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Spring 2023

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

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

Member/Employer Services: 800-773-7752, M-F 8:30 am to 6:00 pm ET

A Season of Rebuilding

At the Board of Pensions, we are committed to assessing and restructuring the Benefits Plan of the Presbyterian Church (U.S.A.) to meet the needs of a changing Church and to serve the most people possible. The Board has entered a season of rebuilding in which our goal is to make necessary changes to provide great flexibility and cost control for congregations as they care for the well-being of their pastoral leadership. Our vision is for all ministers ordained in the PC(USA) to be plan members. [Read more.](#)

Other important information:

- **The Assistance Program:** As part of our commitment to mutual care and wholeness, the Board of Pensions has once again expanded access to the Assistance Program to serve more ministers, employees, retirees, and surviving spouses who have financial need. The latest Assistance Program expansion includes broadened eligibility, increased grant amounts, and two new grants. [Read more.](#)
- **Directors grant experience apportionment:** The Board of Directors granted a 4.2 percent experience apportionment for the Defined Benefit Pension plan. Effective July 1, 2023, this apportionment will result in an increase in retirement and survivor pensions benefits for pension plan members and survivors as well as an increase in the pension credits accrued as of December 31, 2022, for active and vested terminated members of the pension plan. [Read more.](#)
- **Diversity, Equity, and Inclusion:** The Board is taking tangible, intentional steps to ensure a workplace culture that inspires a sense of belonging. We actively engage throughout the Church to ensure access to benefits plans and programs that provide wholeness. [Read more.](#)
- **Retirement Savings Plan of the Presbyterian Church (U.S.A.):** This 403(b)(9) plan helps participants build savings and achieve long-term retirement goals. This plan offers both tax-deferred and Roth after-tax contribution features. No hourly work requirement for employees. [Read more.](#)



Report of the Stated Clerk Presbytery of the James June 20, 2023

I. Communications

- A. Readers of the presbytery minutes for the stated meeting on February 18, 2023 and the called meeting on April 20, 2023 have approved those respective minutes. The stated clerk will recruit commissioners present today from Regions C and D to read and approve the minutes of this meeting.
- B. The new PCUSA Church Leadership Connection website is now up and running. PIFs are now PDPs—Personal Discernment Profile, and MIFs are now MDPs--Ministry Discernment Profiles.

II. Commission Reports:

- A. The commission of the Presbytery of the James, formed to commission Ruling Elder Scott Jackson as commissioned pastor for Hawkins Memorial Church in Ford, Virginia met at Hawkins Church on February 26, 2023 at 11:00 a.m. The commission consisted of the following members, a quorum of whom was present:

- Ministers: Archibald Wallace (MAL), Sermon
Katherine Jackson (Bott Memorial)
Leigh Anne Ring (POJ), Moderate, Constitutional Questions
Ashley Diaz Mejias (Voices of Jubilee)
- Ruling Elders: Cipriano Gomez (Bott Memorial)
Johnny Neville (Hawkins Memorial)
Sarah M. Smith (Chester), Charge the Commissioned Pastor
Doris Hawkins (Ogden)
- Guests: Ruling Elder Jeffrey A. Fraley (Shenandoah Presbytery), Charge the
Congregation
F. Edward Pearson II (United Methodist, Virginia Conference, Lay Servant
Minister)

Pursuant to the assignment of presbytery and the provisions of W-4.04 of the *Book of Order*, Scott Jackson was commissioned to pastoral service as a commissioned pastor for Hawkins Memorial Church, in Ford, Virginia.

- B. The commission of the Presbytery of the James, formed to install Rev. Michael Watson as Associate Pastor of Fairfield Presbyterian Church in Mechanicsville, Virginia, met at Fairfield Church on March 26, 2023 at 3:15 p.m. The commission included the following members, a quorum of whom was present:

- Ministers: Rosalind Banbury (Bethlehem Church, Mechanicville; POJ
Moderator), Moderator, Constitutional Questions to the Minister
Frances Taylor Gench (Union Presbyterian Seminary), Sermon
Crystal Varner Parker (Salisbury Church)
Stephen Starzer (Fairfield Church), Charge to the Congregation
- Ruling Elders: Gary Smith (Southminster Church)
Cathy Howard (Richmond Second)
Donna Powell (First United),
Gene Rosen (Fairfield), Constitutional Questions to the Congregation

Guests: Chris Burton (Union Presbyterian Seminary), Charge to the Minister

Pursuant to the assignment of presbytery and the provisions of W-4.04 of the *Book of Order*, Michael Watson was installed as Associate Pastor of Fairfield Presbyterian Church, in Mechanicsville, Virginia.

III. The Stated Clerk reports the following for information:

- A. The review of Session minutes will begin shortly. Additional readers are needed. If you have served as a Clerk of Session or a Moderator of a Session, are detail oriented, and would like to be considered as a reader for 2022 session minutes for 5 to 6 congregations please contact the Stated Clerk immediately. Presently we are in need of at least 7 more knowledgeable individuals.

IV. The Stated Clerk makes the following recommendation for the Consent Agenda: None.

V. The Stated Clerk makes the following recommendation:

- A. Moves the adoption of the Rules for Presbytery Meetings (pg. 3).

Consent Agenda

Presbytery of the James, 114th Stated Meeting
Hybrid The Gayton Kirk and Zoom Meeting

June 20, 2023

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 Committee on Preparation for Ministry makes the following recommendations for the Consent Agenda:
 - a. That presbytery examine Inquirer Noah Morgan (Westminster Richmond) for candidacy for the ordered ministry of the Word and Sacrament.
 - b. That presbytery examine Inquirer Andrew McFayden (Ginter Park) for candidacy for the ordered ministry of the Word and Sacrament.

- II. The Commission on Ministry makes the following recommendation for the Consent Agenda:
 - a. That presbytery approve that the minimum full-time compensation (cash salary and housing) for 2024 is \$52,920, a 4% increase compared with 2023.

Trinity Presbyterian Administrative Commission

**Final Report
May 17, 2023**

The Trinity Administrative Commission was established by a vote of the Presbytery of the James at their meeting on October 15, 2022 (Mission Council discussion and actions July 20 and September 21, 2022) to honor the congregation's request to close the Trinity Presbyterian Church, Richmond, Virginia. Members appointed to the commission were:

Teaching Elders: Rev. Alex Creager (Bon Air), Rev. Kerry Foster (Moderator of AC, Amelia), Rev. Mary Jane Winter (Member-at-large).

Ruling Elders: Linda Gueringer (First United), Cheri Selph (Trinity), Julius (Lucky) Wroniewicz (Tuckahoe).

The Presbytery was notified by the Clerk of Session of the Trinity Presbyterian Church (June 21, 2022, handwritten letter) that the congregation has voted to close with the last worship to take place July 31, 2022.

A second letter dated July 15, 2022, was received by the presbytery from the congregation of Trinity Presbyterian Church outlining their hopes and dreams for the property and assets of the church.

The AC was forwarded a letter from All Nations Presbyterian Church concerning the future use of the property, dated June 29, 2022.

The Commission met prior to being formally empaneled and followed up with a time of training by Dr. Rev. Flo Barbee-Watkins on August 1, 2022.

Within the 112th meeting of the Presbytery of the James (October 12, 2022) the Mission Council recommends the appointment of an Administrative Commission to work with the Session and Congregation of Trinity Presbyterian Church, Richmond, on their request for assistance in dissolving the congregation. The Commission will be granted the following permissive powers of the Presbytery (G-3.0109b, 3-3.0303f, and G-4.0205):

- meet with the Session of the church,
- review the factors prompting their request to dissolve the congregation,
- work with the Session in all matters relating to the dissolution,
- provide reports to the Presbytery, and
- bring final recommendations in accordance with guidelines established by the Mission Council.

The Commission shall not have the power to sell any real property nor to approve the final dissolution of the congregation – those powers shall remain with the Presbytery.

Persons who have agreed to serve on the Commission are Rev. Mary Jane Winter (TE - MAL), Rev. Kerry Foster (TE - Amelia), Rev. Alex Creager (TE - Bon Air), Linda Gueringer (RE - First United), Lucky Wroniewicz (RE - Tuckahoe), and Cheri Selph (RE - Trinity). NOTE – In anticipation of the presbytery's approval of this motion, the Commission members have begun working with the Session of Trinity.

The Commission was officially tasked after the last formal worship service of Trinity Presbyterian Church was completed on July 31, 2022. The Commission had copies of several documents from the Session of Trinity to help in the discernment process including requests for the assets of Trinity to be used in specific ways (they will be detailed later in this report).

Beginning Work

Prior to the AC being formed, an appraisal of the property was completed. The appraisers valued the property, “as-is,” at \$375,000.00.

The congregation was granted permission to remove items of sentimental value or items that belonged to outside entities, which included the church organ.

The members of Trinity were invited to be in conversation with the AC about transfer of membership but to date they are still in process of searching for their next congregation. Mary Jane Winter became the liaison for this task and was active in reaching out and offering guidance. To date, most of the members are still in the process of discerning their future membership, indicating they desire to join a congregation as a group.

As noted above, All Nations Presbyterian Church was aware of the pending closing (the two congregations worked together in the past) and was interested in discussing the future of the property. Additionally, Holy Trinity was aware of this property and expressed interest in the property as a church home. Both are newer worshipping communities made up of mostly immigrant populations here in the Richmond area. In their closing documents, the congregation of Trinity Presbyterian Church has expressed the hope that their closing could be a benefit to these congregations in some manner.

The AC had its first official meeting on August 25, 2022. The meeting divided the workload, established a list of tasks to be accomplished by various individuals and then the work began.

Actions Taken

The work of the commission continued, and these actions were taken:

- The appraisal was distributed from the POJ office to the AC members.
- The property was added to the presbytery’s current insurer, following the steps given to us by the underwriters.
- Once the congregation had removed their sentimental items, the lock on the main entry was changed and the other doors secured from the inside.
- The office was inventoried by members of the AC, with old records of no current value boxed and discarded, and the Session minutes were collected and taken to the POJ office.
- The utility bills were collected and taken to the POJ office for payments, in time, the billing address was changed to the POJ office and staff alerted to the new influx of billing. (Dominion Energy (electricity), County of Henrico (water/sewer/trash), and the City of Richmond (gas).
- A copier under lease by the congregation was bought out, and the copier will remain with the building.
- The remaining trustees of Trinity Presbyterian held their last formal meeting at Trinity Presbyterian Church on September 18, 2022, designating Catherine Mills to sign documents regarding the transfer of property and dissolving the corporation.
- The deed transfer was filed October 26, 2022.
- Several of the AC met with representatives of the congregations of the POJ to informally meet and to discuss how might the Trinity property fit into their long-term plans and hopes. There was a second informal meeting at the congregation for further discernment.

Recommendations

The Administrative Commission for Trinity Presbyterian Church recommends the dissolution of the congregation, noting the request to dissolve came from the congregation itself.

The Administrative Commission for the Trinity Presbyterian Church located in Richmond, Virginia recommends that the Trustees of the Presbytery of the James receive the property and sell the building and property of Trinity Presbyterian Church as is.

Further, the Trinity Presbyterian Church Administrative Commission be dissolved by the Presbytery of the James, with the AC expressing thanks to the now former members of Trinity Presbyterian Church for their ministry and thoughtfulness in this process and thanks to the staff of the POJ and the legal experts who aided in completing this task.

Rationale

The congregation of Trinity Presbyterian Church met on July 10, 2022, to affirm several actions required by the closing of the congregation. Within the request was that the building remain a Presbyterian Church and if possible, become the home of All Nations Presbyterian Church. The congregation offered several other suggestions for the dispersal of assets, with the last motion being made if the building was deemed that selling was the most prudent action, that “the proceeds be used at the AC’s discretion.” That motion in the letter was noted as being voted upon and passed.

On November 3, 2022, the AC held an informal discussion with the leadership of All Nations Presbyterian Church and Holy Trinity Presbyterian Church. Dr. Rev. Barbee-Watkins was invited to attend this informal event. The AC discerned that it was not financially viable for either of the two congregations to take on ownership and responsibility of the building. We estimated that the annual cost of maintaining the building would be \$20,000 to \$30,000 a year, with significant repairs before moving in, and the AC did not believe it is within the budget of either worshiping community. This discernment provided the clarity to bring the proposed motion contained in this document to Council.

Let it be made known that the whole of the Administrative Committee believes that the net proceeds of the sale be moved the Church and Ministries Development Fund, with the amount so transferred set aside for immigrant congregations and ministries, with the existing Mission And Service Team (MAST) to oversee its use. The Evangelism and Church Growth sub-group of MAST seems the most prudent choice as the administrators of this asset. We believe this as a “best use of resources” of Trinity for these reasons:

- 1. Honors the history, mission, and hopes of Trinity Presbyterian Church,**
- 2. Invests in our Presbytery’s growth in new and diverse worshiping communities, and**
- 3. Supports the members, mission, ministry, and leadership of current and emerging faith communities set in this specific and challenging environment of immigrant populations within the boundaries of the Presbytery of the James.**

Request for Administrative Commissions to Form Earlier in the Process

The unusual timing of the formation of the AC resulted in very little contact with the larger group of the Trinity congregation proved to be detrimental to our work, especially in connecting with the congregation of Trinity Presbyterian Church. The AC had far too little understanding of the Trinity church, and it took time to uncover the desires of the two congregations who approached the AC in dialogue. We request that future Administrative Commissions be formed earlier in the process so that there is time and space for more dialogue, greater understanding, and better journeying together.

Sincerely Reported,
The Administrative Commission for Trinity Presbyterian Church

Report of the Committee on Preparation for Ministry Presbytery of the James June 20, 2022 *Meetings in February, March, May 2023*

I. The committee reports the following for information:

- A. Of the 13 persons under care on May 23, 2022, 8 are inquirers, and 5 are candidates. Of the candidates, 1 is ready to be examined for ordination, pending a call.

II. The committee reports the following actions:

- A. Interviewed Hannah Garrity (Richmond Second) and enrolled her as an inquirer, appointing Sandra Goehring as her liaison.
- B. Elected readers of ordination examinations for the May 1-5 reading period: Teaching Elders Joshua Andrzejewski, Nate Taylor; Ruling Elders Marilyn Johns, Tessa Schuman; Alternate, Teaching Elder David Frost.
- C. Interviewed Inquirer Noah Morgan (Westminster Richmond) and Inquirer Andrew McFayden and approved them to be examined by presbytery for candidacy.

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

- A. That presbytery examine Inquirer Noah Morgan (Westminster Richmond) for candidacy for the ordered ministry of the Word and Sacrament.
- B. That presbytery examine Inquirer Andrew McFayden (Ginter Park) 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 faith in Jesus Christ and experience of God's grace, their sense of call and motives for seeking the ministry, and forms of Christian service undertaken.

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

Report of the Commission on Ministry

Presbytery of the James

June 20, 2023

(Meetings of February, March, April, May 2023)

I. The Commission Reports the Following Actions:

A. Received ministers into the presbytery:

1. Rev. Sarah Godbey from Presbytery of Charlotte to serve as chaplain in the Bon Secours Health System.
2. Rev. Lee Zehmer from Salem Presbytery to serve as interim pastor at Tuckahoe.

B. Dismissed ministers to other presbyteries:

1. Rev. Kenneth Henry to Presbytery of the Cascades.

C. Approved Terms of Call or Contract for Incoming Pastoral Relationships:

1. Rev. Lee Zehmer and Tuckahoe, Interim pastor, 6/1/2023 – 5/31/2024.

D. Approved Covenant Pastor 1 agreements (up to six months):

1. Rev. Jim Goodloe and Mattoax/Pine Grove, 1/1/2023-6/30/2023.
2. Rev. Denise Hall and Blue Ridge, 6/12/2023-8/27/2023.
3. Rev. Chad Rhodes and Pryor Memorial, 4/1/2023-9/30/23.
4. Rev. Saihyung (Alex) Lee and Lord Jesus Korean, 1/1/2023 – 6/30/2023.

E. Approved Covenant Pastor 2 agreements (up to twelve months):

1. Rev. Daniel Mensah Awuah and Holy Trinity, 1/1/2023 – 4/30/2023.
2. Rev. Albert Connette and Providence, Powhatan 3/1/2023 – 2/28/2024.
3. Rev. Derek Starr Redwine and First Richmond, 5/1/2023 – 4/30/2024.
4. Rev. Katherine Jackson and Bott Memorial, 1/1/2023 – 12/31/2023.

F. Approved commission to ordain and/or install:

1. To install Rev. Michael Watson as Associate Pastor of Fairfield Church on 3/26/2023.

G. Approved Parish Associate covenants:

1. Rev. Hal Breitenberg and Tuckahoe, 1/1/2023 – 12/31/2023.
2. Rev. Russ Kerr and The Gayton Kirk, 1/1/2023 – 12/31/2023.
3. Rev. Mark Ramsey and Richmond First, 2/1/023 – 1/31/2024.
4. Rev. Nelson Reveley and Grace Covenant, 4/1/2023 – 3/31/2024.

H. Approved Interim Pastor/ Associate Pastor agreements:

1. Rev. Fred Holbrook and Charlottesville First, 5/1/2023 – 9/3/2023. To cover while pastor is on sabbatical.
2. Rev. Kelly-Ann Rayle and River Road, 1/24/2023 – 1/23/2024.
3. Rev. Jess Cook and Westminster, Richmond, 3/6/2023 – 3/5/2024.

I. Approved Commissioned Pastors agreement:

1. Hawkins Memorial and Ruling Elder Scott Jackson, 3/1/2023 – 2/29/2024.
2. Waddell Memorial and Ruling Elder Charles McRaven, 1/1/2023 – 12/31/2023.
3. Richmond Second and Ruling Elder Marvin Daniel, 1/1/2023 – 12/31/2023

- J. Approved member at large status:
1. Rev. Mary Bielen, 1/31/2023.
 2. Rev. Kerra English, 2/28/2023.
- M. Approved Granting Honorable Retired Status:
1. Rev. Alexander Evans, 4/30/2023.
 2. Rev. Kathryn Korbon, 2/28/2023.
 3. Rev. Albert Connette, 9/16/2023.
 4. Rev. Franklin Reding, 6/30/2023.
- N. Approved laboring outside the bounds of the POJ:
1. Rev. Allen Fisher in the Presbytery of West Virginia.
- O. Appointed session moderators:
1. Rev. Roger Gench at Richmond Second.
 2. Rev. Charles Philips at Gregory Memorial.
 3. Rev. Jim Kniseley at Ashland.
 4. Rev. Janet James at First United.
- P. Approved Request to form a PNC or APNC
1. Amelia submitted its Mission Study and asks to form a PNC.
 2. Tuckahoe submitted its Mission Study and asks to form a PNC.
 3. Bethlehem submitted its Mission Study and asks to form a PNC.
- Q. Arranged exit interviews:
1. Rev. Kerra English and Ashland.
 2. Rev. Alex Evans and Richmond Second.
 3. Rev. Arch Wallace and Petersburg Second.
 4. Rev. Mary Newbern-Williams and First United.
- R. Approved persons preaching in a congregation more than three times in 90 days:
1. Rev. Roger Gench at Tuckahoe, February to April 2023.
 2. Ruling Elder Marvin Daniel (Commissioned Pastor at Richmond Second) at Gregory Memorial.
 3. Rev. Shelly Barrick Parsons at Hebron.
 4. Rev. Sandra Collins, Paul Wade, Alexis Fathbruckner, Don Knight, and Rebecca Freeze at Burkeville.
- S. Approved actions:
1. Approved amendment to the Coaching Policy Guidelines by adding, “with a cap of \$1,200” as follows: “Per the policy, the presbytery shall pay for no more than eight sessions of coaching for those in their initial call. The expectation of the cost is \$100 to \$150 a session, with a cap of \$1,200.”
 2. Authorized COM to cover the cost of psychological evaluations for commissioned pastor candidates moving through the process in 2023 using the COM Administration line item.
 3. Approved a grant of \$1,000 for a pastor from the Pastoral Care Fund.

T. Reports for information:

1. New Professionals Training Session took place February 28, 2023, May 16, 2023.
2. Three informational sessions regarding the Spiritual Parish Model were held in March and April throughout the presbytery.
3. The Last Gift Letter has been shared through the Current newsletter and is on POJ website.

II. **Consent Agenda Recommendations:**

- A. That presbytery approve that the minimum full-time compensation (cash salary and housing) for 2024 is \$52,920, a 4% increase compared with 2023.

III. **The Commission’s Recommendations: None**

**2024 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 2024 is **\$52,920, a 4% increase** compared with 2023.

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	\$52,000
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B. Benefits

- | | |
|---|-----------------|
| 1. Board of Pensions Dues (39%, subject to minimums and maximums) | \$20,280 |
| 2. Fifty percent of Self-Employment Tax (SECA), 7.65% of Subtotal | \$ 3,978 |
| 3. Vacation, four weeks | |
| 4. Study Leave, two weeks | |

Total Compensation and Benefits	\$76,258
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C. Professional Reimbursements

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

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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/>

Statement of Faith – A. Lee Zehmer

I am squarely in the mainstream of the reformed understanding of God, and after all these years of the study and practice of the faith, the reformed approach still best captures what I believe scripture reveals.

I believe in the triune God revealed to us as Father, Son, and Holy Spirit.

I believe that God the Father is the creator of all things seen and unseen. It is God who created each of us in our mother's womb, and we are of value simply because God created us and called us good.

I believe that God was most fully revealed in the person of Jesus Christ. Jesus is the only begotten son of God who walked this earth showing us how to live. He went obediently to the cross, and his death destroyed the power of sin. He was raised from the dead destroying the power of death, and in the resurrection of Jesus is the promise of our own. We are called to trust in Jesus as our savior and follow him as our Lord.

I believe following the ascension of Jesus, the Holy Spirit was sent to this earth to be the presence of God in our lives. The Holy Spirit intercedes for us, works faith in us, brings to remembrance the words of God, and empowers us to live for God. It is the work of the Holy Spirit that molds us more into the image of Christ.

I believe baptism is an outward and visible sign of an inward and spiritual grace. By baptism we are engrafted into the family of God, assured of our salvation, and claimed by God as one of God's own.

I believe that when we eat the bread and drink from the cup during The Lord's Supper, we are reminded of the cost of our salvation, provided a way to give thanks to God for the great gift of Jesus, and united us with Christ and other believers.

I believe the Bible is the inspired and authoritative Word of God pointing to God in the person of Jesus Christ. The Bible is a witness to Jesus without equal and is a standard to itself. The study of scripture is one of the core practices of the faithful Christian.

I believe the Church is the place where the Word of God is proclaimed, where the sacraments of God are given, and where disciples are made and then sent out into the world to love and serve others in Christ's name. Participation in the body of Christ is essential to faithfully living out one's faith in Jesus. The voice of God is best heard, interpreted, and understood when it is heard in the community of the Church.

The primary relationship in my life is with God as revealed in Jesus. It is from Jesus that I receive my strength and find my hope, and I have dedicated my life and my ministry to serving him.

Terms of Call for Teaching Elders and Certified Educators in 2023												
First Name	Last Name	Church	Position	Cash Salary	Housing	Sub-total	SS	BOP	Auto	Study Books	Other	Total
Liz	Adam	Tabor	P									
Karen	Allamon	Madison	P									
Joshua	Andrzejewski	Richmond First	AP	45,000	40,000	85,000	Y	Y	3,000	2,000	1,200	91,200
Aram	Bae Feinberg	Charlottesville First	AP	27,115	45,510	72,625	Y	Y		1,000	2,000	75,625
Walter	Canter	Blue Ridge	P	22,920	27,000	49,920	Y	Y		4,500	9 wks sabbatical	54,420
Wonho	Chang	Praise the Lord	P	32,100	24,000	56,100	Y	Y	4,000	9,200		69,300
Gary	Charles	Cove	P	57,196	35,000	92,196	Y	Y	4,000	1,000	8,666	105,862
Lynne	Clements	Westminster C'ville	AP	29,923	35,000	64,923	Y	Y	750	1,500	6,467	73,640
Mary Kay	Collins	Richmond First	AP	51,931	51,931	103,862	Y	Y	3,000	2,000	1,200	110,062
Alexander	Creager	Bon Air	P	47,736	26,000	73,736	Y	Y	800	2,400	1,650	78,586
Todd	Davidson	Sandston	P	30,000	20,000	50,000	Y	Y	2,500	1,000		53,500
James	Dunkin	Brandermill	P	86,539	32,136	118,675	Y	Y		7,000		125,675
Katherine	Fiedler	Richmond 2nd	AP	43,758	27,560	71,318	Y	Y	IRS	4,000	5,316	80,634
Barbara	Flynt	Brandermill	CE	57,500		57,500		Y		2,000		59,500
David	Forney	Charlottesville 1st	P	87,531	54,000	141,531	Y	Y		5,000	5,000	151,531
Scott	Fouts	Hartwood	P									
David	Frost	Swift Creek	P	39,009	31,800	70,809	Y	Y	2,000	1,000	2,400	76,209
Sandra	Goehring	Louisa	P									0
Thomas	Goodrich	Meadows	P	60,657	34,308	94,965	Y	Y	500	1,000	7,365	103,830
Dan	Hrach	Summit	P	67,764	50,000	117,764	Y	Y	2,500	1,200		121,464
Janet	James	Gayton Kirk	P	43,389	24,780	68,169	Y	Y		5,000		73,169
Mark	Jernigan	Overbrook	P									
Robert	Johnson	New Hanover	P	32,375	59,575	91,950	Y	Y	500	500	500	93,450
Hyung Joo	Kim	Lord Jesus Korean	P	54,000	32,640	86,640	Y	Y	7,800	3,257	1,500	99,197
James	King	Salisbury	P	81,110	38,160	119,270	Y	Y			6,000	125,270
Patrick	Lane	Mitchells	P									
Sandra	Libhart	South Hill	P	30,680	19,240	49,920	Y	Y	2,000	1,000		52,920
Seth	Lovell	Olivet	P	54,344	30,000	84,344	Y	Y	4,000	2,500	2,000	92,844
Inger	Manchester	Rockfish	P	10,000	55,000	65,000	Y	Y	3,000	600	1,200	69,800
Gordon	Mapes	Chester	P	49,515	48,137	97,652	Y	Y	3,200	1,200	1,500	103,552
Matthew	Messenger	Mechanicsville	P									
James	Moseley	Campbell	P	30,382	36,000	66,382	Y	Y	2,000	3,000		71,382
Dorothy	Piatt-Esguerra	Westminster C'ville	AP	18,000	42,000	60,000	Y	Y	750	1,500	6,090	68,340
Carla	Pratt Keyes	Ginter Park	P	57,375	26,000	83,375	Y	Y	4,500			87,875
Raymond	Roberts	River Road	P	57,396	57,396	114,792	Y	Y		1,000	7,687	123,479
Sarah	Schutte	Milford	P									
Amy	Starr Redwine	Richmond First	P	97,356	62,740	160,096	Y	Y	3,000	3,000	1,200	167,296
Stephen	Starzer	Fairfield	P	54,610	42,000	96,610	Y	Y	5,965	2,640	3,826	109,041
Laura	Sugg	South Plains	P									
Joseph	Taber	Culpeper	P	35,110	27,000	62,110	Y	Y	2,000	1,500		65,610
Nathan	Taylor	Salisbury	AP									
Christopher	Tweel	Three Chopt	P	32,982	32,000	64,982	Y	Y	1,500	3,500		69,982
Crystal	Varner Parker	Salisbury	AP	28,111	28,111	56,222	Y	Y			4,000	
Michael	Watson	Fairfield	AP	36,000	40,000	76,000	Y	Y	4,100	2,500	2,600	60,222

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

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

Member-at-Large Reports for Year-End 2022

First Name	Last Name	Effective Date	Rec'd
Nicole	Ball	2019 Oct 19	Yes
Shelly	Barrick Parsons	2021 May 23	Yes
David	Barry	2013 Oct 19	
Nicolas	Cammarata	2022 Apr 14	Yes
Fernando	Cascante	2011 Jan 1	
Esther	Choi	2018 Oct 31	
Joshua Hyung Koo	Choi	2009 Aug 14	Yes
Hannah	Creager	2022 Jun 9	Yes
Jeff	Eason	2021 Nov 22	Yes
Elizabeth	Forney	2021 Sep 6	
Elaine Bowen	Fowler	2017 Sep 24	
Richard	Goodman	2021 Dec 31	
Peter	Hawisher-Faul	2022 Apr 14	Yes
Thomas	Launius	2020 Jan 9	
Andrew M	Meyers	2013 May 1	
Thomas	Nichols	2016 Jan 1	
Michelle Freeman	Owens	2020 Feb 15	
Franklin	Reding	2013 July 1	Yes
Nelson	Reveley	2019 Oct 19	
Rebekah	Tucker-Motley	2022 May 1	
Mark	Valeri	2014 Oct 9	Yes
John	Vest	2019 Oct 19	
Brenda	Walker	2018 Feb 1	
Mary Jane	Winter	2015 Sep 28	
Karen	Witt	2022 May 1	Yes

Certified Christian Educator Reports for 2022

First	Last	Position	Rec'd
Barbara	Flynt	DCE, Brandermill	

Validated Specialized Ministry Reports for Year-End 2022

First Name	Last Name	Approved	Position	Rec'd
Samuel	Adams	2009	Faculty, Union Pres. Seminary	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
Kelley	Connelly	2022	Ukirk VCU	Yes
Kendall	Cooke	2018	Chaplain, Hospice of the Piedmont	Yes
Donald	Denton	1985	Pastoral Counselor, VIPCare	
Ashley	Diaz Mejias	2020	Co-Pastor, Voices of Jubilee	Yes
Colleen	Earp	2021	Staff, Massanetta Springs	Yes
Richard	Haney	2014	Executive Director, Frontier Fellowship	
Kimberly	Harper Coyle	2022	Chaplain, Bon Secours	Yes
Kelsey	Hawisher-Faul	2022	Staff, Richmond Hill	Yes
Stephen	Hitchcock	2022	Executive Director, The Haven	Yes
Russell	Kerr	2022	Campus Minister Pace Center	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	
Ed	Kross	2021	Chaplain, James River Home Health & Hospice	Yes
Clay	Macaulay	2016	Staff: UPSem	Yes
Gina	Maio	2020	Staff: Nayar Healthcare and Hospice	Yes
Donald	Marsden	2008	Assoc. Dir. – Frontier Fellowship	
Safwat	Marzouk	2021	Faculty, UPSem	
Lynn	McClintock	2021	Staff, Westminster Canterbury Richmond	Yes
James	Morgan	2022	Staff, Westminster Canterbury Richmond	Yes
Lauren	Ramseur	2020	Co-Pastor, Voices of Jubilee	Yes
Mark	Ramsey	2021	Exec Dir., Ministry Collaborative	Yes
Mairi	Renwick	2015	Staff: UPSem	Yes
Igmara	Sanchez Prunier	2010	Chaplain, AseraCare Hospice	Yes
Robert	Shenk	2011	Chaplain, Bon Secours	Yes
Samuel	Shields	2022	Spiritual Care Coordinator, ProMedica Health	Yes
Keli	Shiple Cooper	2021	Minister for Faith Formation, St Paul's	Yes
Stanley	Skreslet	1999	Faculty, Union Pres. Seminary	Yes
James	Taneti	2018	Director of the Global Mission Center for Christian Education UPSem	Yes
Frances	Taylor Gench	2020	Faculty, Union Pres. Seminary	Yes
Brett	Underdown	2019	Chaplain US Navy	Yes

Report of the Leadership Connections Team (LCT)

The Leadership Connections Team works to connect various ministries that work among, within, and for the congregations of the Presbytery of the James that are seeking to build leaders and leadership skills among individuals and congregations. The nine ministries we work with include Black Caucus, Collegiate Ministries, Community of Ministry and Worship, Older Adults Ministry, Presbyterian Women, Resource Center, Small Churches, Stewardship, and Youth. These ministries all are assisted by your prayers, your interest, and your involvement! Some have shared about their work in this report, and more information about all of these ministries, including how to contact their leadership, can be found on the presbytery website (www.presbyteryofthejames.com/ministries).

Natasha Taylor, Vice-Moderator

Black Caucus: A Working Paper from the Valley of Dry Bones

In the aftermath of mass carnage, mass school shootings, mass gun violence, mass hatred, mass genocide, critical race theory, and the rise of white extremism, the Black Caucus Ministry acknowledges we find ourselves in times of uncivil unrest. Our Black Caucus officers and member churches have taken steps to examine and reassess our priorities, as it relates to attaining the legitimate aims of African American Presbyterians in these times. The Black Caucus will continue the civil rights struggle and social justice movement by refocusing, redirecting, reorganizing, and restructuring our collective efforts, to become faithful disciples building a covenant community of believers. In a sense, we are facing a shadow pandemic of violence, trauma, mental health, poverty, socioeconomic inequities on a massive scale, ultimately leading to mass graves. With this in mind, the Black Caucus is devising strategies and designing a questionnaire to gauge our African American churches' response to this new pandemic. The overarching questions to our member churches will be, "What are you facing as this new pandemic looms on the horizon?" and "Where is your church community in this Valley of Dry Bones?" It is the fervent prayer and hope of the Black Caucus to stand in the "valley" like Ezekiel who experienced the presence of God who transformed a graveyard into a graceyard.

From the Black Caucus Purpose Group and African American Member Churches
Submitted by Rev. Ulysses Payne

Older Adult Ministry

We have been meeting monthly via Zoom during 2023 as we planned a spring event that is now being moved to the fall at Camp Hanover. Details of the event will be forthcoming during the summer. We are planning a morning event, "Unmasking Ageism" with Dr. Tracey Gendron, chair of VCU's Department of Gerontology and Director for the Virginia Center on Aging. She is the author of *Ageism Unmasked: Exploring Age Bias and How to End It*. There will be a time for questions and answers after her presentation. Our plan for an afternoon workshop on enhancing your spirituality includes Elder Adrienne Knight, lead for Worship and Media at Knox Presbyterian Church in Baltimore, Maryland. She volunteers at their after-school program as the teacher of arts and crafts. She is also the Conference Chair for the national Presbyterians Older Adult Ministry Network and is the Synod of Mid-Atlantic representative to the Presbyterian Women's Board of Directors.

We meet monthly via Zoom and would welcome new members. Contact Co-chairs George Whipple via email, gandjwhipple@aol.com or Lillian Rhudy at rhudys2@verizon.net. “Life is a gift of God, and aging is a natural part of living, involving the whole lifespan from birth to death. Older adults are not a different category or persons, but are simply those persons who have traveled further along on the journey.” (report on the Task Force on Older Adult Ministry approved by the 204th General Assembly (1992) of the PCUSA).

George Whipple
Co-chair, Older Adult Ministry

The Resource Center

Greetings, Friends, from The Resource Center! We are your resource connection, working in partnership with local theological schools and their libraries, as well as judicatories, local congregations, and affiliated organizations. Nearly 16,000 volumes await your exploration: a wide variety of curricula for all ages, books on Christian education, spiritual formation, and related topics in theology, media resources, art, artifacts, and so much more! Check out our newly updated searchable online catalog to explore the possibilities:

www.resourcingchurches.com (there’s a link at the bottom of the main page).

Our building, Kingsley Hall, is presently being renovated due to water damage from burst pipes during the extreme cold on Christmas Eve. We will reopen to welcome you to drop in soon. In the meantime, we are still ready to help! Whether your congregation is meeting in person, virtual, or hybrid, the pandemic experience has caused congregations to rethink ministries 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. We welcome email requests to borrow resources (info@resourcingchurches.com)! 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!

Vacation Bible School season is coming! We have resources to help!

Summer is a time when congregations frequently plan a Vacation Bible School or other special summer program. The Resource Center has dozens of options for VBS and other summer programs (you can search our online catalog via the website or just call to inquire). We will also work with you to think creatively about configurations for VBS that fit your context best and adapt tools and resources to so they are just right for your congregation! The Resource Center staff are just a phone call or email away!

A Plan for 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

Every POJ congregation has a membership to The Resource Center provided through the POJ budget! You are invited to contact Dr. Denise Janssen, executive director, at 708.955.8913 (cell) or REVDLJ@att.net. Even when we can't gather, the staff of your Resource Center is here to help for consultation and resourcing virtually!

Denise Janssen, Executive Director

Report of the Mission and Service Team (MAST)

The Mission and Service Team (MAST) is pleased to report on the activities of its various ministries as both church and society emerge from the pandemic. The **Disaster Response** team traveled to Wauchula in southern Florida in May, and through **World Mission** others traveled to Guatemala in April on a joint mission engagement with Peaks Presbytery. **Self-Development of People** has been busy with recertification and workshops. A new ministry, **Justice and Advocacy**, has emerged bringing together the efforts of several former groups with a common vision and new energy. **Hunger** has made key disbursements of funds to address hunger in this presbytery and beyond.

Every congregation cannot do all things, but by coming together, we can join our efforts to offer a witness and ministry that touches many lives and builds up the body of Christ. There are five active ministries under the Mission and Service Team: Disaster Response, Hunger, Justice and Advocacy, Self-Development of People and World Mission and Haiti.

Disaster Response Ministry

Hurricane Ian devastated the Florida coast last fall. Brown Pearson, the leader of the Disaster Relief ministry, gathered a group for a trip in October 2022 and focused on the island of Little Gasparilla that was devastated by the destruction of the hurricane. Eager to return, a second trip followed January 7-19 with 22 signing up. Most recently, a third group from the Presbytery of the James went to Wauchula, Florida the week of May 13-21 to rebuild homes and to tangibly convey the love and compassion of Christ to those who had lost so much.

All skill levels play a role in these important efforts. If you wish to be notified of future trips that focus on important recovery efforts and which are sponsored by the presbytery's Disaster Response Ministry, please contact Brown Pearson at cbpearson3@erg-homes.com

Justice and Advocacy Ministry

This spring a group gathered that represented the former ministries of MAST—Public Policy Witness, Social Justice, and Dismantling Racism—and added a number of new people as well. They agreed to combine their efforts in a new ministry with the following mission: *To identify and then collaborate with regional organizations in the Presbytery of the James that are committed to racial reconciliation, social justice, and public policy changes that reflect God's loving Kingdom and our heavenly mandate to love our Neighbors.*

This ministry is focused on finding local organizations that match our spiritual call as people of faith in the Presbytery of the James. We seek to connect churches and believers with their work and to inspire them into action and support, as well as to create space for incubation of new groups and initiatives. We also seek to provide education and methods for churches to engage in the important Christian work of “doing Justice” as outlined in Micah 6:8.

In addition to building relationships and supporting several organizations that represent the presbytery’s commitment to justice, the ministry envisions developing a speaker’s list of individuals who are engaged in justice and advocacy work, and who consider their work to be part of Christ’s calling, according to Matthew 25.

Members of this new group are: Gay Lee Einstein and Christopher Tweel, co-moderators and Louie Andrews, Dorothy Piatt, Tom Edmondson (MAST member), Deborah Houghton, Mary Johns, Gill and Michael Hickman. They anticipate meeting four times a year. If you have an interest in this ministry and its vision, please contact Gay Lee Einstein at [gleinstein@gmail.com](mailto:gleeinstein@gmail.com) or Christopher Tweel at christopher@threechoptchurch.org.

Hunger Ministry

This critical ministry of the presbytery addresses hunger and its causes by making grants to local and international ministries connected with the presbytery. This spring the committee had nearly \$30,000 and made grants accordingly. Some were to particular ministries of local congregations addressing hunger, such as the Walk-in Lunch ministry of Second Richmond, the very active food pantry of All Nations, and the efforts of Chester Presbyterian. Additional grants within the bounds of the presbytery include the food pantry of Scared Heart Center in Manchester, Shalom Farms, and the weekend backpack programs in Madison and Nelson County. International grants serve our partners in Guatemala, Haiti, Myanmar, and Mexico.

Sadly, this ministry is short on funds, which come from either the 5 cents a meal offering or designated giving from local churches. Can your church give to this ministry? Can you? It is making a difference here and all over the world, but it cannot do so without the funds it greatly needs.

Self-Development of People

The Presbytery of the James is blessed by having a ministry devoted to Self-Development of People (SDOP) under the steady leadership of Lamar Lockhart, its moderator. This ministry receives applications for community development grants funded through the One Great Hour of Sharing offering and often augmented by the presbytery. Grants from Self-Development of People are designed to empower the economically poor, oppressed, and disadvantaged people.

To publicize the availability of these grants, SDOP holds workshops. The most recent one was May 9 at the Chesterfield Library and was well attended. The next one is July 11, at 6:00 p.m. at the same location, 7051 Lucy Corr Blvd, Chesterfield. You can help as well! If you know of community organizations that can benefit from one of these grants, please email the presbytery office (sdop@presbyteryofthejames.org). You can also request someone to speak to your congregation about the SDOP ministry by using the same email address.

SDOP sponsors and publicizes webinars that are offered by the denomination and are open to all. The most recent one, May 16, focused on poverty and veterans. An earlier one on April 12 focused on immigrant communities and their needs. To serve on the presbytery’s SDOP ministry, members need to be trained and certified on the guidelines and principles of its grant making. A small group

participated in the re-certification training in March but all members must be certified in order to participate in this grant making program. The next training session is scheduled for August.

World Mission and Haiti Partnership

For the first time since the pandemic, the presbyteries of Peaks and James were able to resume their shared commitment to engage with CEDEPCA (Protestant Center for Pastoral Ministry in Central America) in God's mission in Guatemala. Members of both presbyteries traveled in April and returned with renewed commitment to the work that is being done there, and to a deeper understanding of how all of us can best engage in God's mission. CEDEPCA offers a model of mission, grounded in the gospel, that empowers others and brings change and is strengthened by accompaniment, greater cultural understanding, and by growing together in mutual support.

The ministry is pleased to announce that the **Ghana Mission Network Meeting** will be held in Richmond September 28-October 1. The network brings together representatives from Presbyterian partners in Ghana with those in the United States. There are opportunities open to all to participate in this event, held on the campus of Union Presbyterian Seminary. Closing worship will be with Holy Trinity Presbyterian Church.

The **Young Adult Volunteer (YAV)** program of the Presbyterian Church (USA) is getting started with new energy after having to take a break during COVID. They have added new sites and new features at several current sites. This service year will look a little different from past years with two new changes. This year the program welcomes Scottish YAVs who will serve at our New Orleans and New York sites and Mexican YAVs who will serve at the bi-national site in Tucson, Arizona/Agua Prieta, Mexico. In this way, more opportunities are offered to young adults from different cultures and walks of life.

This outstanding program embraces young adults 18-30 and nearly twenty from the Presbytery have served previously. The service year is August-July. Please encourage young adults in your congregation to apply. Partial financial support is available through the presbytery.

Cindy Corell continues to provide updates on Haiti, where violence and kidnapping have not ceased to disrupt and endanger the country. Cindy is the only Presbyterian mission co-worker assigned to Haiti and currently she the liaison with all churches in the Presbyterian Church that have a mission partner in Haiti! She is grateful for the continued support of churches in the Presbytery of the James and for our partnership with her.

She is living near Staunton, Virginia, and is available to speak. During May, she spoke at Second Petersburg and First Richmond. She is in daily contact with FONDAMA (Hands Together) our partner in Haiti and writes frequently to provide updates on Haiti and to ask for our continued prayers and support. To contact Cindy directly, please write to her at cindy.corell@pcusa.org.

Report of the Committee on Nominations

Presbytery of the James
June 2023

Recommendation

The Mission Council has recently created the New Worshiping Communities Team to serve new communities, especially immigrant population new worshiping communities. With the understanding that membership of this team will grow to populate future classes, the Nominating Committee brings the following names forward for the Presbytery to elect serve in the Class of 2025:

New Worshiping Communities Team

Alex Creager	MWS (Bon Air), Moderator
Ayars Lore	RE (Providence Forge)
Vicki Murdock	MWS (HR)
Linda Gueringer	RE (Richmond First United)
Mary Jane Winter	MWS (HR)

Abbreviations: MWS = Minister of the Word and Sacrament; RE = Ruling Elder;

Opportunities for Service

Vice Moderator, Presbytery of the James: Nominations are now open for a Minister of Word and Sacrament to serve as POJ Vice Moderator for 2024. Interviews will begin in August. Questions may be directed to Tessa Schuman at tessaschuman@gmail.com

General Assembly Commissioner: Nominations are open for commissioners to the 2024 General Assembly. Forms are available on the POJ website, and questions may be directed to Tessa Schuman at tessaschuman@gmail.com.

This is your call to serve! Possibilities are open across the presbytery to be a meaningful part of the leadership of our faith. While CON M/oderator Canter serves a season of sabbath rest this summer, please contact vice-moderator Tessa Schuman at tessaschuman@gmail.com 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 and Tessa Schuman
Committee on Nominations Moderator & Vice Moderator

Camp Hanover, Inc. Report to the Presbytery of the James – June 2023

“ . . . For the joy of the Lord is your strength.” Nehemiah 8:10

Spring has sprung at Camp Hanover as we expand our ministry into environmental education. More than 200 elementary age children from Caroline County and Hanover County Schools got to experience life outdoors through environmental education during mid-week field trips and the weekend-long Camp Tomato program offered at Camp Hanover in April and May.


Renovations to the Bobby James Cabin and the Health Center Cabin, the two cabins closest to Wise Lodge, are now complete. The bathrooms and sleeping areas in these duplex-style buildings have been updated to give guests a more comfortable, warm, and inviting experience when staying overnight at Camp. Each cabin sleeps 10 people and linens are provided.

While April showers can bring May flowers, springtime storms also can also disrupt our best laid plans. With rain in the forecast, we were forced to move April's Fun Day into May. But once the sun came out and dried up all the landy-landy, a banner crowd of first timers and veteran campers alike descended on the site to get a taste of camp life, enjoying camp tours and classic activities like canoeing, archery, rock wall climbing, arts and crafts, and campfire cooking. Some Fun Day attendees had so much fun, they came back for more Camp time May 18 – 20 and participated in the Family Camp weekend. In addition to enjoying the pool, S'mores, sing-alongs, tie-dye, and hikes were all on the menu for families looking to spend quality time with one another before summertime hecticness heats up.

And as the presbytery gathers in June, Camp Hanover will be alive with sights and sounds of children and youth worshipping, exploring and just having FUN as Summer Camp 2023 begins. The theme this summer is "What's in a Name?" With an emphasis on Matthew 16:13-18, we look forward to reflecting on the stories of Zacheus, Elizabeth, John, Naomi, Jacob, and Peter as we explore how names take on meaning beyond the spoken syllables of what we call each other and ourselves. We'll practice living in community at Camp so we can be better equipped to go out and serve in the name of God, who empowers us to name every moment and every place as holy ground.

We invite you to join in this powerful ministry and participate in positively impacting the lives of campers this summer and beyond:

- Register for Summer Camp 2023! 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 2023 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 us to youth that love kids and would benefit from a growth experience this summer.
- Use your experience and specialized skills to make camp happen: Are you a medical professional? Do you have an accounting background? Know your way around a set of blueprints? Are you at home in the courtroom? Camp Hanover could benefit from your wisdom and advice in a variety of different ways, during the summer and all year round. Get in touch and see how you can plug in on a project, program, or committee.
- Invite us to share Camp Hanover with your congregation: We want more people to experience the power of Camp. We would love an opportunity to meet with your mission committee, Session, provide a guest speaker for church events or pulpit supply.
- Sponsor a mission volunteer (MVP): Mission volunteers are young adults who spend 10 months living in community and service at Camp. A new group of MVPs will begin in August and a sponsorship of \$8,250 opens an opportunity to impact the life of a young adult who has chosen to serve others as they explore the next steps in their life journey.



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

Presbyters of Contact	
Congregation	Presbyter
Aberdour	Flo Barbee-Watkins
All Nations Presbyterian Fellowship	Flo Barbee-Watkins
All Souls	Leigh Anne Ring
Amelia	Flo Barbee-Watkins
Amphill	Leigh Anne Ring
Ashland	Flo Barbee-Watkins
Bethesda	Barbara Chalfant
Bethlehem	Leigh Anne Ring
Blackstone	Leigh Anne Ring
Blue Ridge	Flo Barbee-Watkins
Bon Air	Barbara Chalfant
Bott Memorial	Leigh Anne Ring
Brandermill	Barbara Chalfant
Brett Reed Memorial	Flo Barbee-Watkins
Burkeville	Leigh Anne Ring
Byrd	Leigh Anne Ring
Campbell Memorial	Flo Barbee-Watkins
Chester	Leigh Anne Ring
Colonial Heights	Flo Barbee-Watkins
Concord	Barbara Chalfant
Cove	Leigh Anne Ring
Covenant	Barbara Chalfant
Culpeper	Barbara Chalfant
Eastminster	Flo Barbee-Watkins
Ebenezer	Leigh Anne Ring
Every Table	Flo Barbee-Watkins
Fairfield	Leigh Anne Ring
First (Charlottesville)	Barbara Chalfant
First (Chase City)	Barbara Chalfant
First (Emporia)	Barbara Chalfant
First (Hopewell)	Flo Barbee-Watkins
First (Richmond)	Flo Barbee-Watkins
First United	Flo Barbee-Watkins
Forest Hill	Flo Barbee-Watkins
Gayton Kirk	Flo Barbee-Watkins
Genito	Leigh Anne Ring
Ginter Park	Barbara Chalfant
Grace Covenant	Flo Barbee-Watkins
Gregory Memorial	Barbara Chalfant
Hartwood	Barbara Chalfant
Hawkins Memorial	Leigh Anne Ring
Hebron	Leigh Anne Ring
Holy Trinity	Barbara Chalfant
King's Chapel	Leigh Anne Ring
Kirk O'Cliff	Barbara Chalfant
Laurel	Barbara Chalfant
Lawrenceville	Flo Barbee-Watkins
Lord Jesus Korean	Barbara Chalfant
Louisa	Leigh Anne Ring
Madison	Flo Barbee-Watkins

Congregation	Presbyter
Mattoax	Leigh Anne Ring
Meadows	Barbara Chalfant
Mechanicsville	Leigh Anne Ring
Milden	Flo Barbee-Watkins
Milford	Flo Barbee-Watkins
Mitchells	Barbara Chalfant
New Hanover	Flo Barbee-Watkins
Oak Grove	Barbara Chalfant
Ogden	Leigh Anne Ring
Olivet	Flo Barbee-Watkins
Orange	Flo Barbee-Watkins
Overbrook	Flo Barbee-Watkins
Pine Grove	Leigh Anne Ring
Praise the Lord Korean	Leigh Anne Ring
Providence (Gum Spring)	Flo Barbee-Watkins
Providence (Powhatan)	Barbara Chalfant
Providence Forge	Leigh Anne Ring
Pryor Memorial	Barbara Chalfant
Rennie Memorial	Flo Barbee-Watkins
River Road	Barbara Chalfant
Rivermont	Barbara Chalfant
Rockfish	Flo Barbee-Watkins
Rosewood	Barbara Chalfant
Salem	Barbara Chalfant
Salisbury	Flo Barbee-Watkins
Sandston	Barbara Chalfant
Scottsville	Leigh Anne Ring
Second (Petersburg)	Leigh Anne Ring
Second (Richmond)	Leigh Anne Ring
South Hill	Barbara Chalfant
South Plains	Leigh Anne Ring
Southminster	Leigh Anne Ring
St. Andrews	Flo Barbee-Watkins
St. James	Leigh Anne Ring
Summit	Flo Barbee-Watkins
Swift Creek	Barbara Chalfant
Tabor	Leigh Anne Ring
Tappahannock	Flo Barbee-Watkins
The Presbyterian Church	Leigh Anne Ring
Three Chopt	Flo Barbee-Watkins
Thyne Memorial	Flo Barbee-Watkins
Tuckahoe	Leigh Anne Ring
Village	Barbara Chalfant
Voices of Jubilee	Barbara Chalfant
Waddell	Barbara Chalfant
Westminster (Petersburg)	Leigh Anne Ring
Westminster (Charlottesville)	Flo Barbee-Watkins
Westminster (Richmond)	Leigh Anne Ring
Woodlawn	Barbara Chalfant
Woodville	Barbara Chalfant
Zion Hill	Leigh Anne Ring

Report of the Leadership Innovation Team

Objective: TO make recommendations aligned with the Strategic Plan's intent regarding our structures, ministries, and purposes that support and inspire the POJ's call to mission.

Goal: TO study the POJ's structure, ministries, purposes, and then develop a POJ infrastructure that supports our work, enables ease of process, and creates space for dreams and visions.

Plan: First meeting June 5

We are already becoming familiar with:

- A new way of information gathering and decision-making
- The strategic plan
- The operations of administration manual
- The budget conversation as leaders consider zero budgeting

Members:

1. Katherine Todd (Tappahannock), Teaching Elder, Region B katherine1027b@gmail.com
2. Patrick Lane (Mitchells), Teaching Elder, Region A mitchellspcpastor@gmail.com
3. Jen Rowe (First, Fredericksburg), Ruling Elder, Region B jenrowe@cox.net
4. Inger O. Manchester (Rockfish), Teaching Elder, Region A ingeromanchester@gmail.com
5. Karen Allamon (Madison), Teaching Elder, Region A pastorkaren@madisonpresbyterian.com
6. Daniel Mensah Awuah (Holy Trinity), Teaching Elder, Region C dmensahawuah@yahoo.com
7. Mike Watson (Fairfield), Teaching Elder, Region B, mike@fairfieldpcusa.org
8. Chad Rhodes (Bethesda/Pryor Mem), Teaching Elder, Region F chadrho@gmail.com
9. Jim Purcell (St Andrews) Ruling Elder, Region B jim@jamescpurcell.com
10. Charlene Motley (First United) Ruling Elder, Region D, firstunitedclerkofsession@gmail.com

Janet James, LIT chair, jjames.poj@gmail.com

Flo Barbee-Watkins, Lead Presbyter for Vision and Collaboration, flo@presbyteryofthejames.org

Mission: The Presbytery of the James supports leaders, congregations, and ministries in growing followers of Jesus Christ who joyfully live out God's mission in the world.

Mission Council

Report to June 20, 2023 Stated Meeting of the POJ

March 1 (called), March 15, April 18, May 17 meetings

The Mission Council reports this information:

1. The Mission Council has established the general process and structure of the development of the presbytery's annual budget and the use of presbytery-restricted net assets. Several specific meetings have already occurred within this framework. Specific plans include:
 - a. Dividing itself into two work groups – one to deal with financial issues, one to deal with communication across the presbytery (each group meets on its own schedule).
 - b. Exploring ways and formula that could be used to support the presbytery's ministries at lower levels.
 - c. Beginning the 2024 budget process much earlier in the year.
 - d. Expanding the participation in the process to include leaders of all teams, committees, and commissions.
 - e. Approaching the budget as a zero-based budget.
 - f. Discussing the implementation and significance of the Strategic Plan (approved Feb 2021).
 - g. Scheduling a called presbytery meeting solely to vote on the budget. This meeting has been tentatively scheduled for Thursday evening, November 16, 2023 (preliminary material will be made available in the packet of the October stated presbytery meeting).
 - h. Determining and implementing communications and resource material to the congregations, pastors, educators, and ministries about the vital roles the presbytery has or can have on the mission of the church.
2. Received evaluation results from February stated presbytery meeting.
3. Received monthly Finance Reports from Finance Manager.
4. Received regular reports from Camp Hanover.
5. Rev. Jess Cook is the moderator of the Personnel Committee, and as such will be attending Mission Council meetings until further notice.
6. The Personnel Committee is working on the presbytery office workload transition that will take place with the retirement of Franklin Reding on June 30, 2023.
7. The New Worshiping Communities Team (NWCT) has been named, convened for its first meeting, and begun to meet. Rev. Alex Creager will be the moderator of this team for 2023.
8. Received request from Massanetta Springs Conference Center to consider a significant contribution to a new capital improvements campaign.

The Mission Council reports taking the following actions:

1. Approved a called meeting to vote on the Book of Order amendments to be held virtually on April 20, 2023.
2. Approved the amended POJ Personnel Handbook
3. Approved an increase in the contract amount for the Finance Manager by \$2,156 for calendar 2023, for one-third of the cost of health insurance coverage (obtained independently).
4. Approved allowing Keenan Rodgers 15 minutes to present Board of Pensions information at the June presbytery meeting.
5. Approved the request of Sy Hughes (Presbyterian Mission Agency) to bring a message of greeting to the presbytery at the June stated meeting.
6. Approved a request from Faith Communities of Habitat for Humanity for a 5-minute speaking opportunity and display space at the June presbytery meeting.
7. Approved TE Mary Jane Winter, RE Linda Gueringer, TE Alex Creager, TE Vicki Murdock and RE Ayars Lore to serve on the New Worshiping Communities Team.

8. Approved guidance to CON to exclude membership of the leaders of New Worshiping Communities from serving on the New Worshiping Communities Team. This was to address concerns regarding conflict of interest. This new team will be in close contact with all POJ NWCs to provide mentorship, support and care.
9. Approved by consensus increasing the frequency of Mission Council meetings to monthly.
10. Approved the agenda for the April 20, 2023 Called Meeting of the Presbytery of the James.
11. Approved the following people to serve on the Leadership Innovation Team (LIT): TE Katherine Todd (Tappahannock), Region B, White, Female; TE Patrick Lane (Mitchells), Region A, White, Male; RE Jen Rowe (Fredericksburg), Region B, White, Female; TE Inger O. Manchester (Rockfish), Region A, White, Female; TE Karen Allamon (Madison), Region A, White, Female; TE Daniel Mensah Awuah (Holy Trinity, Region C, Ghanaian, Male; TE Mike Watson (Fairfield), Region B, White, Male; TE Chad Rhodes (Bethesda/Pryor Mem), Region F, White, Male; RE Jim Purcell (St Andrews) Region B, White, Male; RE Charlene Motley (First United), Region D, Black, Female.
12. Approved concurrence with request from St. Andrews Church to waive Board of Pensions past dues owed for an honorably retired pastor serving 20 or more hours per week with the understanding that St. Andrews is responsible for those dues now that they are aware of them.
13. Approved agenda and location, The Gayton Kirk, for the June 20, 2023 stated meeting of the presbytery.
14. Approved a called meeting to approve the 2024 budget and act on any nominations put forward by CON to take place in hybrid format on November 16, 2023 at 7:00 p.m., physical location to be determined.
15. Approved a Health Expectations Policy for approval by the presbytery and promulgation at meetings of the Presbytery, its committees / commissions / team leaders / pastors / educators / staff members. A copy of this policy can be found on p.30.

The Mission Council makes the following consent agenda recommendations: None

The Mission Council makes the following recommendations:

1. That the agenda for the June 20, 2023 stated meeting be approved.
2. That the Health Expectations Policy be approved, included in each meeting's packet, and inserted into the Manual of Administrative Operations as an addendum.

Presbytery of the James Health Expectations

It is important to prioritize the health and safety of all attendees at any meeting of the Presbytery, committees, commissions, teams, workshops, etc. By adhering to these health expectations, we can help mitigate the spread of COVID-19, the flu, or any other airborne or contagious illnesses, and create a safe and welcoming environment for all participants.

1. Participation in the meeting includes possible exposure to and illness from COVID-19 and other illnesses. Following recommendations for being vaccinated and attending to healthy practices may reduce the risk, but the risk of serious illness and death does exist. By attending the meeting, you knowingly assume the risks.
2. Please do not attend the in-person meeting if you feel sick or if you have tested positive for COVID-19 anytime 7 days prior to the meeting. If someone comes in your stead, please let the Presbytery staff (Barbara Espigh barbara@presbyteryofthejames.org) know who that person is before the meeting starts.
3. If you experience any of the symptoms associated with COVID-19 and other illnesses while attending the meeting, please notify the stated clerk immediately and avoid contact with other persons attending the meeting.
4. Even if you are vaccinated, you are invited to wear a mask and keep a comfortable distance from others if you choose to do so for any reason.
5. Please bring a mask to the meeting. If requested by the POJ moderator for health reasons for any of the group, we ask that you agree to wear the mask.
6. Frequent hand washing is highly recommended. All attendees are strongly encouraged to wash their hands regularly with soap and water for at least 20 seconds. If soap and water are not available, hand sanitizer should be used.

Following public health guidelines such as wearing masks and getting tested can feel inconvenient or uncomfortable at times, but they are important measures to protect ourselves and those around us from the spread of infectious diseases. By taking these actions, we are showing empathy and consideration for others, and doing our part to keep our communities safe and healthy. It is important to remember that we are all in this together, and small actions can have a big impact on the health and well-being of our families, friends, and neighbors.

New Worshiping Communities Team June 2023 POJ Report

Dear Presbytery of the James,

Thank you for welcoming us to serve on the newly formed New Worshiping Communities Team for the presbytery. The goal of our new team is to oversee the creation and development of new worshiping communities in the presbytery. We are here to support, mentor, communicate, and provide resources to our new worshiping communities and their faith leaders. We also are here to be the first step of connection for individuals and groups who are interested in starting a new worshiping community under the Presbytery of the James.

Our initial team members are:

Rev. Alex Creager (Minister, Bon Air), Moderator
Linda Gueringer (Ruling Elder, First United Richmond)
Rev. Mary Jane Winter (Minister, Second Richmond)
Ayars Lore (Ruling Elder, Providence Forge)
Rev. Vicki Murdock (Honorably Retired)

Our first meeting was Wednesday May 17, 2:00 p.m. at the Presbytery of the James office. Our first action was designating a liaison for our four newest worshiping communities. They are:

All Nations Presbyterian Fellowship: Rev. Mary Jane Winter and Linda Gueringer
Holy Trinity: Ayars Lore
Every Table: Rev. Vicki Murdock
Voices of Jubilee: Rev. Alex Creager

In the next month, we will be introducing ourselves to these faith communities, connecting with their leadership, communicating updates with Presbytery, and learning how this new team may best support the mission of these communities and vision of our presbytery.

We are so grateful for this opportunity to support and walk alongside our siblings in Christ as they live out their hopes and dreams for deepening and widening the body of Christ here in central Virginia.

-Alex Creager,
Moderator, New Worshiping Communities Team

Voices of Jubilee

The Voices of Jubilee is a ministry of the Presbytery of the James, accompanying youth in detention and prison in Richmond and across the commonwealth. Our mission is to accompany children and young adults who are subject to the structural and personal violence of our criminal justice system and system of mass incarceration and to build the beloved community: just communities of support and public policy that addresses violence and trauma with love and healing, not retribution. Since COVID, the prison systems have not allowed our choir to sing, so Voices of Jubilee has learned to sing in new ways. We have begun supporting youth and their families through court proceedings, a time of great difficulty for families. This summer our ministry will expand to the Richmond Juvenile Detention Center in addition to Chesterfield Juvenile Detention Center and youth from across the state at the Bon Air Juvenile Correctional Center.



Let's build the beloved community together!

We invite congregations, small groups, youth groups, and any group of the church to consider partnering with us through sponsoring Bibles and snacks (which become our shared fellowship table) for a month. It cost about \$500/month to provide Youth Study Bibles and snacks to all the youth we visit each week. If your group would like to sponsor this ministry for a month, we will highlight you on social media, share a reflection with you to share with your group that month and invite you to partner in other ways as opportunities become available. We hope you will wade into the water with us this summer through sponsorship so we might share the joy of our ministry with you! We are so grateful for all of the support of the POJ!



With gratitude,
Rev. Ashley Diaz Mejias
& Rev. Lauren Ramseur, co-pastors

Partner with us!

Voices of Jubilee
PO Box 29296, Richmond, VA 23242
804-482-1628
voicesofjubileegc@gmail.com
lauren.ramseur@gmail.com
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Trustees of Presbytery of the James, Inc.
Report to June 20, 2023 Stated Meeting of the Presbytery
March 15 and May 17, 2023 Trustees Meetings

The Trustees report the following as information:

1. Our outside investment manager with RBC Wealth Management presented a quarterly financial report of the presbytery's investments. They have been performing better than average and outperforming the S&P 500 index (as well as others).
2. The Trustees continue to pursue the sale of real property of the former Gordonsville and Montrose Presbyterian churches.
3. The Trustees will be developing a policy for the allocation and use of proceeds from the sale of real property of dissolved churches.

The Trustees report taking the following actions:

1. Adopted a policy applying to the use of presbytery-owned and -leased vehicles.
2. Amended the purchase agreement and lease with the tenant of the former Gordonsville church property to extend the term through August 31, 2023.
3. Worked with outside counsel on the filing, on March 10, 2023, of a motion for summary judgment in litigation involving the former Victoria Presbyterian Church property in Blackstone.

The Trustees report the following action taken as a commission:

1. The Trustees authorized Mechanicsville Presbyterian Church to sell two lots that the church owns. The Trustees took this action exercising commission power at the church's request due to immediate financial needs that sale of the lots is intended to satisfy.

The Trustees make the following consent agenda recommendation: None

The Trustees make the following recommendations:

1. Blue Ridge Presbyterian Church: In January 2014, the Trustees approved disbursement from the New Church Development Fund of (a) a \$65,000 grant to pay off the Blue Ridge Church's mortgage and (b) a \$65,000 loan to the church. The terms of the loan included zero interest and a re-payment period of 36 months. Presbytery records show that Blue Ridge Church paid back \$22,610.05 of the \$65,000 loan (leaving a balance of \$42,389.95) and has made no payment since July 2018. The current church leadership reported that (i) their understanding has been for several years that the presbytery had forgiven repayment of the loan balance, (ii) this understanding is not documented in writing, and (iii) the church is not currently in a position to pay off a loan of this size. At the March 15 meeting of the Trustees, they approved putting before the presbytery a motion to forgive the unpaid amount of the 2014 loan.

Accordingly, the Trustees hereby make the following recommendation to the presbytery: **Trustees of Presbytery of the James, Inc. move that the presbytery agree to forgive the outstanding debt, in the amount of \$42,389.95, of Blue Ridge Church associated with a 2014 loan from the New Church Development Fund.**

2. Swift Creek Presbyterian Church: Swift Creek Church has developed plans for a capital improvement project. To fund the project, Swift Creek Church submitted a request to, and, on April 21, received approval for, a construction loan from, the Presbyterian Investment and Loan Program. The terms of the PILP financing are the following:

- Amount of \$350,000.
- 20-year term.
- Interest rate of 5.15%, adjustable every 60 months.
- Monthly payments of interest only based on the outstanding principal balance during the construction period.
- Monthly payments of \$2,338.95 following completion of construction.

At a called meeting on April 23, the Session of Swift Creek Church approved advancing the loan proposal to a vote of the entire church at a congregational meeting on April 30. The congregation approved the proposal at that meeting. Swift Creek Church subsequently asked the Trustees to request that the presbytery agree to guarantee the loan. Such a guarantee is a condition of PILP agreeing to advance the loan to the church.

Accordingly, the Trustees hereby make the following recommendation to the presbytery: **Trustees of Presbytery of the James, Inc. move that the presbytery agree to guarantee the PILP loan to Swift Creek Presbyterian Church of \$350,000 on terms as set forth above.**

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Four months ending April 30, 2023

DESCRIPTIONS	CY 2023			%
	Jan - Apr	Budget	Variance	Budget Variance
<i>SOURCES OF FUNDS</i>				
<u>Congregational Intents -</u>				
Undesignated Support (POJ, Synod Per Capita, and G.A.)	114,191.88	525,000.00	(410,808.12)	21.8%
Designated Giving to POJ Only	10,928.32	29,100.00	(18,171.68)	37.6%
Per Capita (\$1.15 for Synod; \$8.98 for G.A.)	8,678.91	13,387.00	(4,708.09)	64.8%
Designated Giving to Validated Missions thru G.A.	7,077.68	25,000.00	(17,922.32)	28.3%
Intents / total	<u>140,876.79</u>	<u>592,487.00</u>	<u>(451,610.21)</u>	23.8%
Checking Account Interest	5.26	20.00	(14.74)	26.3%
Other income	1,680.00	6,100.00	(4,420.00)	27.5%
TOTAL - SOURCES OF FUNDS	<u>142,562.05</u>	<u>598,607.00</u>	<u>(456,044.95)</u>	23.8%
<i>USES OF FUNDS</i>				
<u>Synod and General Assembly</u>				
Synod Per Capita	4,756.75	19,027.00	(14,270.25)	25.0%
GA Per Capita	0.00	159,294.00	(159,294.00)	0.0%
GA Shared Mission Support	0.00	25,000.00	(25,000.00)	0.0%
Synod & GA / total	<u>4,756.75</u>	<u>203,321.00</u>	<u>(198,564.25)</u>	2.3%
<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		250.00	(250.00)	0.0%
Permanent Judicial Commission (PJC)				
PJC - Committee Administration		0.00	0.00	n/a
All Constitutional Committees / total	<u>0.00</u>	<u>250.00</u>	<u>(250.00)</u>	0.0%

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Four months ending April 30, 2023

DESCRIPTIONS	CY 2023			%
	Jan - Apr	Budget	Variance	Budget Variance
<u>Mission Council (MC)</u>				
Staff				
Salaries	118,632.41	311,586.00	(192,953.59)	38.1%
Housing Allowances	36,356.29	139,821.00	(103,464.71)	26.0%
Payroll Taxes	10,688.97	31,483.00	(20,794.03)	34.0%
Auto Expense (Lead Presbyter)	181.83	3,500.00	(3,318.17)	5.2%
Auto Expense (Relational Care Presbyter)	606.82	3,500.00	(2,893.18)	17.3%
Auto Expense (Congregational Care Presbyter)	82.88	3,500.00	(3,417.12)	2.4%
Auto Expense (Stated Clerk)		3,000.00	(3,000.00)	0.0%
Pension/Medical	45,783.32	132,390.00	(86,606.68)	34.6%
Lead Presbyter Professional/Cont Ed Expense	2,329.09	5,000.00	(2,670.91)	46.6%
Relational Care Presbyter Professional/Cont Ed Expense	2,732.87	5,000.00	(2,267.13)	54.7%
Congregational Care Presbyter Professional/Cont Ed Expense	953.05	5,000.00	(4,046.95)	19.1%
Coaching for Three Presbyters	1,500.00	1,800.00	(300.00)	83.3%
MC Staff / sub-total	219,847.53	645,580.00	(425,732.47)	34.1%
Presbytery Office				
Utilities	2,751.97	11,000.00	(8,248.03)	25.0%
Insurance	11,423.55	24,000.00	(12,576.45)	47.6%
Office Supplies	1,582.35	4,200.00	(2,617.65)	37.7%
Postage	253.97	600.00	(346.03)	42.3%
Telephone/Internet	2,614.49	8,100.00	(5,485.51)	32.3%
Office Expense (Lead Presbyter)	410.59	1,500.00	(1,089.41)	27.4%
Office Expense (Congregational Presbyter)	400.00	1,500.00	(1,100.00)	26.7%
Office Expense (Relational Care Presbyter)	400.00	1,500.00	(1,100.00)	26.7%
Grounds/Building Maintenance	4,448.52	10,100.00	(5,651.48)	44.0%
Remote Bank Fees	71.94	275.00	(203.06)	26.2%
Audit	5,250.00	15,675.00	(10,425.00)	33.5%
Payroll Expense	1,020.00	2,000.00	(980.00)	51.0%
MC Presbytery Office / sub-total	30,627.38	80,450.00	(49,822.62)	38.1%

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Four months ending April 30, 2023

DESCRIPTIONS	CY 2023			%
	Jan - Apr	Budget	Variance	Budget Variance
Presbytery Operations				
Lead Presbyter Discretionay Expense	154.49	2,000.00	(1,845.51)	7.7%
Relational Care Presbyter Discretionary Expense	303.63	2,000.00	(1,696.37)	15.2%
Congregational Care Presbyter Discretionary Expense	87.64	2,000.00	(1,912.36)	4.4%
Conferences/Retreats	3,927.22	12,500.00	(8,572.78)	31.4%
Staff Enrichment		2,000.00	(2,000.00)	0.0%
Communications & IT Support	710.92	15,000.00	(14,289.08)	4.7%
Presbytery Meetings	2,300.00	5,400.00	(3,100.00)	42.6%
Administration	146.62	500.00	(353.38)	29.3%
Leadership Innovation Team		5,000.00	(5,000.00)	0.0%
Camp Hanover, Inc. (per Covenant Agreement)	36,000.00	108,000.00	(72,000.00)	33.3%
Capital Replacement Transfer		4,000.00	(4,000.00)	0.0%
MC Presbytery Operations / sub-total	43,630.52	158,400.00	(114,769.48)	27.5%
MC totals	294,105.43	884,430.00	(590,324.57)	33.3%
<u>Commission on Ministry (COM)</u>				
COM - Committee Administration	168.07	1,500.00	(1,331.93)	11.2%
COM - Parish Models		7,500.00	(7,500.00)	0.0%
COM - First call ministry Support		7,300.00	(7,300.00)	0.0%
COM / total	168.07	16,300.00	(16,131.93)	1.0%
<u>Committee on Preparation for Ministry (CPM)</u>				
CPM - Financial Aid		13,000.00	(13,000.00)	0.0%
CPM - Psychological Evaluations	500.00	1,500.00	(1,000.00)	33.3%
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	500.00	17,700.00	(17,200.00)	2.8%

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Four months ending April 30, 2023

DESCRIPTIONS	CY 2023			%
	Jan - Apr	Budget	Variance	Budget Variance
<u>Leadership Connections Team (LCT)</u>				
LCT - Team Administration		200.00	(200.00)	0.0%
LCT - Black Caucus		800.00	(800.00)	0.0%
LCT - Collegiate Ministries	21,570.12	61,674.00	(40,103.88)	35.0%
LCT - Community of Ministry & Worship	8,549.70	10,000.00	(1,450.30)	85.5%
LCT - Older Adult		500.00	(500.00)	0.0%
LCT - Resource Center	375.00	1,500.00	(1,125.00)	25.0%
LCT - Small Church	2,909.24	4,000.00	(1,090.76)	72.7%
LCT - Stewardship		200.00	(200.00)	0.0%
LCT - Youth Ministry		200.00	(200.00)	0.0%
LCT / total	33,404.06	79,074.00	(45,669.94)	42.2%
<u>Mission and Service Team (MAST)</u>				
MAST - Team Administration	20.18	200.00	(179.82)	10.1%
MAST - Disaster Relief Team	133.01	1,000.00	(866.99)	13.3%
MAST - Haiti		12,500.00	(12,500.00)	0.0%
MAST - Dismantling Racism		500.00	(500.00)	0.0%
MAST - Evangelism and Church Growth	17,272.00	104,000.00	(86,728.00)	16.6%
MAST - Voices of Jubilee	40,000.00	40,000.00	0.00	100.0%
MAST - Public Policy		1,500.00	(1,500.00)	0.0%
MAST - Self Development of People		500.00	(500.00)	0.0%
MAST - Social Justice		1,000.00	(1,000.00)	0.0%
MAST - World Mission	3,000.00	10,000.00	(7,000.00)	30.0%
MAST - Southwood Project Habitat of Greater Ch'ville (2021 - 2025)		20,000.00	(20,000.00)	0.0%
MAST / total	60,425.19	191,200.00	(130,774.81)	31.6%
1001 Worshipping Communities (WCT)				
Administration for team		500.00	(500.00)	0.0%
TOTAL - USES OF FUNDS	393,359.50	1,392,775.00	(999,415.50)	28.2%

PRESBYTERY OF THE JAMES
Statement of Sources and Uses of Funds
Four months ending April 30, 2023

DESCRIPTIONS	CY 2023			%
	Jan - Apr	Budget	Variance	Budget Variance
EXCESS OF USES OVER SOURCES	(250,797.45)	(794,168.00)	543,370.55	31.6%
SUPPORT FROM EXISTING FUNDS				
Church & Ministries Development Fund	150,000.00	668,867.00	(518,867.00)	22.4%
Genesis & Generations Fund	0.00	125,301.00	(125,301.00)	0.0%
Support from Existing Funds / total	150,000.00	794,168.00	(644,168.00)	18.9%
NET USE	(100,797.45)	0.00	(100,797.45)	n/a

Account Balances at 4/30/23	
Bank of America (cash)	\$ 108,444.00
RBC (cash and investments)	\$ 5,033,784.00
	\$ 5,142,228.00

**PRESBYTERY OF THE JAMES
REPORT OF NET ASSETS
From January 1 through April 30, 2023**

Restricted funds

Fund Name	12/31/22	Contributions	Int. Income	Gains	Investment Fees	Investment Interest Inc.	Expenses	Transfers	Release Funds	4/30/23
									to Assets wo restrictions	
Elizabeth Fitzgerald Fund	1,187.04	163.93								1,350.97
New Church Development Site	276,788.41			5,353.28	(759.82)	1,272.36				282,654.23
U of R Campus Ministry	6,694.62									6,694.62
Haiti Mission Project - Corell	-	9,918.34					(5,583.34)			4,335.00
Five Cents A Meal	32,437.57	13,081.37					(35,250.00)			10,268.94
Glenmore Scholarship	2,079.43	527.55								2,606.98
HCR - Misc	645.44									645.44
Norman Nettleton Retirement Fund	3,578.39	181.74								3,760.13
Pastoral Care Fund	3,594.42	731.54								4,325.96
Peacemaking Offering	14,161.21	959.94								15,121.15
Pentecost Offering	4,867.41									4,867.41
Presbyterian Disaster Team	4,968.99								(4,968.99)	-
African Fellowship Project	3,323.00									3,323.00
Volunteer Recognition	2,032.18									2,032.18
Committee on Ministry & Worship	1,600.00									1,600.00
SDOP Grant	582.72									582.72
Haitian Art Project	25.00									25.00
Dismantling Racism Project	8,164.91									8,164.91
Medical Reimbursement	-	365.19								365.19
William Neal (Endowment)	613.12			12.24	(1.75)	73.20				696.81
Providence Powhatan (Endowment)	123,237.09									123,237.09
Anne Bolling Hobson (Principal / permanent)	2,000.00									2,000.00
Eva Ross Barndt (Principal / permanent)	500.00									500.00
TOTALS	493,080.95	25,929.60	-	5,365.52	(761.57)	1,345.56	(40,833.34)	-	(4,968.99)	479,157.73

**PRESBYTERY OF THE JAMES
REPORT OF NET ASSETS
From January 1 through April 30, 2023**

Board - designated funds

FUND NAME	12/31/22	Contributions	Int. Income	Investment Fees	Investment Interest Inc.	Gains	Gains/Loss		Transfers	Support	Transfers from Restricted	4/30/23
							Sale of property	Expenses		from CM&D Interfund Transfers		
POJ	127,032.38	142,556.79	5.26					(358,428.96)	110,000.00		4,968.99	26,134.46
Church & Ministries Development Fund	4,204,930.09			(11,790.65)	19,787.96	83,772.90		(3,059.05)	(150,000.00)			4,143,641.25
Genesis & Generations Fund (Dismissed Churches)	309,105.76			(981.43)	1,643.44	6,914.59						316,682.36
Capital Replacement Fund	45,587.66			(128.93)	215.90	908.37						46,583.00
Elizabeth Fitzgerald Fund	25,110.97											25,110.97
Montrose Church	68,275.06	8,000.00										76,275.06
Small Church Emergency Cap Fund	-											-
Greenwood Presbyterial Church	85,408.69							(100.00)				85,308.69
Gordonsville Presbyterian Church	9,560.16	2,949.94										12,510.10
Voices of Jubilee	3,477.68	5,250.00						(19,125.76)	40,000.00			29,601.92
Advance Funds	40,029.28											40,029.28
New Covenant Funds	-	33.13										33.13
Lakeside Church Funds	876.20											876.20
Trinity Presbyterian Church	(4,064.02)	726.89						(7,341.90)				(10,679.03)
GA Commissioner Reserves	5,000.00											5,000.00
Aquired Properties (dissolved congregations)	877,645.00											877,645.00
Retained Earnings	813,148.00											813,148.00
Accumulated CB Adjustments	386,059.00											386,059.00
TOTALS	6,997,181.91	159,516.75	5.26	(12,901.01)	21,647.30	91,595.86	-	(388,055.67)	-	-	4,968.99	6,873,959.39