCT - Youth Ministry | | 6,600.00 | (6,600.00) | 0.0% |
| LCT / total | <u>33,991.66</u> | <u>139,615.00</u> | <u>(105,623.34)</u> | 24.3% |

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Four months ending April 30, 2022

| DESCRIPTIONS | CY 2022 | | | % |
|--|---------------------|---------------------|---------------------|-----------------|
| | Jan - Apr | Budget | Variance | Budget Variance |
| Mission and Service Team (MAST) | | | | |
| MAST - Team Administration | 35.00 | 200.00 | (165.00) | 17.5% |
| MAST - Disaster Relief Team | | 6,000.00 | (6,000.00) | 0.0% |
| MAST - Haiti | | 12,500.00 | (12,500.00) | 0.0% |
| MAST - Dismantling Racism | | 500.00 | (500.00) | 0.0% |
| MAST - Evangelism and Church Growth | 17,938.66 | 47,000.00 | (29,061.34) | 38.2% |
| MAST - Voices of Jubilee | | 25,000.00 | (25,000.00) | 0.0% |
| MAST - Coaching for pastors of NWC | | 4,500.00 | (4,500.00) | 0.0% |
| MAST - Public Policy | | 7,100.00 | (7,100.00) | 0.0% |
| MAST - Self Development of People | | 1,500.00 | (1,500.00) | 0.0% |
| MAST - Social Justice | | 1,000.00 | (1,000.00) | 0.0% |
| MAST - World Mission | | 10,000.00 | (10,000.00) | 0.0% |
| MAST - Southwood Project Habitat of Greater Ch'ville (2021 - 2025) | | 43,000.00 | (43,000.00) | 0.0% |
| MAST / total | 17,973.66 | 158,300.00 | (140,326.34) | 11.4% |
| TOTAL - USES OF FUNDS | 282,988.90 | 1,214,924.00 | (931,935.10) | 23.3% |
| EXCESS OF USES OVER SOURCES | (153,035.06) | (522,219.00) | 369,183.94 | 29.3% |
| SUPPORT FROM EXISTING FUNDS | | | | |
| Church & Ministries Development Fund | 0.00 | 493,059.00 | (493,059.00) | 0.0% |
| Genesis & Generations Fund | 0.00 | 29,160.00 | (29,160.00) | 0.0% |
| Support from Existing Funds / total | 0.00 | 522,219.00 | (522,219.00) | 0.0% |
| NET USE | (153,035.06) | 0.00 | (153,035.06) | n/a |

| Account Balances at 4/30/22 | |
|------------------------------------|------------------------|
| Bank of America (cash) | \$ 261,822.76 |
| RBC (cash and investments) | \$ 4,493,993.33 |
| | <u>\$ 4,755,816.09</u> |

**Trustees of Presbytery of the James, Inc.
Report to June 14, 2022 Stated Meeting of the POJ**

The POJ Trustees report this information:

1. Reviewed a report from PILP (Presbyterian Investment and Loan Program) dated April 25, 2022. As the POJ is Guarantor on loans, Fred Holbrook was asked to check with the session of any church with a reported delinquency.
2. Received as information an unsolicited offer from The FOCUS Group to purchase the Presbytery building. Not pursued at this time.
3. Closed on the sale of the New Covenant Church to Signs and Wonders Ministries (Pastor David Taylor) on February 9. The Presbyterian Foundation received 60% of proceeds (\$404,459) for Endowment Funds to provide Camp Hanover camperships; support of Sunnyside Communities Fellowship Fund; and support Presbyterian Disaster Assistance through the Presbytery. The remainder of the proceeds (40% or \$269,639) was delivered to Southminster Church where the former New Covenant members have been received into membership. This will be used to support missions of the Southminster Church.

The POJ Trustees report taking the following actions:

1. Placed the proceeds from the Greenwood Church sale in the Church & Ministries Development Fund as directed by the Presbytery on February 19, 2022. This fund is among the funds managed by RBC Wealth Management.
2. Approved Cove Church selling their manse and retaining all proceeds. A general warranty deed had to be executed that released the manse from the requirement that “the property” be used “for the furtherance of Divine Worship.” This stipulation will remain on the Education Building and the Sanctuary.
3. Approved Mechanicsville Church selling one of two contiguous properties and retaining the proceeds.
4. Appointed Dan Jordanger to work with POJ attorney Ben Spence in developing a settlement strategy for the Victoria Church to be presented to the POJ for approval. The Trustees of POJ, Inc. approved going to a judicial settlement conference with a retired judge; additional discovery requests would be made; the cost would be in the low \$1000s; and the judge would make the final decision.

The POJ Trustees report the following actions made as a commission:

1. Approved leasing the Gordonsville Church to Everlasting Beauty Outreach Ministries (Pastor Dr. Debra Yarde) for \$600 monthly and accepted their offer to purchase the property on or before February 28, 2023 for \$162,000 (just above 90% of appraised value).
2. Offered the Lakeside Church property to the Lakeside Preschool and Childcare for “a reasonable offer.” The Preschool is granted the first right of refusal. Negotiations continue.

The POJ Trustees make the following consent agenda recommendations: None

The Trustees make the following recommendation:

1. Response to a question regarding the permissive powers of the Trustees to pay off the PILP Church Mortgage Grants in early December 2021:
MOTION: As presented in the packet of the February 19, 2022 stated meeting of the presbytery and as explained in response to a question, the Trustees request that the Presbytery of the James ratify the action taken on December 6, 2021 to pay off the Presbyterian Investment and Loan Program (PILP) Church Mortgage Grants of the four historically black churches.

Presbyters Search Committee

Your Presbyter Search Committee continues to be hard at work, listening to the Spirit as we continue to review PIFs and resumes. Many thanks to all those who attended the special presbytery meeting on Tuesday, May 17 and voted yes to call the Rev. Dr. Floretta Barbee-Watkins as Lead Presbyter for Vision and Collaboration. Dr. Flo will begin her work with us on Monday, June 27, 2022.

The Search Committee has reviewed the applications for the Presbyter for Congregational Life and the Presbyter for Relational Care positions. We received 21 PIFs for each of these two positions. First round interviews were held on Wednesday, May 11 and Friday, May 13. The Committee met again on Friday, May 27 and will be inviting a few candidates to interview in person sometime in June.

We continue to follow the Spirit as we discern those whom God has already called into ministry as the Presbyter for Congregational Care and the Presbyter for Relational Care. We look forward to communicating with the body later in the summer.

Respectfully submitted,
Barbara Flynt
Co-Chair of the Presbyters Search Committee

Report of the Committee on Nominations

Presbytery of the James • June 2022

Recommendation

The Committee recommends the presbytery affirm the following nominations:

- Ruling Elder Wayne Johnson (Eastminster, region D) to serve on Commission on Ministry, class 2023
- Teaching Elder Joseph Taber (Culpeper, region A) to serve on Westminster Presbyterian Homes

Opportunities for Service

The Committee on Nominations is seeking ruling elders open to serving as vice moderator of the presbytery in 2023 and as moderator in 2024. Ideal candidates are those who enjoy conducting meetings, speaking in public, and learning new things. If you are a ruling elder who is being called by the Holy Spirit to lead the Church in this way, please apply. You can nominate someone using [this form](#). The committee appreciates your help in encouraging ruling elders in your congregation to consider this opportunity. Please nominate your candidate (or yourself) by July 26.

There are a number of other opportunities to serve the presbytery. 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.

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

Committee on Representation
Report to the Presbytery of the James
June 14, 2022

The Committee on Representation met on March 3 by Zoom. Elder Tessa Schuman served as moderator. The Rev. Walter Canter, Rev. Tom Coye, Ruling Elder Gwendolyn Lewis, and Ruling Elder Marjorie Clark also participated. The Rev. Franklin Reding attended and aided in the committee's work.

Discussion

- The team reviewed the Articles of Agreement and strategized ways to amplify the voices of minority congregations. Challenges to minority groups included transportation, technology difficulty, and participation across older age groups. Potential solutions discussed involved the upcoming presbyter visits to facilitate relationship building; carpooling; and consultation with the Black Caucus about how the presbytery can be a blessing to the survival and thriving of their communities.
- Elder Gwendolyn Lewis shared the history of her church, noting its vibrant youth program. Inspired by the history and dynamic witness of Elder Lewis' personal story, the Committee resolved to utilize time during its report to presbytery to highlight a minority congregation. The aim will be to raise the profile of these churches and highlight opportunities to collaborate.

Actions

- The Committee on Representation is seeking minority congregations that would be willing to share their story with the presbytery. During each stated meeting, the COR report will feature a representative from a minority congregation who can share the history, current life, needs, and prayer requests of a minority church in the presbytery. We welcome your voice and wish to amplify your story among the Presbytery of the James!
- Interested parties please contact Tessa Schuman at tessaschuman@gmail.com.

Report of the Commission on Ministry

Presbytery of the James
June 14, 2022
(Meetings of February, March, April, May 2022)

I. The Commission Reports the Following Actions:

A. Received ministers into the presbytery:

1. Rev. Nicholas Cammarata from Presbytery of Mackinac as a member at large.
2. Rev. Inger Manchester from Salem Presbytery to serve as pastor of Rockfish.
3. Rev. Kelsey Hawisher-Faul from Presbytery of the Peaks as a member at large.
4. Rev. Peter Hawisher-Faul from Presbytery of the Peaks as a member at large.
5. Rev. Floretta Barbee-Watkins from Presbytery of Detroit.
6. Rev. Daniel Mensah Awuah from the Evangelical Presbyterian Church, Ghana.

B. Dismissed ministers to other presbyteries:

1. Rev. Sarah Nave to North Central California.
2. Rev. Darren Utley to Milwaukee.
3. Rev. Wilson Kennedy to Cherokee Presbytery.
4. Rev. Caitlin Deyerle to the Presbytery of Miami Valley (Ohio).

5. Rev. Nancy Coleman to the Presbytery of East Tennessee.
 6. Rev. Rodney Spencer to the Presbytery of Mid-Kentucky.
 7. Rev. Connie Weaver to the Presbytery of Coastal Carolina.
- C. Approved Terms of Call or Contract for Incoming Pastoral Relationships:
1. Rev. Inger Manchester and Rockfish.
 2. Rev. Floretta Barbee-Watkins, Lead Presbyter for Vision and Collaboration.
- D. Approved Covenant Pastor 1 agreements (up to six months):
1. Rev. Ed Kross and Amphill, 2/1/2022 - 5/31/2022.
 2. Rev. Jaechul Pi and Burkeville, 3/1/2022 - 8/31/2022.
 3. Rev. James Kniseley and King’s Chapel, 1/1/2022 - 6/30/2022. Jim is an Evangelical Lutheran Church in America pastor who would serve under “A Formula of Agreement,” *Book of Order 2019-2023*, Appendix B-1.
 4. Rev. Mark Grussendorf and Salem, 2/1/2022 - 7/31/2022.
 5. Rev. Charlie Summers and Southminster, 3/14/2022 - 9/13/2022.
 6. Rev. Albert Connette and Providence Powhatan, 3/1/2022 - 8/31/2022.
 7. Rev. Gay Lee Einstein and Madison, 1/1/2022 - 6/30/2022.
 8. Rev. Daniel Hale and Rivermont, 7/1/2022 - 12/31/2022.
 9. Rev. Arch Wallace and Petersburg Second, 6/1/2022 - 12/31/2022.
- E. Approved Covenant Pastor 2 agreements (up to twelve months):
1. Rev. Cindy Kissel-Ito and Providence Forge, 2/14/2022 - 8/28/2022.
 2. Rev. Michael Jones and Aberdour & Emporia First, 1/1/2022 - 12/31/2022.
 3. Rev. Katherine Jackson and Bott Memorial, 1/1/2022 - 12/31/2022.
 4. Rev. Derek Starr Redwine and Richmond First, 5/1/2022 - 4/30/2023.
 5. Rev. Daniel Mensah Awuah and Holy Trinity, 5/1/2022 - 4/30/2023.
 6. Rev. Shady Clark and Eastminster, 1/1/2022 - 12/31/2022.
 7. Rev. Aaron Houghton and Forest Hill, 6/1/2022 - 12/31/2022.
 8. Candidate Rachel Sutphin and Charlottesville First, 6/6/2022 - 6/5/2023.
 9. Rev. Nancy Clark and St Andrews, 11/14/2021 - 11/13/2022 (Revised).
 10. Rev. John Turner and St James, 7/1/2022 - 6/30/2023.
- F. Approved commission to ordain and/or install:
1. To install Rev. Patrick Lane as Pastor at Mitchells Church, 2/27/2022.
 2. To ordain Candidate Gary Hatter (Olivet) to serve as Pastor at Trinitarian Congregational Parish of Castine (Maine), 6/5/2022.
 3. To install Rev. Todd Davidson as Pastor at Sandston Church, 6/5/2022.
- G. Approved Parish Associate covenant:
1. Rev. Nelson Reveley and Grace Covenant, 4/1/2022 - 3/31/2023.
- H. Approved Interim Pastor agreements:
1. Rev. Rosalind Banbury and Bethlehem, 3/1/2022 - 8/31/2022.
 2. Rev. Brint Pratt Keyes and Tuckahoe, 3/1/2022 - 2/28/2023.
 3. Rev. Jewell-Ann Parton and Rockfish, 1/1/2022 - 12/31/2022.

- I. Approved Commissioned Pastor covenants:
 - 1. Ruling Elder Charles Bagwell to serve as commissioned pastor at Brandermill Church.
 - 2. Ruling Elder Charles (Mac) McRaven and Waddell Memorial, 1/1/2022 - 12/31/2022.

- J. Approved validation of ministry:
 - 1. Rev. Igmara Sanchez Prunier at Legacy Hospice serving as full-time Bereavement and Volunteer Coordinator, effective start date 12/28/2021.
 - 2. Candidate Jay Morgan, Resident Chaplain, Westminster-Canterbury Richmond.

- K. Approved member at large status:
 - 1. Rev. Karen Witt, 5/1/2022.
 - 2. Rev. Rebekah Tucker-Motley, 5/1/2022.

- L. Granted honorably retired status:
 - 1. Rev. Susan Atkinson, 3/1/2019.
 - 2. Rev. William Nickels, 9/30/2021.
 - 3. Rev. Fred Holbrook, 6/30/2022.

- M. Approved request to dissolve pastoral relationship:
 - 1. Rev. Caitlin Deyerle and Southminster Church effective 3/6/2022.

- N. Appointed session moderators
 - 1. Rev. Charlie Summers and Southminster.
 - 2. Rev. Sandi Libhart and Ogden.
 - 3. Rev. Todd Davidson and Village.
 - 4. Rev. Jeff Butler and Gregory Memorial.
 - 5. Rev. Denise Hall and Providence Gum Spring.
 - 6. Rev. Shelly Barrick Parsons and Hebron.
 - 7. Rev. Susan Steinberg and Orange.
 - 8. Rev. Lynne Clements and Westminster Charlottesville.

- O. Arranged exit interviews:
 - 1. Rev. Rebekah Tucker-Motley and Orange.
 - 2. Rev. Connie Weaver and Hebron.
 - 3. Rev. Karen Witt and Providence Gum Spring.
 - 4. Rev. Ken Henry and Westminster Charlottesville.

- P. Approved persons to be added to the pulpit supply list
 - 1. Rev. Lauren Ramseur (added 2/3/2022).
 - 2. Rev. Carson Rhyne (added 2/28/2022).
 - 3. Rev. Peter Hawisher-Faul (added 4/14/2022).

- Q. Approved the “interactive” *Commissioned Pastor Handbook*.

II. Consent Agenda Recommendations:

- A. That presbytery conduct the final step of the ordination examination for Candidate Kelley Connelly (Shenandoah Presbytery), so that she may serve as the UKirk campus minister at Virginia Commonwealth University and Richmond Second.
- B. That presbytery conduct the final step of the ordination examination for Candidate Rachel Sutphin (Peaks Presbytery), so that she may serve as Covenant Pastor 2 at First Church Charlottesville.
- C. That presbytery conduct the final step of the ordination examination for Candidate Jay Morgan (Richmond Second), so that he may serve as Resident Chaplain at Westminster-Canterbury Richmond.

III. The Commission Recommends:

- A. That the presbytery grant permission for a commissioned pastor to administer the Sacrament of the Lord's Supper, when authorized by the Commissioned Pastor Committee and when invited by the session, in a church in which they are not commissioned to serve.
- B. That presbytery approve a 4% increase in the Minimum Compensation Criteria for 2023 (see pp. 50-52).

Charles Bagwell - Application Form for Commissioned Pastor Candidate

cebagwel@vcu.edu

Church Membership: The Brandermill Church

Describe your activities in the life and ministry of the church.

- First Presbyterian Church (Gainesville, FL) 1984-92, elder
- The Brandermill Church (Midlothian, VA) 1999-present, ruling elder and clerk of session, head study committee, produced & taught Church History: Ancient to Reformation (Sunday school class)

Describe your service and experience as an ordained ruling elder.

- Member, Youth Group Adult Team

Describe your community activities.

- YMCA Midlothian (2010-15), Board of Directors
- Children's Medical Services, International (1997-present), Co-founder and present Medical Director; registered nonprofit 401C(3) foundation providing volunteer services and personnel to developing countries (esp. Jamaica)

Employment:

- Professor of Surgery & Pediatrics, VCU/MCV 1992-present
 - chair Division of Pediatric Surgery
- Associate Professor of Surgery & Pediatrics, University of Florida 1984-1992
- Associate Professor of Surgery & Pediatrics, University MD NJ 1984

Education:

- Halifax County High School, graduated 1968
- Wake Forest University, Winston-Salem, NC – B.S. 1972 magna cum laude
- Bowman Gray Medical School (Wake Forest University) – M.D. 1976
 - General surgery residency, University of Virginia 1976-82
 - Fellowship in pediatric surgery, Hospital for Sick Children, Toronto, Ontario, Canada 1982-84

Charles Bagwell – Spiritual Pilgrimage

Thankfully, my early life was rooted in strong family ties and in the Faith, growing up in the 1950s in the small country town of Halifax, Virginia. I was surrounded by a loving family and close church ties from my grandfather's influence as pastor there at Beth Carr Baptist for many years. Playing with cousins on the family farm, hunting and fishing and learning doctrines of the church (as well as proper behavior in life) were as accepted then as they seem rare now. Unfortunately, my somewhat idyllic life changed dramatically when my mother became ill.

She underwent a mastectomy for breast cancer when I was 12, and never really recovered during the following 5 years until she died from progression of the tumor. It was difficult to experience, especially as a child; even now, my siblings and I find it difficult to talk about her or her disease. In my late adolescence my father married Thelma, and our lives, as well as his, were brightened by the joy she brought back into our still-grieving house. She was the substitute pianist at our church, and I still smile when recalling her playing those old Baptist hymns after dinner, Dad singing along with the most tone deaf voice imaginable.

Heading off to college, I was not just leaving Halifax, I was entering the world - leaving behind both naiveté and spiritual discipline. I married right after college, and the challenges of medical school, then surgical internship and residency left little time or energy for recapturing that discipline. With the birth of sons, my wife and I felt the need to return to the church, for the kids' sake, when we moved to Canada for my fellowship training in pediatric surgery at the Hospital for Sick Children. We rented a small apartment in Streetsville, a suburb outside Toronto, and were warmly received into a church community where we felt at peace and comforted- even though the Anglican style of worship was vastly different from that back home, especially prayers for the Queen.

After Canada, and a brief time on faculty at Rutgers in New Jersey, I was recruited to the University of Florida. We joined First Presbyterian Church and I was elected elder - learning firsthand the painful experience of the inside of church business. Notwithstanding that, those were pleasant and stable years. The boys grew, and life was...stable.

I was recruited to MCV in 1992 to accept a position as Chair of the Division of Pediatric Surgery, an opportunity impossible to refuse. It was not a smooth transition. Settling into the position was a challenge in many ways, the family life was disrupted, and after several long and lonely years, my wife and I separated. It was both painful and life changing. I felt lost and lonely and turned to running as an escape from the pain. The runs became longer and longer, and eventually I signed up for a marathon training team, where I met my future wife, initially as a confidant/running partner. We decided to marry after years of friendship - both of us somewhat frightened at the prospect, but committed to join our families (her 2 girls, my 3 boys) in a new family bound by faith. That concept remains an integral part of our lives today, with a morning devotional time that we both believe is integral to the start of every day. Both of our days are long- she is head of a busy private school which she founded almost 30 years ago - and mine as a busy pediatric surgeon working and teaching residents and students at MCV and operating across the greater Richmond area (we are the only group of pediatric surgeons in central Virginia). Our evening meals are eaten late, but we believe the time to catch up with each other's challenges and joys is an important way to end the day.

As we seek to support each other in our work, I found concerns of a spiritual nature to occupy my thoughts, unexpectedly. A single event which occurred several years ago brought this to a head, and the gentle prodding of the Spirit became an undeniable force in my life. That event remains burned in my memory. A four year old child died in the trauma bay at MCV from a gunshot wound to the chest, after attempts at resuscitation, including opening the chest for cardiac massage, were unsuccessful. When I called the code after these heroic attempts, I looked across the table at the young resident, Michelle, assisting me, to see tears streaming down her face. She sobbed to me in words I still recall, “Dr. Bagwell, I’m pregnant.” After which, she shook her head, peeled off gown and gloves, and headed back to see the next patient for her long night’s duty. I could not, and still cannot, get the image of those tears from my memory. Following that, I met with the hospital chaplain to inquire about counseling services for our residents. I was told the chaplain provided such services, but had never had a surgical resident approach her. “They won’t come to me to talk,” she said, “but they would come to you.” With those words, the gentle prodding had direction. Somewhat reluctantly, I met with the director of all the residency programs at MCV, the Department of Surgery Chairman, and the Dean- expecting to be rebuffed. Instead, and with their encouragement, doors have opened.

Needing new skills and training in both a religious foundation and pastoral counseling, I was directed to BTSR by a friend. The availability of online and/or evening classes allow my medical career to continue during study, a critical part of my identity to residents as both counselor and surgeon. Since my first class, pastoral counseling, taught by Dan Bagby, testing the water, I have felt affirmed in the process of changing the milieu in which residents work . At present we are in the process of developing a resident wellness program for crisis intervention, ongoing support and counseling and steps to develop improved levels of stress management and resilience for surgical residents which will be groundbreaking in scope and influence. Current data on both suicide rates and burnout among trainees point to the magnitude of this problem, and clearly steps of a novel nature are being sought. “Lord, make me an instrument of your peace” remains both my guide and my mantra.

That’s how I got here, where I am going from here remains to be seen...I have much to learn.

Floretta Barbee-Watkins – Personal Information Form

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

Ecclesiastical Status: PC (U.S.A.) Teaching Elder

Presbytery Membership: Presbytery of Detroit

Ordination Date: August/22/1993

Formal Education:

- Mercer University: Bachelor of Arts, Graduation 1986, English/Communications
- Johnson C. Smith Seminary: Master of Divinity, Graduation 1993, Worship/Christian Education
- Northcentral University: Ed.D., Graduation 2020, Organizational Leadership

Continuing Education:

- The Lombard Mennonite Peace Center: Conflict Training
- McCormick Seminary: Certification in Executive Leadership
- Faith and Trust Institute: Train the Trainer Healthy Boundaries
- Synod of Mid-America: Swanigan Scholar 2018-19

Certification/Training:

- Interim/Transitional Ministry Training
 - Week I Site: Union Seminary Nov 2014
- Certified Conflict Mediator
- Train the Trainer Healthy Boundaries: Faith Trust Institute

Employment type: Full time

Geographic Choices: Unlimited

Leadership Competencies: Hopeful, Spiritual Maturity, Public Communicator, Advisor, Change Agent, Willingness to Engage Conflict, Organizational Agility, Strategy and Vision, Bridge Builder, Initiative

Languages: English

Clergy Couple: No

Minimum Effective Salary: \$90,000.00

Housing Type: Housing Allowance

Work Experience:

- Transitional General Presbyter - Presbytery of Detroit 2020-Present
- Solo-Pastor Seigle Avenue Presbyterian Church, Charlotte NC 2002-Present
- Solo Pastor Hermon Presbyterian Church Rock Hill, SC 1997-2002
- Solo Pastor Pleasant Ridge Presbyterian Church Lancaster, SC 1997-2000
*****Pastor church yoked with Hermon for 2 ½ years
- Presbytery Staff for Campus Ministries Orangeburg, SC 1993-1997
- Military Chaplain: North Carolina Air National Guard: Charlotte, NC (1997-2017, retired)

Service to the Church:

- Montreat Master Planning Team 2010-2014
- Presbytery of Charlotte Task Force Calling for the Order of the Day 2012-2014
- Presbytery of Charlotte Council and Trustee Board 2007-2009
- Moderator, Mission And Justice Committee Presbytery of Charlotte 2005-2011
- Commissioner, 220th General Assembly Pittsburgh, PA 2012
- Moderator of Charlotte Presbytery 2013
- Committee On Ministry, Presbytery of Charlotte 2015-present
- Advocacy Committee for Women's Concerns (Moderator) 2015-present
- Catawba Economic Development Association Board (Chair) 2015-present
- *Lenten Confessions on the Belhar Confession* (Book: contributing writer) 2016
- NEXT Church Advisory Council 2017-Present
- More Light Presbyterians Board 2017-present
- Presbyterian Mission Association Board 2018-present
- General Assembly Preacher 224th General Assembly St. Louis 2018

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

Several years ago, I had the idea of creating an Empowerment Sunday, with the goal being to invite the community surrounding the church and beyond to our church campus. We would provide health screenings, free food, games, prizes, the music of local choirs and other entertainment throughout the day. The session voted no. The following fall, during our planning retreat, I reintroduced the same idea and called it Palmfest. Palmfest would happen on Palm Sunday each year and the same ministry opportunities would take place. However, this time I secured over \$12,000 in sponsorships from Best Buy and Harvest Moon Grille. The Session readily approved Palmfest, and every year looked forward to inviting the community to our campus to enjoy a Sunday afternoon of fun, fellowship, food, and worship. During one Palmfest in particular, a woman

attended worship and stayed around until the event began. Later we found out that she was in an actively physically abusive relationship and felt she was in danger. Immediately I called the elders together and we prayed for her. I also contacted the police department immediately, and they were able to find her shelter and arrest her husband. Empowerment Sunday had a different name, but the church exercised her ability to bring love and wholeness to a broken and fearful world. We continued this ministry for 5 years and it continued to attract our neighbors and friends.

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

I have faithfully served in parishes and have helped congregations develop ministries and strengthen their leadership. I now feel called to mid-council leadership. This current time in history has higher demands on everyone's time, talents and resources. This is something every leader must deal with. I envision serving a presbytery that can maximize compassion, capital and collaboration. Fredrick Buechner describes the meaning of compassion in these words: "Compassion is sometimes the fatal capacity for feeling what it is like to live inside somebody else's skin. It is the knowledge that there can never really be any peace and joy for me until there is peace and joy finally for you too." My ideal location would embrace this, and work towards compassion for the community and the people who are also doing the work. Capital is not just money. When I use the word capital, I mean human capital. Human capital is the wealth of knowledge, habits, spirituality and personality attributes, including creativity, embodied in the abilities of everyone in the presbytery to make known the Kin-dom of God. People are the human capital that harness the gifts of all to create, adapt and discover how to best build the Kin-dom of God. Finally, collaboration happens when the people of God can see the vision for a compelling future.

What areas of growth have you identified in yourself?

The growth area that I have recently identified is "over-functioning." I would not call myself a perfectionist; however, I tend to drive myself harder and harder finding myself exhausted and depleted trying to keep up with what I think I should be doing in my life and work. This shows up when I add urgency to everything that I do. What this looks like in church settings is my over-reach into the things that Elders have committed to do, thereby allowing them to under-function. Stated emphatically, I tend to do my work and the work of those around me. During my time of Sabbath's rest, I created a realistic balance, to allow all folks to be responsible and accountable for the ministry we seek. It boiled down to prioritizing with courage and conviction the things that matter most, then building the sufficient boundaries to shift my focus to encourage and support rather than lead. I am learning to identify where I must take action and to ask and empower others to take on more responsibility, wherever possible and appropriate. I am a work in progress, but I am making gains on having balance and freeing myself from guilt or shame toward peace and empowering others.

Describe a time when you have led change.

In 2015, our congregation found itself in a plight filled with fear and struggle. Our financial offerings were no longer able to sustain our congregation's ministry. After prayer and many conversations, the session decided to sell our sanctuary. Until 2007, the congregation received substantial support from the presbytery, and other sister congregations.

I created a small group to discern our next steps. We also sought out advice from the Presbyterian Foundation as to how to best use the funds for sustainability, growth, and establish a reserve.

In December 2016 we closed on the sale of the building and transitioned our congregation to the campus of Johnson C. Smith University. We began worshipping on campus in Biddle Hall, and now the congregation has a renewed ministry. We also made a substantial donation to the presbytery as a faithful response to the

connectional church. The congregation rallied and in 2017 we relaunched Seigle Avenue as “The Avenue” and we continue to do the work of God.

Floretta L. Barbee-Watkins – Statement of Faith



Reared in faith and love my life’s journey is punctuated by preparation for ministry and service to the church. Words from the Brief Statement of Faith summarizes my belief: “In life and in death we belong to God through the grace of our Lord Jesus Christ.” These powerful words encapsulate my understanding of the surrounding love of God. With confidence I believe in God as our Creator; the life, death, and resurrection of Jesus Christ as Savior of the world; and the Holy Spirit. With conviction, I declare that we live in a broken and fearful world and miss the mark of faith, hope, and love as God’s created beings. These things are juxtaposed to one another, yet they describe the depth of an all-knowing God who loves us deeply and unconditionally.

I believe that as Christ’s disciples, we are called to participate in his redemptive work in the world. God’s call is more than an occupation. God’s call is into ministry and vocation. In vocational calling, God seeks us to live a whole life. As such, my sense of call is my life’s work to serve Christ and God’s Kin-dom. My faith in Jesus is strong but living out Jesus’ teachings is challenging. I believe wholeheartedly in Jesus’ ministry, that Jesus died for my sins, and I believe in the resurrection as a witness to the power and love of God. In this broken and fearful world, I am challenged to love my enemies and to pray for those who persecute me. This means loving the man who robbed and injured my mother. It is the fragility of our human condition that we are prone to seek personal survival over all else. The Holy Spirit leads me to forgive and work for a better existence for all.

The Holy Spirit binds us to Christ and the world around us. The Spirit is made known to us in at least four ways: justification, sanctification, empowerment, and community (koinonia). We are justified through Christ and the Holy Spirit bears witness to the work of the Holy One. We are sanctified, born again through Christ, with the work of the Holy Spirit continually making us new. The Holy Spirit works to empower us to do ministry. “Truly, truly I say to you, he who believes in me will do the works that I do; and greater works than these will he do because I go to the Father.” (John 14:12).

Finally, the Holy Spirit creates the community of God. A synergy of all the operations of the Holy Spirit is more than the sum of the parts. It is the power of the Holy Spirit that prepares us for service to church and world.

The Reformed tradition shapes and molds me. I affirm the centrality of scripture, the sovereignty of God, the Lordship of Jesus Christ, the priesthood of all believers, and the Sacraments of Baptism and the Eucharist. The priesthood of all believers is foundational because all Christians are called to ministry. Care, nurture, support, prayer, and reconciliation are the ways we follow Christ and continue his reconciling work. Baptism is the sign and seal of incorporation into Christ and public welcome into the family of faith. The Lord’s Supper provides a spiritual union with God and reflects our ongoing communion and sustenance in Christ. We celebrate the Lord’s Supper in remembrance of Christ’s life, death, resurrection, and return.

I believe the Bible is the inspired word of God. The liberating message of the Gospel leads me in encounters with both stranger and neighbor. Setting captives free is a guiding principle of faith. To this end, I continue to work, trust, and believe in the transformative power of God that strengthens and sustains my service to the church and the world.

Nicholas Jude Cammarata – Personal Information Form

pastornjc@gmail.com

Actively Seeking: Yes, Actively Seeking

Ecclesiastical Status: Teaching Elder

Presbytery Membership: Mackinac Presbytery

Ordination Date: 12/8/1996

Formal Education:

- Pittsburgh Theological Seminary, M.Div., 1994
 - Recipient of the Paul T. Gerald Prize in Homiletics and Pastoral Care and the William B. Watson Prize in Hebrew, Old Testament Scholarship
- University of Valley Forge, B.S. Biblical Studies, 1984

Continuing Education:

- Interim Training/The Art of Transitional Ministry, Union Theological Seminary, Richmond, Virginia November 15-19, 2021
- Nonprofit Leadership and Management: These 8 courses address the core competencies, Strategic Planning, Resource Development, Board Governance, Marketing, Mission Based Management, Social Entrepreneurship, Volunteer Management, Strategic Alliance, of managing a nonprofit organization and provides a solid foundation of understanding the nonprofit sector.
- Learning to Learn: Powerful Market Tools To Help You Master Tough Subjects; This course teaches invaluable learning techniques used by experts in the arts, music, literature, math, science, sports and many other disciplines.
- Creating a Thriving Workplace: This course focuses on the mental and physical well-being of staff that is transformative: increasing productivity, innovation, and a healthy work culture.

Employment Type: Full-time

Minimum Effective Salary: \$60,000 / Year

Geographic Choices: Virginia

Languages: Sign Language

Leadership Competencies: Compassionate, Hopeful, Preaching and Worship Leadership, Spiritual Maturity, Lifelong Learner, Change Agent, Externally Aware, Strategy and Vision, Collaboration, Interpersonal Engagement

Training / Certification:

- Clinical Pastoral Education Training
- Conflict Mediator Training

Other Training: Way of the Child: Curriculum for the Spiritual Formation of Children

Clergy Couple: No

Housing Type: Housing Allowance

Work Experience:

- Superior Housing Solutions (Certified Matthew 25 non-profit), Founder/ President and Principle Advisor, Marquette, Michigan, 5-1-2018-present (remote)
- College Town - Protestant Chaplain, Jacobetti Home For Veterans, Marquette, Michigan, 230, 9/1/18 – 8/1/21
- College Town - Pastor, Head of Staff, First Presbyterian Church Marquette, Marquette, Michigan; 400-600; 5/16/09 – 4/1/21
- Inner City - Pastor, Head of Staff, Pleasant Grove Presbyterian Church, Youngstown, Ohio; 200-400; 10/20/02 – 3/1/09.

- Rural - Redevelopment/Transformational Pastor, Dallas Community Presbyterian Church, Dallas, West Virginia; 100; 12/8/96 – 7/1/02

Other Services:

- Present Chairman of the Board, Superior Housing Solutions.
- Board member of the Board of Directors for Room at the Inn, Emergency Homeless Shelter, 2018-2020
- Present Chaplain in the Memory Unit and Long Term Care Unit at the Jacobetti Home for Veterans. Also, consulting with the new administrations on how to bring into alignment the Chaplaincy with the Department of Veteran Affairs.
- Commissioner for Mission Coordination in 2016, 222 General Assembly, Portland, Oregon. It was a privilege to be part of this historic assembly, which elected the first co-moderators and voted the Belhar Confession into the *Book of Confessions*.
- Member of the Presbyterian Network to End Homelessness: This Network exists to embrace a comprehensive approach to ending homelessness.
- I was an integral part of establishing a New Worshipping Community in North Lima, Ohio and preached their historic chartering service. We purchased 35 acres, built a church and initiated a greenhouse ministry.
- I have always been interested in helping Commissioned Lay Pastors (CRE) and Certified Christian Educators employ their gifts of ministry. I presently have one Commissioned Lay Pastor on staff and two more in training and a Christian Educator that is finishing certification.
- I have traveled to Nairobi, Kenya to preach and strengthen the bond with our sister church, St. Andrews Presbyterian Church and visited the Tmunaini Home Aids Orphanage and Boys Home we support.
- As a servant of the gospel, empowered by the vision of Jesus' Ministry in Luke 4:16-21 and Matthew 25:35-40, I view life as a laboratory of learning. Thus, I continue to learn how to be a stronger witness to Jesus and how to serve the church well in a variety of contexts. Additionally, my heart has always been stirred by ministering to the stranger at our gate. Our faith tradition is saturated by sacred texts and stories about immigrants and refugees (Lev.19-33-34; Heb.13:1-3). So, I believe the church has a special calling to exercise the sensibilities of our faith and to minister to the stranger at our gate.

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

Recently, during a Bible study on the Lord's Prayer, something from the study struck the group as real and intensely true and beautiful. A sacred stillness and renewing reverence manifested itself amongst God's people. I had been teaching that discipleship is the master key that opens up the doors of wonder to the Christian life and during the study those doors opened to these disciples. When I see how the gospel message works in the heart and the mind and the soul of people, and how it opens the gateway of understanding to be kind to everyone for you never know the battle a person is fighting, and how it makes us mindful to the struggles people have overcome in their lives and gives hope to overcome struggles in our own lives, it gives me great joy that I am a steward of the mystery and meaning of a message that enters the spiritual life of people with insight and inspiration. This message of empowerment finds resonance in a kaleidoscope of cultures, people of various colors, religions of every flavor, and ideas thriving all around us as we live in this global village, because this message lines the dark clouds in people's lives with the silver lining of God's grace and goodness. So, it gives me a great deal of satisfaction to share with people that discipleship is the master key that opens the doors for one wonderful encounter with God after another, for when the mystery of the gospel is shared mysterious things happen in people's lives.

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

Informed by Jesus' call to the disciples to follow him, the setting I will thrive in is the one mapped out by the gospel itself. For example, after Jesus called the fishermen in Mark 1:16-20, he takes them to the synagogue in Capernaum. It is in this sacred place Jesus encounters a man with an unclean spirit. Jesus heals the man and the people say what kind of teaching is this?! He teaches with authority unlike our teachers (Mark 1:21-28). So, the church needs good teaching if it is going to be a place of healing. From the synagogue Jesus takes his disciples into the streets populated by the blind, the leper, the deaf, the sick, the demon possessed. Jesus schools his disciples on the ways of God in a culture of disability. Additionally, there are three stories in Mark's Gospel (5:21-24;7:26-30;9:17-28) where helpless parents bring their disabled children to Jesus; one of those parents said - Lord I believe; Help my unbelief. It is in this culture of disability that Jesus gives people the ability to live new lives. The mentally ill, homeless youth, the addicted brain and the albatross of suffering it places upon the entire family are close to my heart! The wealthy woman in Mark 5 spent all her financial resources searching for healing, but when she reached out and touched the hem of Jesus' garment, she was healed. I believe discipleship informed by a better understanding on how the brain works (neuroscience) will give us the tools we need to have a lifetime of good days!

What areas of growth have you identified in yourself?

Mark Twain believed humor was the greatest of blessings. This blessing has been proved by neuroscience and confirmed by my experience humor is the best medicine (Proverbs 17:22). So, developing a sense of humor is an area of personal growth I can get excited about. Henry Ward Beecher once said, "A person without a sense of humor is like a wagon without springs jolted by every pebble in the road." Beecher's wise words enlighten me to how humor works in a variety of ways with great effectiveness. For example, humor increases energy, reduces workplace conflict and softens the hard edge of change that needs to take place in every church. A profound benefit of a mature sense of humor is to fill the air and people's lives with laughter. As Anne Lamont has said, "laughter is carbonated holiness " and Martin Luther King, Jr. preached, "It is cheerful to God when you rejoice and laugh from the bottom of your heart." So, I have learned humor is perspective. It is gifting people with laughter. It's having a lighter attitude and an ability to be flexible about how you see things and how you respond to them. I am enjoying the benefits in growing in this spiritual sensibility, because a sense of humor is a valuable tool that can bring invaluable wisdom to a variety of contexts of pastoral care and other forms of ministry.

Describe a time when you have led change.

To strengthen the church's missional identity and to anchor the fellowship of believers in a biblical text that has transformative power, I cast the vision initiated by the PC(USA) to become a Matthew 25 church. This vision takes seriously our faith commitment to become advocates for the powerless, the voiceless, and those facing discrimination. In Matthew 25:31-46, Jesus calls us to eradicate systemic poverty, and its long lasting negative consequences, by working to change laws, policies, plans and structures in our society that encourages economic exploitation of people who are poor. This vision has brought a powerful unity in the spirit, a steadfast hope and a labor of love by forging relationships with people we would not normally find ourselves relating to (the least of these). This vision has expanded our heart for ministry and has placed the eyes of the community on the church and brought the church closer to God!

Nicholas Cammarata – Statement of Faith, 2022 March

In sovereign and steadfast love, I believe God created the heavens and the earth and responded to the cries of suffering slaves and formed the people of Israel to live in a covenant relationship, to remember and testify to the wonders of God to all the nations. In costly grace, I believe, the Lord Jesus ministered amongst us in the

crucible of human suffering and took on human suffering through crucifixion on the cross, experiencing no miracle on the cross God raised Jesus from the dead to be the miracle of miracles for our salvation. In the transforming power of the Holy Spirit, I believe the Spirit comes alongside of us to teach, guide, comfort, encourage, to draw us into fresh communion with God and each other, to awaken our praise and worship, and to equip us for the service of God in the world. The triune God does all this through the grace of our Lord Jesus Christ, the love of God, and the fellowship of the Holy Spirit.

So, I believe out of the unsearchable riches of God's grace, the giftedness of God abounds in a broken and fearful world, for the sun shines on the just and the unjust, the rain falls on the good and the evil, and humanity made in the image of God is God's workmanship on display. But the cup of God's giftedness was poured out by the poor stewardship of humanity and filled with sin's seduction and evil's energy poisoning the soul and sickening the heart people turn against God and become despoilers and exploiters of the planet, no longer feeling spiritually stirred to search for the living God.

But the wealth of the unsearchable riches of God's grace is never impoverished as God called an older couple Abraham and Sarah to bring God's promise into the world; the fugitive Moses to lead God's newly formed people; the child Samuel to be a Prophet; the teenager David to defeat Goliath; courageous Queen Esther to save an entire people; and a young couple Mary and Joseph to bring Jesus into the world to deliver people infected with self-interest and hostility toward God.

Jesus fully God, fully human, is the image of the invisible God, who manifests the reality of Divine empathy before the eyes of all humanity, who delivers people from the kingdom of darkness into the kingdom of light, who redeems, forgives, blesses, and loves from everlasting to everlasting. Jesus' ministry clothed the people with God's goodness, but the people stripped Jesus naked of the giftedness of his ministry. He was betrayed, condemned, abandoned, and crucified, but God reversed this evil through God's faithfulness and on the third day was raised from the dead. Jesus' death creates an eternal bond with suffering humanity to show us his human side; Jesus' resurrection creates an eternal bond with God's will to disarm the powers of evil to show us his divine side.

After Jesus ascended into heaven, the gift of the Holy Spirit was given to expand the universality of the Gospel message to the ends of the earth. The Holy Spirit calls people from a diversity of backgrounds and experiences of God into a community called the church. The church is a mystery that the scriptures describe in a variety of ways: the Vine and the Branches, the Salt of the Earth, the Body of Christ, the Household of Faith. The mission of the church is anchored in God's reconciling work in Jesus Christ. In every age the church calls all people to be reconciled to God and one another.

Sustaining the mission of the church is the Word of God discerned in the Bible. The Bible images the power of God's Word as the Sword that pierces the depths of one's soul; as a hammer that breaks apart injustices, as a light that illuminates the path. The spoken word through preaching and teaching is so people will always hear God's concern for the brokenness of the world. God's word is also acted out through the Sacraments of Baptism and the Lord's Supper. The drama of the Sacraments makes the invisible grace of God visible so people will always see God's love for humanity. So, I believe I am called to be a steward of the mystery of the Gospel enlightening the eyes of people's hearts to the wisdom of God at work in the world amongst all people, especially the most vulnerable.

Kelley Connelly – Personal Information Form

kellycons@gmail.com

Actively Seeking: Not Actively Seeking, but open to a call

Ecclesiastical Status: PC(USA) Candidate

Presbytery Membership: Shenandoah Presbytery

Candidacy Date: 10/15/2019

Formal Education: Bachelor of Music in Voice Performance, Shenandoah University 2012

Continuing Education: Master of Divinity, Union Presbyterian Seminary May 2020

Employment Type: Full-time

Minimum Effective Salary: \$60,000 / Year

Geographic Choices: Unlimited

Languages: English

Leadership Competencies: Compassionate, Preaching and Worship Leadership, Spiritual Maturity, Lifelong Learner, Externally Aware, Willingness to Engage Conflict, Decision Making, Organizational Agility, Collaboration, Flexibility

Training / Certification: Clinical Pastoral Education Training

Clergy Couple: No

Housing Type: Open to Manse/Housing Allowance

Work Experience:

- Assistant Director for Youth Ministry and Music Ministry Assistant, First Presbyterian Church Winchester, VA (800 members, downtown church in small-town), May 2015-August 2017
- Hospitality Ministries Assistant, Union Presbyterian Seminary, Richmond, VA (PCUSA Seminary), December 2017-May 2020
- Ministry Team at Montreat Conference Center, Montreat NC, (College aged-students and families), June 2018-August 2018
- Seminary Intern at Brett Reed Memorial PC, West Point, VA, (Small congregation-less than 75 members, rural Virginia), September 2018-May 2019
- Resident Pastor for Campus Ministry and Urban Engagement Second Presbyterian Church, Richmond, VA (Downtown urban church, 700-800 members), July 2020-Current

Other Services:

- 2015-2016, Served on Shenandoah Presbytery's Committee for Church Revitalization
- 2017, Participated in Montreat Conference Center Worship and Music Conference
- 2015-2017, Participated in Massanetta Springs Church Music and Bible Conference
- 2015-2017, Staff at First Presbyterian Winchester, VA
- 2018-2019, Seminary Intern at Brett-Reed Memorial PC West Point, VA
- 2017-2018, Inquirer at FPC Winchester
- 2019 Summer, Completed 1 unit of Clinical Pastoral Education at Hunter Holmes McGuire VA Hospital Richmond, VA
- 2018-2022, Candidate for Ministry at FPC Winchester
- 2020-2021, Member of UKirk First Year Campus Ministers Cohort
- 2020-Current, Staff at Second Presbyterian Richmond, VA

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

In the summer of 2019 I completed one unit of CPE at Hunter Holmes McGuire VA Hospital in Richmond, Virginia. One day the chief of staff came into our classroom and requested someone for an emergency. I was hesitant to respond. I was feeling quite fatigued and felt rather unfit to respond to this vague tragedy. But,

God gave me a nudge, a divine push to the parking lot to meet Erica*, an army veteran from Baltimore who was in Richmond to receive standard outpatient care. When she was leaving she received word that her mother suddenly died. When I met Erica she was hysterically crying, trying to grasp the situation. I introduced myself and asked if she would like to sit down or go inside. She said the fresh air was more comforting for her. I agreed and stood with her as she made some calls. While outside Erica began to open up and share stories with me about her mother. During this time I truly felt her trust in me resonate. When she finished her calls I offered a prayer and gave her my office phone number. I asked that she please call me when she arrived home safely. A few days later, Erica called me to not only tell me that she had gotten to her destination safely, but that she was truly grateful for my support to her in the parking lot on that hot summer afternoon. It was in that experience that I learned that my success and fulfillment in ministry are not measured or subjected by data or external affirmations. But in relationships. *Name of the patient has been changed

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

At this time in my vocational journey, I believe that God is calling me to a congregational setting, located in a city. I am open to all sizes of ministerial context. I feel called to serve a population that values tradition while remaining eager and willing to try new things. I trust that God is calling me to work with and learn from an intergenerational congregation with opportunities for community outreach, fellowship, and creative worship planning. I feel confident in my abilities to be a leader, but am equally energized by collaborative projects and feel called to a setting that would provide me with the opportunity to engage in both dynamics in a Christ-centered environment. With God's help, I am eager to serve with and alongside a congregation that is passionate about serving one another, their community, and submitting themselves to God's call and challenges.

What areas of growth have you identified in yourself?

I believe as Christians and humans in general we are never done learning or growing and I truly identify as a lifelong learner. I believe that some areas of growth for myself include identifying more deeply with my personal theology. I believe that this is an ongoing goal for myself and trust through pastoral experience and the opportunity to engage in a Christian education setting I will be able to actively work on this area of theological and personal growth. I am also hopeful to gain more experience in church polity and governance in order to grow as a stronger congregational leader, community witness, and practicing theologian.

Describe a time when you have led change.

While on staff at Second Presbyterian I have the honor of working with the Mission and Advocacy Council. This is a wonderful group of Christians that are invested in serving the downtown Richmond community and extending Christ's hospitality to all. Right before the shutdown in March 2020 our church completed a multi-million dollar renovation in our lower level. This space was designed to be used for extensive mission and service opportunities. But due to the pandemic, it sat empty for over a year. After much careful thought, discernment, and prayer a committee was organized to create meaningful programs for this space. And in November 2021 our church launched a brand new shower ministry program. Each week we offer showers to the community, a cup of coffee, new toiletries and undergarments, and more. Though it was a struggle to sustain volunteers and resources during the Omicron surge, we have been able to provide up to 12 showers per week and have plans to add additional days in the near future. This is a new ministry for myself and our congregation, and I envision this ministry as a springboard for new opportunities for the community. Week after week I continue to enjoy witnessing God at work in ourselves and our community. Thanks be to God for the gift of change.

Kelley Connelly – Statement of Faith

I believe in God the Creator who is the source of all life. I believe that God is the universal source for love, grace, and mercy. I believe that the Kingdom of God connects all of humankind as a holy family. I believe in God the Creator who acts with justice and redeems creation. I believe that the grace of God does not recognize boundaries. I understand sin as a moral injury that is shared between humanity but can ultimately separate us from God, and one another. I believe God forgives all by the grace and mercy of Jesus Christ. I trust that in Christ all things can be made new and whole again.

I affirm the three entities of the Triune God. I believe Jesus Christ is an extension of God's love. I affirm the two natures of Jesus Christ both fully human and fully divine. I believe Christ is the salt of the earth, the light of the world, the resurrection and life, the vine, and the way, the truth, and the life (The Gospel of John). I recognize the Holy Spirit is the third being of the Trinity. And I trust that the Spirit acts as a vessel of the Triune God. I believe that the Holy Spirit flows, burns, moves and sparks life in all.

I believe that the Sacrament of Communion is a joyful feast in which the followers of Jesus Christ receive tangible grace. I believe Jesus Christ is the Bread of Life and Cup of Salvation. I believe that the sacrament of communion provides reconciliation with God, with oneself, and with neighbor. I believe that the Sacrament of Baptism is a Holy commitment to a lifetime of faithful discipleship. In Baptism we honor Christ's death, resurrection and accept new life in him.

I believe that the Bible is a foundation for one's Christian faith and that scripture is the Word of God. I believe that all scripture is God breathed (2 Timothy) and was intended to be wrestled with. I affirm that both the Old and New Testaments are essential for one's faithful learning. And I understand scripture to be a guiding lamp unto one's feet in their walk with the Divine.

I believe in the Church as an active and faithful extension of Christ's Body. I believe the church is called to be a foretaste of the Kingdom of God; a vibrant and worshipful community where all feel welcome. As members of the body of Christ, I trust that we are reformed and always reforming. And above all, I accept Jesus Christ as my Lord and Savior. I believe and affirm the mysteries of God the Creator. I trust that my relationship with God is always growing, forever evolving, and bound by God's grace. I rejoice in knowing that God is never done working in us or walking with us. In my Christian life and service I long to learn with others, learn from others, to do justice, love kindness and to walk humbly with God (Micah 6:8).

Kelsey Hawisher-Faul - Resume

kelseyfaul@gmail.com

Experience

- Co-Pastor February 2020—Present, Presbyterian Church of Radford—Radford, VA
 - Provides insightful and compassionate spiritual support to congregants
 - Writes and delivers compelling sermons on a biweekly basis
 - Collaborates with co-pastor, church staff and worship committee to plan and deliver weekly worship services
 - Supervises office manager and director of music
 - Moderates meetings of the board of elders

- Coordinates communications for the congregation
- Develops and teaches adult Sunday school classes
- Associate Pastor October 2016—December 2019, Heritage Presbyterian Church—Mason, OH
 - Recruited, trained and coordinated volunteers for education and youth programs
 - Coordinated social media and communications for the youth program, including the program’s Facebook page and sending out weekly updates via MailChimp
 - Planned and facilitated youth group, events, service projects, and trips for 10-25 teens
 - Supervised administrative assistant and student intern
- Admissions Associate August 2015—June 2016, Princeton Theological Seminary — Princeton, NJ
 - Recruited students from diverse backgrounds on a national level through relationship building and networking with alumni and influencers
 - Organized and executed recruitment trips, representing the seminary at graduate school and job fairs

Education

- Princeton Theological Seminary | Princeton, NJ, Master of Divinity (M. Div.)
- Azusa Pacific University | Azusa, CA, Bachelor of Arts in Biblical Studies

Skills

- Google Suite
- Microsoft Office
- Customer service

Kelsey Hawisher-Faul – Statement of Faith

I believe in God the Creator, the first Person of the Trinity, who spoke and continues to speak all of reality into being. All that is finds its beginning and its end in the Creator.

I believe in Jesus Christ, who is God’s Word embodied and enfleshed—the second Person of the Trinity. Jesus lived a life of profound and world-shaking love that pronounced judgment upon injustice and proclaimed true life through him. His death and resurrection were a turning point in history; when Death was defeated and it was made possible to reconcile all things to God through Christ.

I believe in the Holy Spirit, the third Person of the Trinity, who is God’s very breath in our lives and in the world. The Holy Spirit strengthens and empowers God’s people to be the body of Christ, and to live in ways that preview the coming kingdom of God.

I believe that Scripture witnesses to the revelation of Jesus Christ, digging deep and showing us the root of our faith in the patient, persistent loving-kindness of God. Through Scripture, the Holy Spirit speaks to those who listen, transforming our lives, our communities, and our world.

I believe that the Church is the body of Christ, and our mission is to be his hands and feet in the world. It pleases God to work through us, and we discover healing for ourselves and our world by participating in God’s works of justice and kindness. The role of the Church is to recognize God’s lavish abundance and to testify to God’s powerful and life-giving love.

It is from within the communion of saints that I experience the dynamic, beautiful, and awe-inspiring love of the Triune God. Together, we support each other in the sacrament of baptism, for through baptism, we die to

what we once were, and are reborn into life in Christ. When we witness baptism, we remember our own, and that we are continually entering into the truth, forgiveness, and life that is our risen Lord.

Together, we are joined to one another in the sacrament of communion, partaking of the body and blood of Christ who nourishes us as a mother feeds her children. Around God's table, the Church is united, a lovingly messy family giving thanks to God for what was accomplished through Christ. As we eat and drink, Jesus Christ is present, reconciling us to him, drawing us into God's Kingdom.

I believe that as humans, we cannot escape sin, because we must live and participate in systems of oppression and injustice. Even so, God's grace overflows, freeing us from sin and for love and wholeness. For when God looks at us, God sees the blamelessness of Christ, and accepts us as God's children.

I believe that God's Kingdom has already begun to take root in this world. All of creation groans, longing for renewal. Our hope is in God, who is bringing healing to humanity and to all the earth. We long for Jesus' return, when we will know complete wholeness.

Peter Alan Hawisher-Faul – Personal Information Form

phawisher@gmail.com

Actively Seeking: Yes, Actively Seeking

Ecclesiastical Status: PC(USA) Candidate

Presbytery Membership: San Gabriel Presbytery

Candidacy Date: 09/09/2014

Formal Education:

- Azusa Pacific University, Bachelor of Arts in Theology
Certificate of Distinction in Systematic Theology
- Princeton Theological Seminary, Master of Arts in Christian Education, Master of Divinity
Recipient of a Presbyterian Leadership Award

Continuing Education:

- Princeton Theological Seminary Institute for Youth Ministry 2016
- Faith Forward 2017
- Intergenerate 2017
- Company of New Pastors Cohort Launch 2018
- Conspire Conference 2018; Center of Action and Contemplation hosted by The Hive
- Universal Christ Conference 2019; Center of Action and Contemplation hosted by The Hive

Employment Type: Open to both

Minimum Effective Salary: \$52,000 / Year

Geographic Choices: Indiana, Kentucky, Ohio

Languages: English

Leadership Competencies: Hopeful, Preaching and Worship Leadership, Teacher, Communicator, Entrepreneurial, Strategy and Vision, Collaboration, Personal Resilience, Flexibility, Self-Differentiation

Training / Certification: Clinical Pastoral Education Training

Clergy Couple: Yes - 100026527 Kelsey Hawisher-Faul

Housing Type: Open to Manse/Housing Allowance

Work Experience:

- Assistant Conference Director
The Hive: A Center for Contemplation, Art, and Action Cincinnati, OH
30 - 40 Participants
Fall 2018; Spring 2019
- Interim Director of Children, Youth, and Families
Mt. Washington Presbyterian Church Cincinnati, OH
800 Members Suburban
Fall 2016-Summer 2018
- Campus Minister Intern
Christian Association at the University of Pennsylvania Philadelphia, PA
12-50 students in weekly attendance College Campus
Fall 2015 – Spring 2016
- Student Pastor
Grace Presbyterian Church Kendall Park, NJ
Around 100 on a Sunday morning Church
Fall 2014 – Spring 2015
- Summer Chaplain
Robert Wood Johnson University Hospital
New Brunswick, NJ
965 beds and a Level 1 Trauma Center Hospital
Summer 2014
- Teaching Ministry Intern
First Presbyterian Church of Hamilton Square Hamilton Square, NJ
About 180 on a Sunday morning Church
Fall 2013 – Spring 2014
- Princeton CAN Administrator
Princeton Community Action Network (CAN) Princeton, NJ
5-20 students in weekly attendance Seminary Campus
Spring 2013 – Fall 2014
- Resident Advisor
Azusa Pacific University Residence Life Azusa, CA
4000 students College Campus
Fall 2008 – Spring 2009

Other Services:

- Presbyterian Youth Connection of Cincinnati
Fall 2016 - Summer 2018

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

I have found that fulfillment in ministry comes from letting go of my expectations and recognizing the work the Spirit is doing in our midst. Last winter I worked for months to help plan a youth retreat with the Presbyterian Youth Connections (PYC), but 2 weeks before the event we had to change our plans when less than half the number of kids registered than we had hoped as a minimum. One of my colleagues called me, understandably confused and discouraged. As I talked to him I realized that we couldn't let our disappointment get in the way of God's work in the lives of the kids who signed up.

Success in ministry happens when people encounter God-with-us in Jesus Christ. With that as my goal, I can find fulfillment in the midst of changed expectations and even disappointment. Our retreat was a great success! With a more intimate setting than we originally planned, the youth engaged in lively discussions of stories of Jesus' healing in a way that connected to their own hopes for healing in their lives and in the world. I felt fulfilled as I saw two of my youth who struggle with their mental health connect with their peers and catch a glimpse of much needed hope. That's what it means to be the body of Christ to one another and it is the community I strive to foster as a pastor. When I let go of my expectations and defined my success on God's work, I helped build community with 12 kids from 5 churches overnight and I saw God at work in the lives of our kids.

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

I believe I am called by God to equip disciples of Christ for ministry in their communities. I believe disciples of Christ are shaped into the Body of Christ in word and sacrament by the work of the Holy Spirit. Through preaching, teaching, leading worship, offering pastoral care, and sharing the sacraments I hope to lead others in hearing and following God's call in their lives. In Christian leadership I serve not to call attention to my own gifts, but to point to Christ, who is the head of the Church. Churches witness to the coming Kingdom of God which Christ proclaimed when they live out Christian love in their community, and I am passionate about fostering Christian community.

I decided to go to seminary to learn how to serve churches in Christian ministry after seeing the ministry of a small Presbyterian Church in Pomona, CA. Despite their small size and history of decline, there was nothing that would stop these people from gathering together in Christ's name and witnessing to God's work in their community. That church showed me what it means to believe in resurrection, not only as individuals but as communities. In the midst of a world that often puts profits before people, the faithful witness of the church that places love of other before its own life is needed just as much today as in the past.

What areas of growth have you identified in yourself?

One way that I have grown is by learning to give up perfection as a goal in ministry. Ministry is an act of worship, and worship is an act of turning creation toward the creator in gratitude. This means that we must be prepared to accept the world God has given us, warts and all, and seek out where God is calling us, however imperfect. We worship a savior with holes in his hands and a hole in his side. Some scars don't heal. It can be tempting to focus on growth in numbers or an idealized vision of ministry, but if we fixate on what we don't have we will fail to see what God has already given us, even in broken people and broken communities. Good ministry requires us to set aside our ideas of perfection so that we may recognize where the Spirit is already moving and where God is calling us.

Prayer has become a primary tool to keep me grounded in personal faith in Christ and attentive submission to the active work of the Holy Spirit. Without being spiritually grounded, it can be easy to get lost in the tasks of ministry, failing to keep the purpose of ministry in perspective. For me, this usually means beginning every task of ministry, whether it is a sermon or a curriculum, with prayer. This helps me to stay centered and focused on Christ in my ministry.

Describe a time when you have led change.

When I came to Mt. Washington Presbyterian Church one of my first responsibilities was to put on an Advent Dinner. Years ago this event was led by the worship committee as a celebration of Advent that engaged the whole congregation, however, it gradually became a children's ministry program that only engaged families with children. It was a story that demonstrated a problem at MWPC; many of the church's ministries had

become siloed in isolation from each other. Families without children in the church wouldn't come to the Advent Dinner because the dinner and craft time it offered didn't appeal to them.

After experiencing this problem in my first year, I worked to restore the dinner as an intergenerational event that celebrated Advent for the whole church. I talked with leaders from all over the church about the importance of intergenerational ministry in faith formation and I worked with our newly installed head pastor to communicate the vision to the church. I used an intergenerational model to inspire my committee to lead an event that would have something for all ages. Rather than a single craft geared toward young children, we led crafts that had optional degrees of complexity so that our oldest members would be working alongside our youngest. Attendance doubled and an event that had showed the generational divide of the church was transformed into a reminder of the power of intergenerational experiences in faith formation.

Peter Hawisher-Faul – Statement of Faith

I believe in the triune God, Father, Son, and Holy Spirit, one God in three persons. Through the Trinity we understand God's being and action to bring humanity and all of creation to Godself, despite the impact of human sin. Through our own decisions and the systems of injustice we create humans rebel against our nature and identity as God's good creation. In faith, we become a part of God's action as individuals and communities, being shaped by the Spirit into the body of Christ and proclaiming the reign of God in the world.

I believe in God the Father, who created all things and to whom all things return. As a parent nurtures a child, God works in history for the reconciliation of creation with its creator.

I believe in God the Son, Jesus Christ, begotten of the Father and born by his mother Mary. As Jesus is both fully God and fully human, he embodies God's most intimate solidarity with humanity. Jesus was baptized and filled with the Holy Spirit. He called his disciples to turn away from their own self-righteousness and the salvation offered by human powers, and to turn toward the reign of God. He was executed by the authorities of both religion and state. After being buried for three days, he rose from the dead. He ascended into heaven and sent the Holy Spirit to guide those who follow him and baptize in his name.

I believe in God the Holy Spirit, the Lord, the giver of life. The Spirit sustains creation and brings the new life of the resurrection into the present. The Spirit guides the church with spiritual gifts and shapes the church into the body of Christ, adopting us as children of God.

I believe God has been made known through the witness of the prophets and apostles. The prophets witness to the work of God among the people of Israel and guide those who seek the God of Abraham, Sarah, Isaac, and Rebecca. God has been made known directly in Jesus Christ, and it is by grace through the Son that we know the Father and the Spirit. The witness of the apostles not only records, but also invites us into God's action. The Bible is a living and dynamic word through the work of the Spirit in churches throughout history and in prayerful reading and study.

I believe that God has called us to live out our faith in community as the body of Christ to the world. We enter this community through baptism in water and Spirit and we are nourished in this community by gathering for a common meal where we share the body of Christ with one another through bread and wine. These sacraments and the liturgical life which flows from them shape us as a community along with prayerful reading of scripture. We worship not only for our own benefit, but also so that we proclaim the Kingdom of God which Christ initiated, living under God's sovereignty and seeking justice for the life of our world.

I believe that the final glory of the reign of God is the future of all creation. God is making all things new, as exemplified by the life, death, and resurrection of Jesus Christ. When we proclaim the reign of God, we proclaim that God’s love is more powerful than human violence, ecological harm, and social disparity and we seek to live out God’s future in the present.

Daniel Mensah-Awuah - Resume

dmensahawuah@yahoo.com

Profession: Minister of Word and Sacrament.

Denomination: Evangelical Presbyterian Church, Ghana

Personal Profile: I am an ordained Minister of the Evangelical Presbyterian Church, Ghana. I am honest, respectful, trustworthy and resilient and able to endure daunting tasks. I have effective time management and decision-making skills coupled with my educational and ministerial experience. I hope to excel in my career as a Minister.

Education:

- Union Presbyterian Theological Seminary, VA, USA, Master of Christian Education, 2020-2022.
- Austin Presbyterian Theological Seminary, TX, USA, Master of Theological Studies, 2018-2019.
- Trinity Theological Seminary, Legon, Ghana, Bachelor of Theology, 2012-2015.
- Trinity Theological Seminary, Legon, Ghana, Certificate in Ministry, 2010-2011.

Work Experience:

- Associate Minister, Presbyterian Church of the Redeemer, (PCUSA), Houston Texas 2019- Date. Role: Preaching, administering Sacrament and performing other Pastoral duties
- Presbytery Youth Ministry Facilitator 2015-2018. Role: Planning yearly programs and budget, and organizing retreat for children ministry teachers in the presbytery
- District Pastor, Evangelical Presbyterian Church, Bibiani. October 2014-2018. Role: Preaching, administering Sacraments and performing other pastoral duties.

Particular Aptitudes: I am an excellent communicator with the ability to lead and work as part of a team, excellent management, transnational and administrative skills. I also have good pastoral and counseling skills, good IT skills with flexibility and can work in changing environments. I have an ability to work in interfaith and ecumenical environments with experience in cross-culture missions and evangelism. Above all, I am prayerful, spiritual and discerning.

General Interests: Reading, research, praying, helping the elderly and vulnerable in the community.

Daniel Mensah Awuah – Statement of Faith

I affirm my faith in the Supremacy of God the Father, the Son, and the Holy Spirit; and the sanctity of Bible-based teachings and practices of the reformed faith. I believe in the redemption and salvation through Jesus Christ. I affirm my resolve to uphold the truth as taught by the Holy Spirit.

As a Presbyterian minister, I believe in the one God who is Sovereign, creator of all things, and eternally existing in a Holy Trinity as three divine persons: The Father, the Son, and the Holy Spirit.

I also affirm that Jesus Christ came to earth as the eternal Son of God, fully human and also fully divine. He lived a sinless life, was crucified, rose bodily from the dead, and sits at the right hand of God the Father.

I affirm that Scriptures of the Old Testament and New Testament are inspired by the Holy Spirit, without inerrancy and are the authoritative Word of God for faith and practice in life. Also, I believe that the preached word must be the center of all worship and it must be rightly exercised in every true worship.

I believe that God calls us to live out our faith with care for one another, justice for the oppressed, and compassion for the poor.

I believe in the second coming of Jesus Christ, bodily and visibly, to judge all humanity and receive the elect unto Himself.

I finally affirm the five points Calvinism, TULIP: total depravity, unconditional election, limited atonement, irresistible grace, perseverance of the saints.

James Vincent Morgan – Personal Information Form

jamesvmorgan@gmail.com

Ecclesiastical Status: PC (U.S.A.) Candidate

Presbytery of Care: Presbytery of the James

Candidacy Date: 8/27/2019

Church Membership: Second Presbyterian Church, Richmond, VA

Formal Education:

- VCU College of Health Professions; Richmond, VA; July 2020-July 2021
Focus: Master of Science; Post-baccalaureate graduate Certificate in Patient Counseling
- Union Presbyterian Seminary; Richmond, VA; July 2017-May 2020
Focus: M.Div.; GPA: 3.89
- Sewanee: The University of the South; Sewanee, TN; September 2008-May 2012
Focus: Bachelor of Arts and Sciences; International & Global studies major; Psychology minor

Certification/Training:

- Clinical Pastoral Education - Four units of CPE have been completed at VCU Health. All Level 1 & 2 Outcomes for ACPE CPE have been met, and I aim to work towards Board Certification after ordination.

Employment type: Full-time

Geographic Choices: Virginia

Leadership Competencies: Compassionate, Hopeful, Spiritual Maturity, Teacher, Communicator, Culturally Proficient, Risk Taker, Willingness to Engage Conflict, Personal Resilience, Flexibility

Languages: English

Clergy Couple: No

Minimum Effective Salary: \$50,000

Housing Type: Not Applicable (For Non-pastoral Positions Only)

Work Experience:

- VCU Health; Richmond, VA; July 2020-July 2021
Chaplain Resident
 - Provided spiritual assessment and care to patients, families, caregivers, and employees in emergency, intensive care, cardiac intensive care, critical decisions unit, orthopedics, palliative care, and general patient care units within 865-bed academic research medical hospital and Level-1 Trauma center
 - Provided spiritual care to COVID-19 patients and their families

- Addressed ethical and spiritual issues at end of life and provided bereavement support to families including referrals to a variety of educational and support groups, individual counseling, and crisis response resources
- Facilitated advance care planning conversations to identify and clarify patient values
- Facilitated meaning making with dying patients tailored to patient and family religious, spiritual, and cultural backgrounds
- Credit: 3 units ACPE CPE
- VCU Health; Richmond, VA; June 2019-August 2019
Chaplain Intern
 - Visited patients/families to provide pastoral care as determined by spiritual assessment and the interdisciplinary team in plan of care. Provided bereavement services, facilitated staff and patient support
 - Completed 125 hours of structured learning in pastoral care and 275 hours of chaplaincy ministry to various patient units
 - Credit: 1 unit of ACPE CPE
- Westminster Canterbury Richmond; September 2021-Present
Interim Chaplain Resident
 - Providing pastoral care to residents, staff and families, primarily in the Mary Morton Parsons Health Center until December 2021 while a colleague is on maternity leave
 - On-call periodically to provide pastoral care support during end-of-life

Service to the Church:

- Second Presbyterian Church; Richmond, VA; January 2017-Present
Member
 - Serving on the Moving Forward Together task force for racial justice and reconciliation since it was established in July 2020. Designed worship and pilgrimage experiences to assist our congregation to begin the work of lamenting and repenting for our legacy of racism and white supremacy
 - Served on Mission Council and Advocacy Council since January 2019-January 2021. Designed volunteer opportunities at local community farm.
 - Volunteer leader with youth group each Sunday beginning in October 2021
- Ashland Presbyterian Church; Ashland, VA; September 2019-May 2020
Pastoral Intern
 - Preached sermons, led Bible study, and provided pastoral care to church members for approximately 20 hours per week
- Grace Scholar; Grace Covenant Presbyterian Church; Richmond, VA; May 2017-May 2018
 - Assisted in monthly leadership in Grace Covenant's worship service
 - Participated in monthly theological seminars with Christian scholars and community leaders
 - Volunteered several hours weekly at local community farm

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

I lead a Bible study with a group of residents in assisted living at Westminster Canterbury each Tuesday. We have a consistent group of 12 or 13 residents who join and continue to provide feedback that they deeply enjoy our time together. I think one reason for their appreciation is the way in which they feel engaged. They have said that they are used to lectures and preaching from ministers and that they have been glad to share their own perspectives. I'm curious to hear their perspectives and stories so it's mutually enjoyable for us. I think my interest about what they think and feel makes a number of them feel quite affirmed in their insights

and in their experience. I continue to be pleasantly surprised and humbled by our time together for the ways that our exploration of texts organically flows in unforeseen directions.

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

I believe God calls me to continue practicing ministry in contexts to do closely with death and dying. I feel challenged and gratified when working with people contemplating death, grieving in the wake of a loved one's death, or in the process of dying. Accompanying them by facilitating life-reviews, clarifying values, witnessing grief and affirming ways of meaning-making in the wake of loss feel natural to me, and I feel that I must keep practicing how to grow and stretch in these areas. I feel strangely present, aware, and open-minded in moments that deal closely with death and I just want to keep practicing these things. Especially during prayer in times like these, my sense of God's presence with me and the quiet love I feel towards those trying to cope with death affirms my call in this direction.

What areas of growth have you identified in yourself?

CPE has especially helped me to identify a stress response of over functioning and trying to fix when I am not mindful to the needs within and around me. I find that if I am feeling overwhelmed and do not note and label my emotions in difficult situations, it casts a shadow big enough for me to start frantically looking around just for something to do. A CPE supervisor once said to me, "Don't just do something, stand there!" Since my first unit of CPE, I have a formal meditation practice involving guided and unguided practices around the same time each morning for ~15-30 minutes. My informal practices happen randomly throughout the day. Allowing myself free time and space helps to examine how I'm thinking and feeling about things feels liberating and peaceful. I feel it has been quite helpful in preventing behaviors of over functioning. I still feel frantic and overwhelmed at times of course, but I am grateful to be growing in mindfulness.

Describe a time when you have led change.

Within the context of my chaplaincy practice, the most important change that I am part of is led by the Holy Spirit and human spirit of others. I feel that my role is to witness others and their experience through practices like offering acceptance, affirmation, validation, framing and reframing using the information I am given, and prayer. One such instance occurred during the final unit of my residency at VCU Health.

A Baptist patient asked to see a chaplain. He lost his wife of many years to cancer a month before and only a week before, his son had an aneurism and was nearing death at the time of our visit. I listened as he talked about having had feelings of suicide. I affirmed the seriousness of suicide and probed to hear more about his current state of mind. With the help of a doctor who came in to round on the patient, I confirmed that the patient was not currently suicidal. After the doctor left, I invited the patient to lament. For about an hour I listened and held space for his lament. What he shared was heartbreaking and I shed tears with him. Rather than feeling a need to do something or intervene, I relaxed into hearing his heartbreak, feeling curious and open to wherever he was going. After he had communicated much of what was on his heart, I echoed laments in Scripture to affirm the practice and made observations about strength and courage that he had embodied during his hardships, and about experiences of steadfast love in his own life that he had mentioned. I feel that I was able to minister to him using only material that he gave me, but I then shaped his material into something that he could then use. The visit ended with him expressing positive changes to his mood and outlook, and I think that this was partly due to my simply receiving and non-judgmentally accepting his story, following his lead, and reflecting his own religious values back to him. While I cannot see whether the change was sustained or helpful over time, I must trust that divine grace continues to carry him forward, and I am humbled and inspired to witness such snapshots in the lives of others.

Jay Morgan – Statement of Faith

I believe in the Holy Trinity. As one God in three persons, the creator loves creation into being, takes on flesh and redeems us as Christ, and abides with us by the Holy Spirit. As three distinct persons within the one, the Father generates, recognizes, honors, and glorifies the Son; the Son recognizes his origin in the Father and honors the Father; and the world becomes united to God in Christ by the fellowship of the Holy Spirit. The family metaphor of God as Father, Son, and Holy Spirit conveys relatedness and union while inviting humility about our natural limits describing God's transcendence.

Thanks to the witness of Scripture, I believe that God has compassionately chosen to dwell in the world. God knew Israel's suffering intimately at the burning bush, adopted them into loving relationship like a first-born child and liberated them from slavery. When Israel turned away from God, God still loved them and acted on behalf of them sending prophets, priests and kings anointed by God's Spirit. As a recapitulation of Israel's adoption, the Rabbi Jesus became the ultimate prophet, priest, and king. Fully human and fully divine, he was born among God's chosen people to reveal divine love for all people.

Jesus was hung on a cross at the hands of religious and political authorities. He exemplified God's justice and love by aligning himself with people oppressed and mistreated. Without sin, he suffered and died to reveal how God's grace is more abundant and our sin more terrible than we imagine. The ministry, death and resurrection of Jesus reveals grace that although we are complicit in the evil which brought about the murder of Jesus, we too are God's children. As the Lamb of God, Jesus was anointed to take on the sin of the world and by his resurrection, the risen Christ witnesses how God's self-emptying love is more powerful than death.

As God has remained active in the life of the world, of Israel, and of Jesus Christ, God remains present and active among us by the Holy Spirit. We receive the Spirit by receiving the Word of God. The Spirit unites us to Jesus, teaches us to open our hearts to God's Word, comforts us to repent and empowers us to live in service to Christ. Through word and sacrament, the Holy Spirit works to bring us into communion with Christ and one another.

The sacraments of Baptism and the Lord's Supper are acts of worship instituted for our communal life and worship together. Each is a visible sign that we are always connected to the love of God through Christ Jesus our Lord. Alongside the promise of the gospel for the forgiveness of sins and eternal life, the signs of Baptism and the Lord's Supper become not only water, bread, and wine but visible words of God which open hearts and minds to joy of salvation in Christ. One baptism with water in the name of the Trinity means that we can walk with Christ in newness of life and that we will rise with Christ in glory in death. All who are baptized, be they infants or adults, are to be welcomed and nurtured by Christian community in the word of God. Once baptized, we practice witnessing God's forgiveness by experiencing the Lord's Supper, witnessing God's presence, forgiveness, and the resurrection hope that all will be made well in Christ. The Lord's Supper calls for confession, repentance and transformation. To be present in the meal is to truthfully consider how we have lived in sin and how we remain in relationship with God by grace. Through this sacrament we are called to practice ways of acting and contemplating that return us to the promise of the gospel. Although we are at odds with God in sin, nothing can separate us from God's love in Christ Jesus our Lord.

As image-bearers of God, we are called to love God with everything we can muster, to love our neighbors as ourselves, to be co-creators, repairers, and healers through acts of justice and kindness, walking humbly and wholeheartedly with God. Sin represents our unwillingness and incapacity to live into our calling. We experience grace as we are empowered by the Holy Spirit to witness the gospel.

The church is the body of Christ whose mission depends on the mercy of God, the wisdom of Christ, and shared love and fellowship empowered by the Holy Spirit. The church is reformed by its witness to the Word of God in Scripture and always reforming as the Word of God relates freshly to each new age. The church is composed of people who commit themselves to Jesus. Bearing witness to the teachings of Rabbi Jesus, the church continually seeks to embody resurrection power by standing against the evils of this world. With Christ as head and the church as body, members of the church are perpetually called to practice Christian discipleship in the world through faithful and intentional action and contemplation in service to Christ. Our mission is to bear witness to God's love for the world in Jesus Christ, extending mercy and forgiveness in ways that bear fruits of grace and peace.

Jay Morgan – Position Description

Chaplain Resident, Westminster Canterbury, Richmond

Department: Pastoral Care

Reports to: Director Pastoral Care

Title: Chaplain Resident

Job Summary: Provide pastoral care to residents, family members and staff through visitation and spiritual programming, with particular attention to bereavement work, Bible studies and racial reconciliation groups.

Major Accountabilities/Essential Job Duties:

- Provide pastoral care to residents, family members, and staff on issues which impact their daily lives
- Support residents and families during times of transition, including major health changes, loss of independence, death of loved ones, and moves to new areas of residency
- Take weekend on-call at least once per month
- Assist residents, families, and staff with end of life and hospice issues and participate in funerals and memorial services as requested
- Lead worship in all areas of the community on a regular basis
- Participate in the on-call rotation for weekend duty
- Assist in the recruiting of community leaders for participation major religious events and lecture series
- Work with staff to create a bereavement support publication
- Record all visitation and pastoral participation in activities per the department's requirements
- Additional duties as assigned

Required Knowledge, Skills and Ability:

- Excellent communication and listening skills
- Ability to work compassionately and patiently in high stress situations including end of life and hospice issues
- Provide pastoral leadership, actively listen, and assess and respond the spiritual needs of others with a non-anxious presence
- Ability to handle interruptions throughout the day and be able to prioritize workload
- Strong interpersonal skills, including relationship building with staff, residents, families, and the outside religious community
- Strong personal faith with the ability to be able to deeply connect with and care for those of differing faiths

Desired Knowledge, Skills and Ability:

- Experience in working with geriatric or cognitively impaired residents, hospice and end of life issues
- Theologically sound and inspiring public speaker, preacher, teacher and worship leader
- Strong sense of intuition when making pastoral visits, ability to help others more fully examine spiritual issues
- Strong knowledge base of community clergy

Required Education and Experience:

- Bachelor’s Degree from an accredited undergraduate program
- Master’s Degree in counseling, pastoral care, or a related field from an accredited graduate program
- At least one unit of Clinical Pastoral Education (CPE)

Desired Education and Experience:

- Master of Divinity from an accredited graduate program
- At least 5 years of related ministry experience
- Previous experience in a CCRC or in working with the elderly
- Ordination by a mainline Christian denomination

Required Behavioral Competencies:

- High standard of integrity. Displays actions consistent with statements. Truthful; elicits trust and respect.
- Approachable and open to creative means of ministering in a dynamic atmosphere
- Practices compassion by demonstrating strong listening skills, patience and creativity
- Demonstrates persistence and dedication until desired results are achieved
- Strong sense of teamwork and cooperation; able to integrate personal work with that of the larger organization to achieve goals and meet objectives

Igmara Sanchez Prunier – Position Description

Legacy Hospice

Position: Bereavement Coordinator

Department: Administration

Reports to: Program Director

FLSA Status: Non exempt

Summary

The Bereavement Coordinator is responsible to plan, implement, and maintain a bereavement program to meet the needs of families/caregivers for thirteen (13) months following the death of the individual hospice patient.

Duties and Responsibilities (will include but not limited to)

- Coordinates the assessment and delivery of grief counseling needs and services (one-on-one, groups, and ongoing follow-up) to ensure timely and appropriate services are provided to families and/or caregivers.
- Follows Bereaved for thirteen (13) months during bereavement period in a manner that is meaningful to the clients served on a daily basis.

- Completes (or evaluates if completed by another qualified member of the IDG) an initial bereavement assessment within five (5) days of admission. Assessment includes documentation of findings, type of bereavement services to be offered and frequency of those services in the clinical record as needed with each new admission.
- Participates with the Interdisciplinary Group in development of the bereavement plan of care at the beginning of the patient's admission with ongoing participation including documentation of individualized plans and actions in the clinical record on an as needed basis but no less than every two weeks.
- Supervises the implementation of an individualized bereavement plan of care and bereavement and counseling, if desired by the patient/family, both before and after the patient's death on an as needed basis.
- Forms liaisons with other support services in the community and assures an appropriate level of bereavement support for each client on a daily basis.
- Conducts, or assists with community, education programs presenting information regarding the process of grief on daily or as needed basis.
- Provides bereavement support to hospice personnel coping with work related grief through one-to-one counseling, supervision of interns providing one-to-one counseling, and referral to community resources.
- Plans periodic memorial services to meet the needs of personnel, volunteers, and family members/caregivers.
- Must be available during normal work hours (unless previously approved by direct supervisor). Additional hours may be required to complete normal business functions and/or projects.
- Functions independently, but seek and accept guidance from other members of the interdisciplinary group, or from members of the community.
- Skilled at establishing/maintaining working relationships with key staff, marketing contacts, and clinical staff to ensure thorough understanding of Hospice services.
- Monitors and maintains documentation of clinical records to ensure compliance with regulatory standards of timeliness, accuracy, and completeness via electronic record so that problems, actions, and goals are accurately and clearly stated and changes are reflected as they occur.
- Fulfills the obligation of requested and/or accepted case assignments.
- Participates in all mandatory staff in-services, meeting, and/or education.
- Demonstrates familiarity with the policies of the Agency, rules and regulations of state and federal licensing agencies.
- Any other duties deemed appropriate within the scope of the role and in line with skills and experience.

Required Skills/Abilities

- Must be computer proficient in typing and various programs, including background in EMR.
- Excellent communication skills, including public speaking, both verbal and written.
- Experience in analyzing processes, improvement planning, supporting change, and effectively managing priorities in a fast-paced environment.
- Ability to work with others as an effective team builder and team player.
- Ability to work autonomously, take initiative, set priorities, organize work and make independent decisions.

- Be a self-starter with ability to work independently and in a team environment.

Education/Qualifications

- Bachelor’s and/or Master’s degree in Social work or equivalent theological degree, Psychology, Mental Health, counseling, Psychiatric Nursing, Pastoral Counseling or the documented equivalent in education, training or experience per state regulations.
- Minimum of one (1) year experience and/or education in grief or loss counseling.
- Previous experience in hospice and/or related healthcare setting is preferred.
- Must be a licensed driver with an automobile that is in accordance with state and organizational requirements and is in good working order.
- Possess and maintain CPR certification.
- Subject to criminal background check and drug screening.

Physical Requirements

| | |
|--|--------------------------------|
| Sit: | Frequently=34%-66% of the time |
| Stand: | Frequently=34%-66% of the time |
| Walk: | Frequently=34%-66% of the time |
| Bend/Stoop: | Occasionally=1-33% of the time |
| Squat: | Occasionally=1-33% of the time |
| Crawl: | Occasionally=1-33% of the time |
| Climb: | Occasionally=1-33% of the time |
| Reach above shoulder level: | Occasionally=1-33% of the time |
| Kneel: | Occasionally=1-33% of the time |
| Balance: | Occasionally=1-33% of the time |
| Lift, carry, push, pull-Maximum 10 lbs.: | Occasionally=1-33% of the time |
| Lift, carry, push, pull-Maximum 20 lbs.: | Occasionally=1-33% of the time |
| Lift, carry, push, pull-Maximum 50 lbs.: | Occasionally=1-33% of the time |
| Lift, carry, push, pull-Maximum over 50: | Occasionally=1-33% of the time |
| Must be able to see: | Continually=66-100 of the time |
| Must be able to hear: | Continually=66-100 of the time |
| Must be able to speak: | Continually=66-100 of the time |
| Must be able to use one hand: | Continually=66-100 of the time |
| Must be able to use both hands: | Continually=66-100 of the time |

Physical environment

| | |
|-----------------------------------|--------------------------------|
| Involves being inside: | Continually=66-100 of the time |
| Involves being outside: | Frequently=34%-66% of the time |
| Regular repetitive tasks: | Continually=66-100 of the time |
| Physical repetitive use of hands: | Continually=66-100 of the time |

Working Environment

- Occupational Risks: Significant portions (more than 50%) of daily assignments involve occupational risk, such as cuts, burns, exposure to toxic chemicals, injuries from falls or back injury sustained with assisting in moving, lifting, or positioning client/patients, equipment, or materials.
- Safety Equipment: Job may require the use of safety equipment, such as HEPA mask, for universal precautions.

- Bloodborne Pathogen Exposure: OSHA Category III – Routine, anticipated exposure. Work involves exposure to blood, body fluids, or tissue.
- Ergonomics Risk: Significant portions (more than 50%) of daily assignments involve ergonomic risk, such as regular repetitive tasks, forceful or prolonged exertions of the hands, vibration, cold temperatures, heavy lifting, pulling, pushing, or carrying of heavy objects, poor body mechanics, restrictive workstations, or awkward postures.
- Lifting: Job requires lifting up to 50 lbs.
- Climbing Stairs: Job requires the ability to walk up and down stairs on a regular basis.
- Manual Skills: Significant portions (more than 50%) of daily assignments involve application of manual skills requiring motor coordination in combination with finger dexterity, e.g. typing or machine operations.
- Physical Effort: Significant portions (more than 50%) of daily assignments involve prolonged standing, transporting client/patients, material or equipment, or lifting, moving, or carrying heavy (over 30 pounds) materials for intermittent periods throughout the day.
- Physical Environment: Significant portions (more than 50%) of daily assignments involve exposure to dirt, odors, noise, or much of work is performed with exposure to temperature/weather extremes. Working surfaces may be unlevelled, slippery, or unstable.
- Work Schedule: Work may require evening, night, holiday, weekend or On-Call assignments per On-Call Schedule.
- Volatility of Workload: The workload required to perform this job has frequent changes, but the changes are relatively minor.
- Travel: Significant portions (more than 75%) of daily assignments require travel to client/resident/patient locations, or other work sites, via car or public transportation.

OSHA Category Classification

Tasks that involve exposure to blood, body fluids, or tissues. This includes all procedures or job related tasks that involve inherent potential for mucous membrane or skin contact with blood, body fluids, or tissues, or potential spills or splashes of them.

The above statements are only meant to be a representative summary of the major duties and responsibilities performed by incumbents of this job. The incumbents may be requested to perform job related tasks other than those stated in this description.

Rachel Ann Sutphin – Personal Information Form

rachel97@vt.edu

Actively Seeking: Not Actively Seeking, but open to a call

Ecclesiastical Status: PC(USA) Candidate

Presbytery Membership: The Peaks

Candidacy Date: 8/19/2019

Formal Education:

- Master of Divinity, May 2021
Master of Arts in Practical Theology, May 2021
Specialization in pastoral care and pastoral theology
Columbia Theological Seminary – Decatur, GA
Columbia Scholar, GPA: 3.98
- Bachelor of Arts, Religion and Culture, May 2018
Minor: Judaic Studies
Bachelor of Science, Human Development, May 2018
Virginia Polytechnic Institute and State University - Blacksburg, VA
Honors College, Summa Cum Laude, Valedictorian GPA: 4.0

Continuing Education:

- Certificate in Understanding Grief and Trauma, Sierra Tucson July 2020

Training / Certification:

- Clinical Pastoral Education Training

Employment type: Full-time

Geographic choices: Unlimited

Leadership Competencies: Compassionate, Preaching and Worship Leadership, Lifelong Learner, Advisor, Culturally Proficient, Task Manager, Organizational Agility, Interpersonal Engagement, Bridge Builder, Flexibility

Languages: English

Clergy couple: No

Minimum effective salary: \$50,000 / Year

Housing: Open to Manse/Housing Allowance

Work experience:

- Student Minister, Trinity Presbyterian Church (176 members), Wayne, PA, June 2021- August 2021
- Pastoral Intern, Oglethorpe Presbyterian Church (around 300 members), Atlanta, GA, August 2020- May 2021
- Seminary Intern, Presbyterian Village (assisted-living center), Austell, GA, January 2020- May 2020
- Ministry Intern, Morningside Presbyterian, (400 active members), Atlanta, GA, August 2019- December 2019
- Chaplain Intern, Grady Memorial Hospital (Level I trauma center), Atlanta GA, January 2019- May 2019
- Christian Educator, St. Luke's Presbyterian Church (around 800 members), Atlanta, GA, August 2018- May 2019
- On-Site Camp Director, Camp Peaks, Lynchburg, VA, May 2019- July 2019
- Pulpit Supply, Presbytery of the Peaks, VA, January 2018- present

Service to church or denomination for the past 10 years:

- Moving Forward Implementation Special Committee, June 2020- present
- Presbyterian Peace Fellowship
- Activist Council, June 2019- present
- Gun Violence Prevention Committee, January 2022- present
- Administrative Committee, January 2021- January 2022
- Presbyterian Youth Triennium, Care Team, July 2019
- Moving Forward Implementation Commission, October 2018- June 2020
- Young Adult Advisory Delegate, 223rd General Assembly, Commissioned June 2018

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

During the summer of 2021, I accepted a student minister position with Trinity Presbyterian Church in Berwyn, PA. One of my tasks was creating a Vacation Bible School program that reflected the church's dedication to earth care. I strove to develop and implement a welcoming, engaging, faith- and community-building VBS program. The success we shared exceeded my expectations. Not only was the week of VBS popular with the children and volunteers, but it also fueled innovative ideas and actions to improve the future of the church's children's ministry.

At first, I was slightly daunted because I had a short timeline to create the program, train volunteers, and coordinate guest speakers. Yet, I quickly recognized in me a growing sense of joy. I developed the curriculum to elicit curiosity and excitement about Bible stories and how they apply to our lives. I forged partnerships with VBS volunteers, and together as a church, we established partnerships with the larger community.

Throughout the week of VBS, each child learned and experienced first-hand how our faith informs our interaction with nature. Success and fulfillment were apparent by the children sharing and retelling what they did and learned with their families, who then inquired about learning more about the church. On a personal level, I experienced success and fulfillment in connecting with each child individually and observing in them their recognition that everyone is a child of God and welcomed in the church.

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

I believe God is calling me to a congregation who understands that faith is an ongoing active choice to trust in God's will. Faith is not an endpoint we reach but a continuous journey. Growing in our faith takes time, patience, and dialogue. I feel called to walk alongside a congregation that is curious about increasing their Biblical literacy, exploring contemplative practices, and sharing in our journey together.

I believe God is calling me to a congregation who has hope in God's plan for them. Hope requires a vision based on an understanding of who we are and where we are going. That vision should be well known by the whole congregation and permeate into all aspects of church life, especially Christian Education, as hope is an intergenerational process. I feel called to serve a church that is willing to ask hard questions about their identity and future and bring these conversations into the classroom to teach people of all ages about the church's hope.

I believe God is calling me to a community that desires to love their neighbors better. As Matthew 25 reminds us, churches must be actively engaged in their community as God's hands and feet. Therefore, congregations are challenged to discern where and how they are to serve their communities, in word and deed, in a manner that values inherent human dignity and mutual forbearance. I feel called to walk alongside a congregation that prioritizes responding to injustice and is open to new ideas about their community engagement.

What areas of growth have you identified in yourself?

I have identified a need to grow in building a network of colleagues to collaborate with. Having recently graduated from seminary, I am very well connected with Columbia students who attended the seminary at the same time. However, I would like to also engage in conversations and ministry partnerships with colleagues who attended different seminaries and those serving places of worship from other denominations and faith traditions. Through networking, pastors are better equipped to serve their own churches with new ideas learned from the education and experiences of their colleagues. Additionally, pastors who are a part of a network of colleagues can better address the larger community's needs by knowing the resources and talents of each local place of worship. Developing these collegial relationships requires intentionally and prioritizing

time to reach out and connect. I will strive to grow in being a friend and resource for my colleagues and establishing supportive relationships by seeking out opportunities for collaboration and engaging in brave conversations.

Describe a time when you have led change.

As a seminary student, I served as the secretary of Columbia Theological Seminary's Student Government Association (SGA) and Executive Council. I ran for this position because I recognized how communication between the SGA and students could be improved. I also saw a need for reform in the SGA's polity to be more inclusive of all student's voices in meetings.

The previous SGA's communication system relied on information being spread by word of mouth. Naturally, this method was neither efficient nor reliable. I proposed that a centralized online format be used instead. This system was adopted, and now students can log on to an internal website to see the SGA's events, meeting minutes, and contact information. This change was highly successful in increasing both student awareness of SGA and student involvement in SGA.

In regard to polity, I led the review process of the SGA's constitution. The previous constitution required that meetings run with a strict interpretation of Robert's Rules, which created an exclusive environment for students unfamiliar with the process. Therefore, I introduced a new guiding principle, "Robert's Rules of Order with Grace." This policy change allowed all students to participate in the SGA meetings by providing education on Robert's Rules and grace when they made a mistake. Overall, this change led to increased group discussions, and students were better prepared for leading church meetings off-campus.

Rachel A. Sutphin – Statement of Faith

While all creation was made by and through God, only humans were created "in the image of God." As seen in the creation account of Genesis 1 and throughout the Bible, humans were created as an imitation of the Triune God's own relational being and were created for intimate communion with one another and with God. Therefore, the ultimate aim of human life is to mirror God's work of relationship building and sustaining as understood through Jesus, the perfect image of the incarnate God, and empowered by the Holy Spirit. The sacraments of baptism and the Lord's Supper illustrate and affirm this goal of intentional relationality, and the Holy Scriptures share noteworthy and enduring accounts of God's people seeking to be faithful in their relationships with God, self, and neighbors.

Jesus, the firstborn of creation, is a key to understanding how humans are to imitate the Triune God. Jesus lived in solidarity with the oppressed and welcomed those cast out from relationships with society. Furthermore, Jesus's death and resurrection revealed the endless and indestructible nature of relationships. Through life and death, Jesus demonstrated that being the image of God is to transcend the self to live in loving relationships with others. As such, we are invited to claim Jesus's model of relationality with creation by working towards restoration of all relationships and breaking down barriers to relationships.

We are not alone on this journey but we have an advocate, the Holy Spirit, who resides with and within us. The Holy Spirit connects us to God and one another as expressed and experienced in prayer, spiritual practices, and communal worship. Formed by the Spirit, the church is an external resource and community that connects humans together and with God by providing space to explore and live out faith. When living into its call, the church is one example of God's inclusive community seeking to live in right relationships in the

midst of sin, as sin is that which threatens or denies relationships. The church is called to join the work of the Holy Spirit in acts of radical inclusion, such as baptism and the Lord's Supper.

Baptism is a ritual signifying God's ever-present unmerited grace with all people. Baptism is also a challenge for the individual and the church to live into grace in community together as shown through acts of freely given goodwill. However, we acknowledge that we do this imperfectly and require a constant reminder of our need for community and our acceptance into community. Thus, the Lord's Supper is a sacrament open to all who wish to partake and serves as a reminder of Christ's invitation for us to live into God's holy community through compassion and service.

Living in the community of the Church, we are reminded that we are made in the image of God and are to follow in the footsteps of Jesus with the support of the Holy Spirit. Therefore, our primary vocation, as individuals and the church, is to work towards reconciliation with God and neighbor through participation in peaceful advocacy that prioritizes inherent human dignity and mutual forbearance in ecumenical and interfaith engagements. Through this work, we will experience unity with God and neighbor and serve as the hands and feet of God.

**2023 MINIMUM COMPENSATION CRITERIA FOR
THE PRESBYTERY OF THE JAMES**

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

- A. Scripture, in several places affirms that those who labor for the Gospel “deserve their wages” (*Luke 10:4-7; 1 Corinthians 9:14; 1 Timothy 5:17*).
- B. The Minister or Certified Christian Educator is a skilled person with great responsibility who studied and trained extensively to fulfill their calling, as required by the church.
- C. Principles of justice and fairness are to be honored and emphasized. The compensation should appear reasonable, just, and fair to the leaders of the congregation, to a majority of the members of the congregation, to the Minister or Certified Christian Educator, to their spouses and to the Presbytery.
- D. Remuneration for services rendered by the Minister or Certified Christian Educator should be in line with the income levels of the area in which their ministry takes place.
- E. Minimum compensation is established as a way of defining the minimum value of a full-time call, requiring no more than entry-level skills of a newly ordained Minister or Associate Minister, or a newly certified Christian Educator. Additional skills, education, experience, responsibilities, etc., should be used to factor in additional compensation.
- F. For the peace, unity, and effectiveness of the church, general acceptance of this principle is recommended as the Minister or Certified Christian Educator works to fulfill the mission of the church as defined in The Great Ends of the Church (*Book of Order 2019-2023 F-1.0304*).

II. THE MINIMUM REQUIRED ELEMENTS OF A CALL ARE:

A. Compensation

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

B. Benefits

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

C. Professional Expenses

- 1. Auto/travel Reimbursement
- 2. Continuing Education and Book Allowance

**2023 MINIMUM REQUIRED AMOUNTS OF A CALL FOR
MINISTERS OF THE WORD AND SACRAMENT AND CERTIFIED CHRISTIAN EDUCATORS**

The minimum full-time compensation (cash salary and housing) for 2023 is **\$49,920 a 4 % increase** compared with 2022.

A. Compensation

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

| | |
|-----------------|-----------------|
| Subtotal | \$49,920 |
|-----------------|-----------------|

B. Benefits

1. Dues:

| | |
|---|-----------------|
| Pension (12%) + Major Medical (25%) = 37% of Subtotal | \$18,470 |
|---|-----------------|
 2. Fifty percent of Self-Employment Tax (SECA), 7.65% of Subtotal **\$3,819**
 3. Vacation, four weeks
 4. Study Leave, two weeks
- | | |
|--|-----------------|
| Total Compensation and Benefits | \$72,209 |
|--|-----------------|

C. Professional Reimbursements

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

+++++

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

2023 TERMS OF CALL WORKSHEET FOR CHURCHES WITH FULL-TIME MINISTERS OF THE WORD AND SACRAMENT AND CERTIFIED CHRISTIAN EDUCATORS

A. Compensation

- 1. Cash Salary \$ _____
- 2. Housing, Utilities and Furnishings Allowance (ministers only) OR \$ _____
- 3.a. Utilities and Furnishings Allowance (ministers only) AND \$ _____
- b. Manse Rental Value, at least 30% of sum of 1 and 3a (ministers only) \$ _____
- Subtotal** (2023 Minimum: \$49,920) \$ _____

B. Benefits

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

C. Professional Expenses

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

| Terms of Call for Teaching Elders and Certified Educators in 2022 | | | | | | | | | | | | |
|---|------------|-----------------------|----------|-------------|---------|-----------|----|-----|-------|-------------|-------|---------|
| First Name | Last Name | Church | Position | Cash Salary | Housing | Sub-total | SS | BOP | Auto | Study Books | Other | Total |
| Liz | Hulme Adam | Tabor | P | | | | | | | | | |
| Aram | Bae | Charlottesville First | AP | 25,000 | 45,510 | 70,510 | Y | Y | | 1,000 | 2,000 | 73,510 |
| Walter | Canter | Blue Ridge | P | 22,000 | 26,000 | 48,000 | Y | Y | | 4,500 | | 52,500 |
| Wonho | Chang | Praise the Lord | P | 31,000 | 24,000 | 55,000 | Y | Y | 3,000 | 7,500 | | 65,500 |
| Gary | Charles | Cove | P | 55,530 | 35,000 | 90,530 | Y | Y | 3,800 | 750 | 6,800 | 101,880 |

| Terms of Call for Teaching Elders and Certified Educators in 2022 (continued) | | | | | | | | | | | | |
|---|----------------|----------------------|----------|-------------|---------|-----------|----|-----|-------|-------------|-------|---------|
| First Name | Last Name | Church | Position | Cash Salary | Housing | Sub-total | SS | BOP | Auto | Study Books | Other | Total |
| Lynne | Clements | Westminster C'ville | AP | 46,923 | 18,000 | 64,923 | Y | Y | 750 | 1,500 | 5,505 | 72,678 |
| Mary Kay | Collins | Richmond First | AP | 49,458 | 49,458 | 98,916 | Y | Y | 3,000 | 2,000 | | 103,916 |
| Alexander | Creager | Bon Air | P | 45,900 | 25,000 | 70,900 | Y | Y | 600 | 2,400 | 1,620 | 75,520 |
| Todd | Davidson | Sandston | P | 30,000 | 20,000 | 50,000 | Y | Y | 4,000 | 1,000 | | 55,000 |
| James | Dunkin | Brandermill | P | 84,019 | 31,200 | 115,219 | Y | Y | | 7,000 | | 122,219 |
| Alexander | Evans | Richmond 2nd | P | 71,872 | 42,316 | 114,188 | Y | Y | IRS | 5,500 | 8,659 | 128,347 |
| Katherine | Fiedler | Richmond 2nd | AP | 42,075 | 26,500 | 68,575 | Y | Y | IRS | 4,000 | 5,200 | 77,775 |
| Allen | Fisher | Fredericksburg | P | 87,094 | 41,468 | 128,562 | Y | Y | 4,450 | 2,500 | 3,500 | 139,012 |
| Barbara | Flynt | Brandermill | CE | 55,825 | | 55,825 | | Y | | 1,000 | | 56,825 |
| David | Forney | Charlottesville 1st | P | 88,409 | 49,000 | 137,409 | Y | Y | | 5,000 | 5,000 | 147,409 |
| Scott | Fouts | Hartwood | P | 41,744 | 33,830 | 75,574 | Y | Y | 2,000 | 1,000 | 1,448 | 80,022 |
| David | Frost | Swift Creek | P | | | | | | | | | |
| Sandra | Goehring | Louisa | P | 36,000 | 16,400 | 52,400 | Y | Y | 2,000 | 1,500 | | 55,900 |
| Thomas | Goodrich | Meadows | P | 60,657 | 34,308 | 94,965 | Y | Y | 500 | 1,000 | 7,365 | 103,830 |
| Kenneth | Henry | Westminster C'ville | P | 52,385 | 45,000 | 97,385 | Y | Y | 2,000 | 2,500 | 9,026 | 110,911 |
| Dan | Hrach | Summit | P | 62,340 | 50,000 | 112,340 | Y | Y | 3,000 | 1,200 | | 116,540 |
| Janet | James | Gayton Kirk | P | 40,047 | 24,780 | 64,827 | Y | Y | | 5,000 | | 69,827 |
| Mark | Jernigan | Overbrook | P | | | | | | | | | |
| Robert | Johnson | New Hanover | P | 30,833 | 56,738 | 87,571 | Y | Y | 500 | 500 | 500 | 89,071 |
| Hyung Joo | Kim | Lord Jesus Korean | P | 54,000 | 28,440 | 82,440 | Y | Y | 7,800 | 3,257 | 1,500 | 94,997 |
| James | King | Salisbury | P | 78,772 | 38,160 | 116,932 | Y | Y | 6,000 | | | 122,932 |
| Patrick | Lane | Mitchells | P | 24,250 | 24,250 | 48,500 | Y | Y | IRS | 1,000 | | 49,500 |
| Sandra | Libhart | South Hill | P | 30,030 | 18,500 | 48,530 | Y | Y | 2,000 | 1,000 | | 51,530 |
| Seth | Lovell | Olivet | AP | 52,023 | 30,000 | 82,023 | Y | Y | 4,000 | 2,500 | | 88,523 |
| Gordon | Mapes | Chester | P | 47,611 | 46,285 | 93,896 | Y | Y | 3,200 | 1,200 | 1,500 | 99,796 |
| Matthew | Messenger | Mechanicsville | P | 12,000 | 36,000 | 48,000 | Y | Y | 1,200 | 1,500 | | 50,700 |
| Joel | Morgan | Westminster Richmond | P | | | | | | | | | |
| James | Moseley | Campbell | P | 27,950 | 36,000 | 63,950 | Y | Y | 3,000 | 3,875 | | 70,825 |
| Johan | O'Connell | Byrd | P | | | | | | | | | |
| Dorothy | Piatt-Esguerra | Westminster C'ville | AP | 22,282 | 35,000 | 57,282 | Y | Y | 750 | 1,500 | 6,421 | 65,953 |
| Carla | Pratt Keyes | Ginter Park | P | 54,899 | 26,000 | 80,899 | Y | Y | 4,500 | | | 85,399 |
| Raymond | Roberts | River Road | P | | | | | | | | | |
| Sarah | Schutte | Milford | P | | | | | | | | | |
| Amy | Starr Redwine | Richmond First | P | 92,720 | 59,753 | 152,473 | Y | Y | 3,000 | 3,000 | | 158,473 |
| Stephen | Starzer | Fairfield | P | 54,564 | 34,368 | 88,932 | Y | Y | 5,736 | 2,532 | 2,748 | 99,948 |
| Laura | Sugg | South Plains | P | 37,000 | 30,000 | 67,000 | Y | Y | 1,000 | 1,500 | 2,960 | 72,460 |
| Joseph | Taber | Culpeper | P | 38,110 | 24,000 | 62,110 | Y | Y | 1,500 | 2,000 | | 65,610 |
| Nathan | Taylor | Salisbury | AP | 27,560 | 27,560 | 55,120 | Y | Y | 4,000 | | | 59,120 |
| Christopher | Tweel | Three Chopt | P | 32,982 | 30,982 | 63,964 | Y | Y | 1,500 | 3,500 | | 68,964 |
| Crystal | Varner Parker | Salisbury | AP | 26,780 | 26,780 | 53,560 | Y | Y | 4,000 | | | 57,560 |
| Michael | Weiglein | Meadows | AP | 33,500 | 30,000 | 63,500 | Y | Y | 500 | 1,000 | 100 | 65,100 |

All of the above reports include 50% of federal self-employment tax and dues for the Board of Pensions' major medical and pension plan.

Abbreviations: AP, Associate Pastor; DP, Designate Pastor; P, Pastor; RP, Residency Pastor; CE, Certified Christian Educator.

Ministers and Ruling Elders Serving in Temporary Pastoral Relations
2022 May

Abbreviations:

- CP1 Covenant Pastor I (maximum 6 month term; presbytery minimum compensation rules do not apply)
- CP2 Covenant Pastor II (maximum 12 month term, presbytery minimums apply)
- CoP Commissioned Pastor commissioned for pastoral service
- Int Interim Pastor
- PA Parish Associate

- SocSec Social Security allowance (usually one-half of the self-employment tax obligation)
- ConEd Continuing Education, Study Leave
- /wk per week
- /mo per month

| Name | Covenant | Church | Dates | Hours /wk | Salary /mo | Housing /mo | SocSec /mo | Medical, Pension /mo | Travel & Expenses /mo | Other | ConEd | Vacation |
|-------------------|----------|----------------------|-----------------------|-----------|-------------------------|-------------|------------|----------------------|-----------------------|-------------------|--------------|----------|
| Connette, Albert | CP1 | Providence Powhatan | 3/1/2022 - 8/31/2022 | 16 | | 2,200 | 168 | | IRS rate | | | 2 wks |
| Denton, Donald | CP1 | Rennie | 7/1/2021 - 12/31/2021 | 10 | 1,500 | | | | | | | 2 wks |
| Douglass, Eric | CP1 | New Hanover | 7/1/2021 - 12/31/2021 | 12 | 515 | | | | | | 1 wk | 2 wks |
| Einstein, Gay Lee | CP1 | Madison | 1/1/2022 - 6/30/2022 | ? | fixed amount per event | | | | Reimb | | | |
| Goodloe, James | CP1 | Mattoax & Pine Grove | 1/1/2022 - 6/30/2022 | 13 | | 1,425 | | | | | 1 wk | 2 wks |
| Grotz, John | CP1 | Kirk O'Cliff | 1/1/2021 - 6/30/2021 | 20 | 1,000 | 833.33 | 140.25 | 1,100 | 650 | | \$100 & 1 wk | 2 wk |
| Grussendorf, Mark | CP1 | Salem | 2/1/2022 - 7/31/2022 | 24 | 2,200 | | | | | 1 mo unpaid leave | 1 wk | 2 wks |
| Hale, Daniel | CP1 | Rivermont | 7/1/2022 - 12/31/2022 | ?? | 200/Sunday; 50/sess mtg | | | | | | | |

Presbytery of the James – 111th Stated Meeting – June 14, 2022 – Zoom

| Name | Covenant | Church | Dates | Hours /wk | Salary /mo | Housing /mo | SocSec /mo | Medical, Pension /mo | Travel & Expenses /mo | Other | ConEd | Vacation |
|----------------------|----------|------------------------|-------------------------|---------------|------------|-------------|------------|----------------------|-----------------------|-----------------------------------|--------------|----------|
| Kniseley, James | CP1 | King's Chapel | 1/1/2022 - 6/30/2022 | 20, for 3 wks | | 1,626 | 124 | | | | | |
| Kross, Edward | CP1 | Amphill | 2/1/2022 - 5/31/2022 | 15 | 2,100 | | | | | | 1 wk | 1 wk |
| Payne, Ulysses | CP1 | Westminster Petersburg | 12/28/2021 - 6/27/2022 | 20 | 500 | | | | | | | |
| Pi, Jaechul | CP1 | Burkeville | 3/1/2022 - 8/31/2022 | 40 | 200 | 1,575 | 166.39 | | 400 | 177.50 | 1 wk | 2 wks |
| Summers, Charles | CP1 | Southminster | 3/14/2022 - 9/13/2022 | 20 | 3000 | | 229.50 | | 83.33 | | | 2 wks |
| Wallace, Archibald | CP1 | Petersburg Second | 12/1/2021 - 5/31/2022 | up to 10 | 1,833.33 | | | | 200 | Reimbursement as experienced | | 2 wks |
| Awuah, Daniel Mensah | CP2 | Holy Trinity | 5/1/2022 - 4/30/2023 | 20 | 1,000 | 1,000 | 153 | | 150 | | 2 wks | 4 wks |
| Bielen, Mary | CP2 | Southminster | 2/1/2022 - 1/30/2023 | 20 | 2,000 | TBD | 153 | 740 | 83.33 | 83.33 | 2 wks | 4 wks |
| Butler, Jeff | CP2 | Woodlawn | 1/1/2022 - 12/31/2022 | 35 | 1,203 | 2,297 | 267.75 | 1,480.00 | 100 | | 2 wks | 3 wks? |
| Cherry, Ann | CP2 | Laurel | 7/1/2021 - 6/30/2022 | 40 | 2,916.66 | 2,500 | 50% | current % | 114 | 417 | 2 wks | 4 wks |
| Clark, Shady | CP2 | Eastminster | 1/1/2022 - 12/31/2022 | 20 | 2,100 | | | | | | 2 wks | 4 wks |
| Clark, Nancy | CP2 | St Andrews | 11/14/2021 - 11/13/2022 | 30 | 1,828 | 1,500 | 255 | | IRS | Professional Devel. \$208. | \$208, 2 wks | 4 wks |
| Coye, Thomas | CP2 | Milden | 11/1/2021 - 10/31/2022 | 10 | 999.94 | | 76.96 | | Yes | | 2 wks | 4 wks |
| English, Kerra | CP2 | Ashland | 8/1/2021 - 7/31/2022 | 25 | 1,143.75 | 2,075 | | 354 | IRS rate | | 2 wks | 4 wks |
| Hendricks, Shannon | CP2 | Fairfield | 9/1/2021 - 8/31/2022 | 18 | 2,750 | | 210 | | IRS rate | 1,250 and 403b match 1% of salary | 2 wks | 4 wks |
| Houghton, Aaron | CP2 | Forest Hill | 6/1/2022 - 12/31/2022 | 25 | 1,000 | 1,500 | 191 | 925 | 50 | Reimbursement 50 | 1 wks | 2 wks |

Presbytery of the James – 111th Stated Meeting – June 14, 2022 – Zoom

| Name | Cove- nant | Church | Dates | Hours /wk | Salary /mo | Housing /mo | SocSec /mo | Medical, Pension /mo | Travel & Expenses /mo | Other | ConEd | Vacation |
|---------------------------|---------------|---|---------------------------|--------------|---------------|-------------|---------------|----------------------------|--|---|--------------------|----------|
| Jackson, Katherine | CP2 | Bott Memorial | 1/1/2022 - 12/31/2022 | 25 | 2732.77 | 1,114.58 | 209.06 | 1,140.02 | Yes | Disability 39.42/mo | 1 wk | 3 wks |
| Jones, Michael | CP2 | Aberdour, Emporia First | 1/1/2022 - 12/31/2022 | 30 | 2000 | 2000306 | | 1480 | \$.585/mi | | 2 wks | 6 wks |
| Kaufman, Kelly | CP2 | Olivet | 1/15/2022 - 1/14/2023 | 20 | 2,268.17 | | 173.52 | | | | 2 wks | 4 wks |
| Kissel-Ito, Cindy | CP2 | Providence Forge | 2/14/2022 - 8/28/2022 | 20 | 1,667.20 | 416.80 | 159.43 | | 170 | | 83/mo; 20 hrs | 40 hrs |
| Legro, Janet | CP2 | Richmond First | 9/1/2020 - 8/31/2021 | 20-25 | 2,083.33 | 2,083.33 | | 500 | 208.33 | | 2 wks | 4 wks |
| Mensah Awuah, Daniel | CP2 | Holy Trinity | 5/1/2022- 4/30/2023 | 20 | 1,000 | 1,000 | | | | | 2 wks | 4 wks |
| Muraya, Humphrey | CP2 | All Nations Presbyterian Fellowship | 7/1/2019 - 6/30/2020 | 24 | 1,284 | 1,000 | 159 | BOP Evangelist Grant | 40 | | 2 wks | 4 wks |
| Newbern-Williams, Mary | CP2 | First United | 9/1/2021 - 8/31/2022 | 30 | 1,562.50 | 1,562.50 | 239 | 650 | 83.33 | | 166.66 & 2 wks | 4 wks |
| Philips, Charles | CP2 | Rosewood | 4/1/2020 - 3/31/2021 | 10-12 | 1,500 | | | | Yes | | | 4 wks |
| Shaner, Sandra | CP2 | Fairfield | 9/1/2021 - 8/31/2022 | 18 | 2,750 | | 210 | | IRS rate | 1,250 and 403(b) match of 1% of salary | 2 wks | 4 wks |
| Stanley, Karen | CP2 | Brett-Reed | 1/1/2022 - 12/31/2022 | 20 | 1,941.67 | | 148.54 | 233 | | | 2 wks | 4 wks |
| Starr Redwine, Derek | CP2 | Richmond First | 5/1/2022 - 4/30/2023 | 35 | 6,167 | | 412 | 814 | Travel plus up to \$150 for other expenses | | \$83/mo & 2 wks | 4 wks |
| Sutphin, Rachel | CP2 | Charlottesville First | 6/6/2022 - 6/5/2023 | 40 | 4,167 | | 319 | 1,542 | | 1,720/yr | 1,000/yr | |
| Sydnor IV, Calvin | CP2 | Grace Covenant | 12/1/2021 - 11/30/2022 | 22.5 | 1,541.78 | 1,541.78 | 235.88 | 308.33 | 62.50 | Reimb 62.50/mo | 2 wks | 4 wks |

Presbytery of the James – 111th Stated Meeting – June 14, 2022 – Zoom

| Name | Covenant | Church | Dates | Hours /wk | Salary /mo | Housing /mo | SocSec /mo | Medical, Pension /mo | Travel & Expenses /mo | Other | ConEd | Vacation |
|--------------------|----------|-----------------------|-------------------------|-------------|------------|--------------------|------------|----------------------|--------------------------|--------------------|-------------------------|----------|
| Sydnor, Joanna | CP2 | Grace Covenant | 12/1/2021 - 11/30/2022 | 22.5 | 1,541.78 | 1,541.78 | 235.88 | 308.33 | 62.50 | Reimb 62.50 | 2 wks | 4 wks |
| Todd, Katherine | CP2 | Tappahannock | 8/10/2021 - 8/9/2022 | 35 | 1,916.67 | 1,916.67 | 293.25 | 1,418.33 | 166.67 | 83.33 | | |
| Turner, John | CP2 | St James | 7/1/2021 - 6/30/2022 | 7.5 | 283 | 844 | | | Yes | | 2 wks | 6 wks |
| Bagwell, Charles | CoP | Brandermill | 2/8/2022 - 2/7/2023 | undefined | | | | | | | | |
| Daniel, Marvin | CoP | Richmond Second | 10/1/2021 - 9/30/2022 | 8-10 | | | | | | | | |
| Fox, Peggy | CoP | Woodville | 11/21/2020 - 11/20/2021 | 15 | 250/wk | | | | | | | |
| McRaven, Charles | CoP | Waddell | 1/1/2022 - 12/31/2022 | 20 | 2,800 | | | | 125 | | 2 wks | 4 wks |
| Seay, William | CoP | Genito | 10/1/2021 - 9/30/2022 | 20 | 1,979.17 | 350 | | 221.25 | 125 | | 41.67 & 2 wks | 4 wks |
| Banbury, Rosalind | Int | Bethlehem | 3/1/2022 - 8/31/2022 | 20 | 3,112 | | | | \$.58/mi, up to \$140/mo | | up to \$2,000; 2 wks/yr | 4 wks/yr |
| Foster, Kerry | Int | Amelia | 7/1/2021 - 6/30/2022 | 30 | 1,412.50 | 1,750 | 262.57 | 14,121.86 | 170 | | 1,773; 2 wks/yr | 4 wks |
| Keyes, Brint Pratt | Int | Tuckahoe | 3/1/2022 - 2/28/2023 | 40 | 6,250 | | 478.17 | 2,344 | 208.33 | | 1,500; 2 wks | 4 wks |
| Parton, Jewell-Ann | Int | Rockfish | 1/1/2022 - 12/31/2022 | 40 | 5,833.33 | Included in Salary | 465.38 | | 300 | | 83.33/mo & 2 wks | 4 wks |
| Abel, Michelle | Int | Fredericksburg | 12/12/2021 - 6/14/2022 | 12-15 | 117 | 1,583 | 130.05 | | IRS | | 800/yr; 2 wks | 4 wks |
| Rayle, Kelly-Ann | Int | River Road | 1/24/2022 - 1/23/2022 | 40 | 2,116.66 | 2,500 | 385.05 | 6,045 | 416.67 | Phone \$50/month | 2,000 & 2 wks | 4 wks |
| Thomson, Judith | | Living Water Lutheran | 1/1/2021 - 12/31/2021 | ?? | 100/wk | | | | | 150 to 200/service | | |
| Andrews, Louie | PA | Olivet | 1/15/2022 - 1/14/2023 | unspecified | | 1,307.50 | 100.02 | | | | | |

Presbytery of the James – 111th Stated Meeting – June 14, 2022 – Zoom

| Name | Cove- nant | Church | Dates | Hours /wk | Salary /mo | Housing /mo | SocSec /mo | Medical, Pension /mo | Travel & Expenses /mo | Other | ConEd | Vacation |
|------------------|---------------|--------------------------------|----------------------------|-----------------|---------------|-------------|---------------|-------------------------|-----------------------------|-------------------------------------|---------------------|----------|
| Brawley, Diana | PA | Westminster Charlottesville | 1/1/2018 - 12/31/2018 | | | | | | | | | |
| Breitenberg, Hal | PA | Tuckahoe | 1/1/2022 - 12/31/2022 | | | | | | | | | |
| Curran, Keith | PA | Fairfield | 11/1/2021 - 10/31/2022 | | | | | | | | | |
| Dealtrey, Dale | PA | Olivet | 1/15/2022 - 1/14/2023 | unspecif ied | | 693.33 | 53.06 | | | | | |
| Garth, David K | PA | Westminster Charlottesville | 1/1/2018 - 12/31/2018 | | | | | | | | | |
| Nave, Dwight F | PA | Covenant | 11/28/2021 - 11/27/2022 | 40 | 2,684 | 2,333 | 384 | 502 | 250 | Med Reimb 333.33/mo | 1,500/yr & 2 wks | 4 wks |
| Ramsey, Mark | PA | Richmond First | 2/1/2021 - 12/31/2021 | | | | | | | | | |
| Reveley, Nelson | PA | Grace Covenant | 4/1/2022 - 3/31/2023 | | | | | | | \$500/mo to mission of choice | | |
| Summerlin, Nancy | PA | River Road | 8/8/2021 - 8/7/2022 | 15-19 | 25/hr | | | | IRS rate | | | |

Member-at-Large Reports for 2021

| First Name | Last Name | Effective Date | Rec'd |
|-------------------|------------------|-----------------------|--------------|
| Susan | Atkinson | 2021 | Yes |
| Nicole | Ball | 2019 | Yes |
| Shelly | Barrick Parsons | 2021 | Yes |
| David | Barry | 2013 | |
| Joel | Blunk | 2021 | |
| Elaine | Bowen Fowler | 2017 | Yes |
| Fernando | Cascante | 2011 | |
| Esther | Choi | 2018 | |
| Joshua Hyung Koo | Choi | 2009 | Yes |
| Michael | Clang | 2021 | Yes |
| Jess | Cook | 2021 | |
| Jeff | Eason | 2021 | Yes |
| Elizabeth | Forney | 2021 | |
| Michelle | Freeman Owens | 2020 | Yes |
| Thomas | Launius | 2020 | |
| Andrew M | Meyers | 2013 | |
| Thomas | Nichols | 2016 | |
| Brint | Pratt Keyes | 2020 | Yes |
| Franklin | Reding | 2013 | Yes |
| Nelson | Reveley | 2019 | |
| Chad | Rhodes | 2020 | Yes |
| Samuel | Shields | 2021 | Yes |
| Susan | Steinberg | 2021 | Yes |
| Mark | Valeri | 2014 | Yes |
| John | Vest | 2019 | |
| Brenda | Walker | 2018 | Yes |
| Mary Jane | Winter | 2015 | Yes |

Validated Specialized Ministry Reports for 2021

| First Name | Last Name | Approved | Position | Rec'd |
|----------------|-----------------|----------|---|-------|
| Samuel | Adams | 2009 | Faculty, Union Pres. Seminary | |
| Joshua | Andrzejewski | 2011 | Chaplain, VCU Health Systems | Yes |
| Victoria | Bethel | 2021 | Assoc Pastor for Hospitality, Richmond Hill | Yes |
| Brian | Blount | 2009 | Pres., Union Presbyterian Seminary | Yes |
| Diana | Brawley | 2010 | Counselor, Ctrl.VA Pastoral Counseling | Yes |
| E. Harold | Breitenberg | 2008 | Faculty, Randolph-Macon College | Yes |
| Erin | Burt | 2021 | Staff, Union Pres. Seminary | Yes |
| Kendall | Cooke | 2018 | Chaplain, Hospice of the Piedmont | Yes |
| Donald | Denton | 1985 | Pastoral Counselor, VIPCare | Yes |
| Colleen | Earp | 2021 | Staff, Massannetta Springs | Yes |
| Frances Taylor | Gench | 2020 | Faculty, Union Pres. Seminary | |
| Richard | Haney | 2014 | Executive Director, Frontier Fellowship | Yes |
| Inock | Kim | 2008 | Faculty, School of Theology, South Korea | Yes |
| Timothy | Kim | 2018 | Military Chaplain | |
| Yung-Suk | Kim | 2006 | Assoc. Prof., VUU School of Theology | Yes |
| Cindy | Kissel-Ito | 2009 | Dir., Extended Campus/Ed. Initiative, UPSem | Yes |
| Kathryn | Korbon | 1995 | Counselor, Careworks | Yes |
| Clay | Macaulay | 2016 | Staff: UPSem | Yes |
| Gina | Maio | 2020 | Staff: Nayar Healthcare and Hospice | Yes |
| Donald | Marsden | 2008 | Assoc. Dir. - Frontier Fellowship | Yes |
| Lynn | McClintock | 2021 | Staff, Westminster Canterbury Richmond | Yes |
| Ashley Diaz | Mejias | 2020 | Co-Pastor, Voices of Jubilee | Yes |
| Lauren | Ramseur | 2020 | Co-Pastor, Voices of Jubilee | Yes |
| Mairi | Renwick | 2015 | Staff: UPSem | Yes |
| Igmara | Sanchez Prunier | 2010 | Chaplain, AseraCare Hospice | Yes |
| Robert | Shenk | 2011 | Chaplain, Bon Secours | Yes |
| Keli | Shiple-Cooper | 2021 | Minister for Faith Formation, St Paul's Church | Yes |
| Stanley | Skreslet | 1999 | Faculty, Union Pres. Seminary | Yes |
| James | Taneti | 2018 | Director of the Global Mission Center for Christian Education UPSem | Yes |
| Brett | Underdown | 2019 | Chaplain US Navy | Yes |

Certified Christian Educator Reports for 2021

| First | Last | Position | Rec'd |
|---------|-------|------------------|-------|
| Barbara | Flynt | DCE, Brandermill | |

Report of the Committee on Preparation for Ministry

PRESBYTERY OF THE JAMES

May 19, 2022

Meetings in February, March, and April 2022

I. The committee reports the following for information:

- A. Of the 15 persons under care on May 19, 2022, 9 are inquirers, and 6 are candidates. Of the candidates, 3 are ready to be examined for ordination pending a call.

II. The committee reports the following actions:

- A. Interviewed and enrolled as inquirers: Addison Schmitt (Westminster Richmond), Joshua Andrzejewski, liaison; Natasha Taylor (Salisbury), Brittany Harvey, liaison.
- B. Approved on the basis of an annual consultation the continuation in the preparation process: Robbie D'Orazio (Swift Creek); Jay Morgan (Richmond Second).
- C. Approved the request of Candidate Noel Rathbun (Ginter Park) to withdraw from the process of preparation.
- D. Conducted a final assessment of Candidate Jay Morgan (Richmond Second) and certified him ready to be examined for ordination, pending a call.

III. The committee makes the following recommendations in the Consent Agenda:

- A. That presbytery examine Inquirer Robbie D'Orazio (Swift Creek) 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.

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

Leadership Connections Team

The Leadership Connections 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, your dreams and most importantly by your participation. We work with nine ministries.

1. 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 of 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.

2. Collegiate Ministry supports campus ministry at University of Mary Washington, University of Virginia, Virginia Commonwealth University, Virginia State University and University of Richmond.
3. Community of Ministry and Worship assists pastors who have been ordained less than seven years to strengthen their ministries. This is a cooperative venture with the Presbytery of Eastern Virginia. There are eight to twelve people in a cohort meeting to share their ministry joys and frustrations as well as aspects of continuing education.
4. Older Adult Ministry works with the national Presbyterian Older Adult Ministry to inform older adults on a variety of topics. In the past they have sponsored programs on reconciliation, after-life issues, living wills and even sponsored a program on folk dancing.
5. Presbyterian Women is part of the national Presbyterian Women ministry strengthening the mission of the church.
6. The Resource Center is an ecumenical endeavor of which the churches of the presbytery participate. Resources are available for loan.
7. 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. Too often the small church is invisible to the larger churches of the presbytery and this ministry strives to make the small church visible to all of us.
8. Stewardship has in the past brought programs that not only benefitted the leadership of the church, but congregations as a whole. The goal has been to help us all to become generous givers of our time, talents and resources.
9. Youth Council develops youth leadership through a variety of programs including participation in the national Presbyterian Youth Triennium.

I'd like to highlight the report of the Resource Center and Community of Worship.

George Whipple
Moderator, Leadership Connections Team

Greetings, Friends, from The Resource Center!

We are your resource connection, working in partnership with local theological schools and their libraries, as well as judicatories, local congregations, and affiliated organizations. Nearly 16,000 volumes await your exploration: a wide variety of curricula for all ages, books on Christian education, spiritual formation, and related topics in theology, media resources, art, artifacts, and so much more! Check out our newly updated searchable online catalog to explore the possibilities: www.resourcingchurches.com (there's a link at the bottom of the main page).

Whether your congregation is meeting in person or hybrid, the experience of COVID has caused congregations to rethink faith formation activities and retool. **The Resource Center can help!** We provide a session of free consultation for Presbytery of the James member congregations to help explore options and plan strategic next steps. And **we are still accepting email requests** (info@resourcingchurches.com) to borrow resources! We will even mail or deliver them (contactless if you prefer) in a day or two. If you're not sure what you need, send a note with contact information and we'll call you to help! We are here to be of service to congregations!

A Story about The Resource Center – Helping Congregations Adjust to COVID Swings

Just when some congregations are beginning their reentry to in-person worship, Sunday school, VBS, etc., a new COVID variant seems to change the script once more. Faced with difficult decisions, and needing to pivot quickly 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!

Community of Ministry and Worship

The fourth cohort of the Community of Ministry and Worship closed their experience with a retreat in May. In March, we discussed family systems theory dynamics in the church and leadership during a crisis. Alex Evans shared his insights as the pastor of Blacksburg Presbyterian Church and the chaplain for the police department during the tragic shooting on Virginia Tech's campus in April of 2007. In April, we discussed the complexities of recruiting, encouraging, and working with volunteers, and different resources for liturgy that are powerful and poetic. We give thanks for the gifts, time, and energy of this cohort:

- PEVA members: Brian Harroff, Catherine Monroe, and Pam Hrcir
- POJ members: Ashley Mejias, Crystal Varner Parker, Joseph Taber, Nancy Coleman, Nathan Taylor, and Patrick Lane

We look forward to welcoming the next cohort for their experience: August 2022 through May 2023. If you know of a pastor who is in their first ten years of ordained ministry, we welcome the opportunity for them to consider this invitation to learn and laugh together. *Please contact us by June 30 with the name and contact information of a pastor you'd like us to invite to join the next cohort.*

With Gratitude,

Gary Charles & Kate Fiedler, co-facilitators of the Community of Ministry and Worship

Mission and Service Team Report

The Mission and Service team reports a number of updates as it seeks to offer ministries that enable the congregations in the Presbytery of the James to reach beyond themselves to serve God in the world. The full list of ministries and how you might connect with them can be found on the [presbytery's website](#). Several ministries have reports to share.

Hunger Ministry

“When did we see you hungry?” Matthew 25 calls on all of us to see those who are hungry and to respond. How is your church joining with others to respond?

In the Presbytery of the James your financial contributions through the Five Cents a Meal offering, other hunger offering, or through a designated contribution to the presbytery, enable many to eat and to have the resources to build a better life. The majority of grants from the hunger ministry are made within this presbytery from the western edge in Nelson County to the eastern edge on the Northern Neck and every place in the middle.

In addition, grants are made to international Presbyterian partners that have close connections to this presbytery, such as ones in Haiti, Guatemala, Mexico, and Congo. Grants also help farmers worldwide to learn the best agricultural methods and grants provide additional support to the Presbyterian Hunger Program that reaches many more through their efforts to address the root causes of hunger and provide education, advocacy, and training.

If your congregation's contribution to the presbytery's hunger ministry has waned, please revive it. We can distribute only the funds we have received. Help us have more to give!

Want to learn more? Consider joining this ministry! Contact the [presbytery office](#).

Kathleen Murphy and Mary Jane Winter, co-moderators

World Mission Ministry

A webinar, “The New Face of Mission,” is being offered August 24, at 7:30 p.m. by our Presbyterian mission partner in Guatemala (CEDEPCA). **Hunter Farrell**, former director of World Mission for the Presbyterian Church (USA), will lead the discussion on how congregations can re-think mission in today's interconnected world. Find new insights and inspiration for your church and its mission outreach. [Put the date on your calendar](#) and watch for more information.

International Peacemaker from the Presbyterian Church (U.S.A.) who is working with refugees is coming to the Presbytery of the James [October 4-10](#). The visit of Efi Latsoudi from Greece provides an excellent opportunity for congregations to hear directly from one of our partners in this important ministry. It is certainly a timely issue. Please contact Deborah Houghton (debho@comcast.net) if your congregation is interested in connecting with our peacemaker during the days she is here.

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. Cindy is like many who have had to

work virtually during this pandemic, which continues in Haiti as in many parts of the world. Fortunately Cindy can continue her ministry even if she is not there in person. She is coordinating with FONDAMA to assist relief efforts in Haiti and to support the rural initiatives of growing food and training farmers. In addition, she is available to us.

Invite Cindy to your church. She can travel. She is eager to meet with you, 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. Learn from her. Pray for her and for the people of Haiti.

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 life is in peril will be forgotten. She is greatly needed!

Send checks for Cindy's support to the Presbytery of the James where they are collected and routed to Cindy's account in World Mission.

Helen Salita, our **Young Adult Volunteer**, is having an exceptional year in Dundee, Scotland. She is serving in a ministry of the Church of Scotland to the marginalized. She returns in July.

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. More information is available online:

<https://www.presbyterianmission.org/ministries/yav/>

The president of the **Evangelical Theological Seminary in Cairo** Dr. Hani Hanna, spoke earlier to interested people in the Presbytery of the James. If you did not hear him, you can listen to his presentation and discussion at <https://www.presbyteryofthejames.com/ministries/world-mission/>

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

Mary Jane Winter, moderator

Self-Development of People

The Self-Development of People (SDOP) ministry has continued to focus on outreach to POJ churches, non-denominational churches, community organizations, non-profits, and community leaders to form partnerships and introduce the SDOP ministry.

The National Office of SDOP continues to provide training and recently focused on the many opportunities and challenges we will face resulting from the war in Ukraine. The National Office of SDOP will assist the local committee upon request.

The presbytery's SDOP ministry recently met with the 2021 funded grant, **Community Empowerment for Energy Wellness & Conservation**, and discussed with the grantees the project, their targeted communities, and their goals for assisting the communities in Petersburg, Virginia, who will benefit from the resources through the grant. The meeting was conducted at Westminster Presbyterian Church with pastor Ulysses Payne.

The local SDOP committee provided a workshop and power point to the Outreach Committee at Tuckahoe Presbyterian Church in March and was introduced to the non-profit, Boaz and Ruth.

The introduction to Boaz and Ruth resulted in a presentation to the SDOP Committee and the anticipation of a new partnership to serve Richmond communities, churches and other groups. These introductions will provide new opportunities to expand the SDOP Ministry in Richmond and the surrounding area.

The SDOP Committee has received funding for 2022 from the One Great Hour of Sharing Offering. The Presbytery of the James' [website](#) contains information for both presbytery and denominational grant support. The national level grant application can be completed and submitted at any time during the year and also, in combination with the local mid-council or presbytery level grants.

The presbytery office can assist any group or church with information as needed to apply for and fund a grant.

Lamar Lockhart, moderator

Camp Hanover, Inc.

Report to the Presbytery of the James – June 2022

Rejoice in the Lord always; again I will say Rejoice! Philippians 4:4

There is much rejoicing at Camp Hanover and God is worthy to be praised! After two years of unusual times, Camp Hanover will mark 65 years of ministry in 2022 and we couldn't be more excited to invite you to celebrate with us!

We are now in a precious time, as we renew our purpose and look to the future. In October 2021, the Board of Directors adopted a new strategic plan for Camp Hanover, which builds on Camp's legacy of ministry: small-group driven, nature-based and rooted in faith. We're so pleased to share how God is working in our midst as we focus on this ministry and begin to write the next chapters of the Camp Hanover story.

The strategic plan includes a bold new vision and mission for Camp Hanover, which the Board of Directors adopted in February 2022:

Our Mission: *to create inclusive community, inspire each other to live in God's love, and equip all people to live out God's call.*

Our Vision: *a world where all people know God's love and embrace beloved community.*

We look forward to sharing more about the mission and vision with you during the June POJ meeting.

The strategic plan also outlines four key areas for the next five years:

1. *We will create year-round opportunities guided by our foundation and beliefs for people to experience "the power of camp" beyond summer camp.*
2. *We will be a good neighbor and partner with others in our broader geographic community. We will actively seek relationships with schools and organizations who are not connected with faith communities. And, we will use our passion for the environment to connect with the broader community.*
3. *A week at camp is a powerful experience for all those who are a part of it. We will make sure as many people as possible can take part in it.*

4. *We will make sure we are using our assets (human and physical) in ways that support our strategic direction.*

The staff and Board of Directors committed to implementing this ambitious plan over the next five years, and we have already begun to see the fruits of our actions. Since adopting the plan we have:

Focus area 1:

- Scheduled preaching engagements & church visits within the POJ
- Developed a Camp Hanover Ambassadors Program to launch within POJ/PC(USA) congregations

Focus area 2:

- Launched the Camp Hanover After School Explorers (CHASE) Program, which serves families of Hanover County Schools with after school enrichment and environmental stewardship and education
- Expanded and hosted the Camp Tomato Program with Hanover County Schools and initiated conversations with Caroline County Public Schools to provide environmental stewardship and education opportunities for their students
- Engaged an Environmental Education Intern from Randolph Macon College in January 2022
- Successfully applied for and secured a Cooperative Extension Grant to gain support of a Master Gardener at Camp Hanover

Focus area 3:

- Engaged with organizations including Comfort Zone Camp, Royal Family Kids, and Assisting Families of Inmates to explore how to bring “camp” to more children and youth
- Explored upgraded coffee and tea service at Camp Hanover to provide excellent and memorable hospitality to all who engage with camp
- Enhanced the seating around campfires at each campsite to be more comfortable and accommodating for retreat guests and campers

Focus Area 4:

- Replaced beds in longhouses
- Refurbished the beach volley ball court
- Began a process of grading camp roads and applying fresh gravel
- Initiated renovations of Wise Cabins 2 & 3
- Upgraded our fundraising data management tools, added a corporate matching search tool to the Camp Hanover website and completed a wealth analysis to identify prospective donors
- Hired Laura Haney as a full-time Associate Director of Environmental Ministry
- Hired Jeff Arnott as a full-time Associate Director of Operations
- Hired Kelley Hope as a part-time Communication Specialist for Camp Hanover
- Launched a comprehensive compensation study to ensure current and future staff are paid a competitive and fair living wage

If this plan is successful, 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 fulfilling of the Beloved Community: a community in which everyone is valued and cared for, free from poverty, hunger and hate.

In addition to our strategic plan, the Board of Directors initiated a goal-planning process to ensure we continue to move forward as a non-profit organization. Three primary objectives for the Board during the next 12 months include:

- Mature into a Non-Profit Board of Directors, establishing all non-profit policies, practices and procedures required
- Provide resources required to effectively implement our strategic plan by evaluating staff resources and long-term funding required for success
- Deepen relationships with PC(USA) congregations in Virginia by engaging with congregations to increase participation in camp programs and mission giving

We would like to invite you to celebrate 65 years of outdoor ministry in the Presbytery of the James. Join us in the journey to sustain this place apart for many years to come. Some ways you can connect with and be an active part of Camp Hanover ministry include:

- **Invite us to Share Camp Hanover with Your Congregation:** We want more people to experience the power of Camp. Our Executive Director and our Board of Directors have set goals to visit and share Camp with our ministry partners in the POJ and its congregations. We would love an opportunity to meet with your mission committee, Session, provide a guest speaker for church events or Pulpit Supply.
- **Camp Hanover Ambassadors:** Identify those in your congregation with a love of Camp Hanover or camping ministry who can serve as an ambassador for Camp and its ministries within your congregation. A Board member will be contacting you soon to share more about this program.
- **Register for Summer Camp 2022:** It's not too late! We have openings in both overnight and day camp programs this summer. Registration continues throughout the summer as space is available.
- **Help find Summer 2022 Staff:** The labor shortage being experienced across our nation has impacted summer camps too. We still have various staffing needs throughout the summer and ask that you recommend Camp Hanover to those who desire to make a difference in a child's life this summer.
- **Join Us for Homecoming Weekend – September 2 through 5:** Any and all who have a connection to Camp Hanover are invited to Homecoming Weekend. Join us and celebrate 65 years of Camp ministry. Register at camphanover.org/homecoming-2022.

- **Participate in Camp Hanover Retreats:** Camp Hanover offers a number of pre-planned retreats including Middle School, High School, Confirmation, Women’s and Men’s retreats. Plan to bring a group from your congregation to experience Camp together.
- **Camp is open for day events, retreats and small group ministry.** Plan time to gather together to experience God’s creation at Camp Hanover. We’re taking reservations for fall and winter retreats now!
- **Help Celebrate Camp Hanover’s Birthday with a Gift!** The annual GREAT CAMP GIVE fundraiser will reflect on 65 years of ministry and will be held at the end of September. This single day fundraiser supports the day-to-day operation of the Camp and has quickly become a highlight of the Camp Hanover year as campers, alumni, parents, staff and more share stories of how Camp has impacted and transformed their lives.

We continue to appreciate the love and support the Presbytery of the James and its congregations provide to Camp Hanover. May you all find joy in the celebration of 65 years of ministry together.



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