



Called Special Meeting • Tuesday, July 30, 2024, 5:30–7:30 p.m.  
Hybrid Meeting Zoom/First Presbyterian Church  
4602 Cary Street Rd Road Richmond, VA 23226  
Section II – Agenda and Reports

## Agenda

The purposes of this special meeting are to receive the report of the Strategic Plan, Staffing Structure, and Financial Review Task Force and act on their recommendations.

- 5:15** Pre-meeting Preparation and Instructions for Hybrid Meeting TE Jess Cook
- 5:30** Call to Order and Opening Prayer RE Cherry Peters, Moderator
- 5:40** Initial Business
- Adoption of Agenda TE Janet James, Moderator Mission Council
- 5:45** Presentation: Recommendations of the Strategic Plan Review Task Force Task Force
- 6:00** Discussion
- 7:30** Closing Prayer RE Cherry Peters, Moderator

## Meet Today's Leadership

**Rev. Jess Cook:** POJ Zoom Host; Interim Pastor, Westminster, Richmond; Organizing Pastor, Every Table

**Rev. Tom Coye:** Strategic Plan Review Task Force; Campbell Memorial and Mildred

**Ruling Elder Barbara Crump:** Strategic Plan Review Task Force; Gayton Kirk

**Ruling Elder Steve Hicks:** Parliamentarian; Mitchells

**Rev. Janet James:** Mission Council Moderator; Pastor; Gayton Kirk

**Rev. Gordon Mapes:** Strategic Plan Review Task Force; Chester

**Ruling Elder Barry Parks:** Temporary Stated Clerk, POJ; Westminster, Charlottesville

**Rev. Shelly Barrick Parsons:** Strategic Plan Review Task Force; Hebron Presbyterian

**Ruling Elder Cherry Peters:** POJ Moderator; Second, Richmond

**Rev. Amy Starr Redwine:** Strategic Plan Review Task Force; First, Richmond

**Ruling Elder Jen Rowe:** Strategic Plan Review Task Force; Fredericksburg

**Rev. Rachel Sutphin:** Strategic Plan Review Task Force; First Charlottesville

**Rev. Calvin H. Sydnor, IV:** Strategic Plan Review Task Force; Grace Covenant

**Ruling Elder David Thomen:** Strategic Plan Review Task Force; Summit

**Rev. Mike Watson:** Strategic Plan Review Task Force; Fairfield

**Ruling Elder Rod Young:** Strategic Plan Review Task Force; First United Presbyterian

## Presbytery of the James

### Commonly Used Acronyms

#### Denomination-wide

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PC(USA)	Presbyterian Church (U.S.A.)
BOC	<i>The Book of Confessions</i>
BOO	<i>Book of Order</i>
BOP	Board of Pensions
CLC	Church Leadership Connection
FDN	Presbyterian Foundation
OGA	Office of the General Assembly
PDA	Presbyterian Disaster Assistance
PEVA	Presbytery of Eastern Virginia
PHS	Presbyterian Historical Society
PILP	Presbyterian Investment and Loan Program
PMA	Presbyterian Mission Agency
POAMN	Presbyterian Older Adult Ministries Network
PW	Presbyterian Women

#### Presbytery of the James

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APC	Administration & Pastoral Care Committee (a committee of COM)
ARC	Anti-Racism Committee
COM	Commission on Ministry
CON	Committee on Nominations
COR	Committee on Representation
CREC	Commissioned Ruling Elder Committee (a committee of COM)
CPM	Committee on Preparation for Ministry
CPR	Church and Pastor Relations Committee (a committee of COM)
Exams	Examinations Committee (a committee of COM)
IAG	Investment Advisory Group (a committee of the Tr)
LCT	Leadership Connections Team (8 underlying ministries)
MAST	Mission & Service Team (5 underlying ministries)
MC	Mission Council
NWCT	New Worshiping Communities Team (incl. Immigrant Communities)
Personnel	Personnel Committee of the Mission Council
PJC	Permanent Judicial Commission
SDOP	Self-Development of People (a ministry under MAST)
SMA	Synod of the Mid-Atlantic
SPR-TF	Strategic Plan Review Task Force
Tr	Trustees (of the Corporation)
TRC	Transitional Relations Committee (subcommittee of the COM)

## Rules for Presbytery Meetings

*The Stated Clerk is available to assist anyone with the rules of order, proper motions to make to accomplish their purpose, and wording of motions. Please do not hesitate to seek help if needed.*

1. Silence all electronic devices.
2. If you are attending in person, please do not log into the Zoom meeting. This will help maintain the proper internet bandwidth necessary to conduct the meeting.
3. If you are attending via Zoom, please mute your link until you are called upon to speak by the Moderator.
4. To seek recognition:
  - a. In person, go to the microphone and wait to be recognized by the Moderator.
  - b. Via Zoom, use the Raise Your Hand function and wait to be recognized by the Moderator.
  - c. Via phone, press \*9 and wait to be recognized by the Moderator.
5. If you are attending via Zoom, do not use the Chat feature as a means of debating the motion.
6. Should you wish to make a motion, fill out a motion form found at the registration table and near the microphone. When you have completed your motion form, present it to the Stated Clerk. If you are on Zoom, use the motion form from the POJ website in the meeting information section and email it to the Stated Clerk—[statedclerk@presbyteryofthejames.org](mailto:statedclerk@presbyteryofthejames.org). If possible, please present to the Stated Clerk prior to making your motion.
7. Debate on all debatable motions shall be limited to 3 minutes and 1 time per person.
8. The vote count will be tallied by the Zoom administrator and the Stated Clerk, with the results presented to the Moderator for announcement of the outcome.
9. Minutes of the meeting will be read and approved by a committee of four individuals who are known to have attended the meeting. These individuals will be selected by the Stated Clerk from two regions on a rotating basis. The Stated Clerk will report on the minutes at the next presbytery meeting.

## 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 with and attention to these basic rules of order will be most appreciated.

Precedence Order	Description	Second Required?	Debatable?	Amendable?	Vote Required?
<b>Main Motions</b>					
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
<b>Subsidiary Motions</b> 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
<b>Privileged Motions</b>					
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
<b>Incidental Motions</b>					
	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
<b>Other Motions</b>					
	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*.

## **Strategic Plan, Staffing Structure, and Funding Review Task Force of the Presbytery Report: July 30, 2024**

### **Members of the Strategic Plan, Staffing Structure, and Funding Review Task Force**

Tom Coye, *Teaching Elder, Campbell Memorial and Milden*

Barbara Crump, *Ruling Elder, Gayton Kirk*

Gordon Mapes, *Teaching Elder, Chester Presbyterian*

Shelly Barrick Parsons, *Teaching Elder, Hebron Presbyterian, Manakin-Sabot*

Amy Starr Redwine, *Teaching Elder, First Presbyterian Richmond*

Jen Rowe, *Ruling Elder, Fredericksburg Presbyterian*

Rachel Sutphin, *Teaching Elder, First Presbyterian Charlottesville*

Calvin H. Sydnor, IV, *Teaching Elder, Grace Covenant Presbyterian*

David Thomen, *Ruling Elder, Summit Presbyterian, Stafford*

Mike Watson, *Teaching Elder, Fairfield Presbyterian, Mechanicsville*

Rod Young, *Ruling Elder, First United Presbyterian*

### **Purpose of the Strategic Plan Review Task Force**

*Ratified by the November 16, 2023, Stated Meeting of the Presbytery of the James*

That the Presbytery form a Strategic Plan, Staffing Structure, and Funding Review Task Force of the Presbytery:

1. To study the current Strategic Plan and its implementation and impact on the life of the Presbytery and make recommendations on how it will be adapted in light of current realities
2. To study present and future sources of funding that would consider, but not be limited to, sustainability, per capita, stewardship, and other sources
3. To recommend authorized uses of the Church & Ministries Development Fund, the Genesis & Generations Fund, and any additional POJ reserve funds, and in consultation with the Trustees, recommend a financially sustainable annual draw off of POJ reserve funds to support the annual Presbytery budget
4. To be comprised of persons in the presbytery with a broad base of diversity, inclusion, interest, and experience
5. To be formed by the current Moderator of the Presbytery (Rev. Rosalind Banbury), the incoming Moderator of the Presbytery (Cherry Peters), the incoming Moderator of the Mission Council (Rev. Janet James), and the incoming Vice-Moderator of the Mission Council (Rev. Kerry Foster)
6. To be formed and first convened in December 2023, with its initial finding(s) to be presented at the February 2024 stated presbytery meeting and a final report published in April 2024. Recommendations stemming from the report would be presented no later than the June 2024 stated presbytery meeting.

## Summary of our Process

The Task Force was convened on December 11, 2023 and held its organizational meeting in January of 2024, and met eleven times through the end of June. During the course of its work, the TF:

- Created a survey which was distributed throughout the POJ. Thirty persons/sessions responded to the online survey. Conducted three focus groups at the February POJ meeting which reached another approximately twenty participants.
- Conducted personal interviews with each staff member, including both Interim Stated Clerks who served during the span of the TF's work;
- Consulted with the Executive/Stated Clerk of the Synod of the Mid-Atlantic regarding the Synod's success in funding issues and the revitalization of its vision and mission;
- Met with a representative of the POJ's Trustees, along with the POJ's Finance/Accounting Consultant, to learn about the presbytery's financial status, budgeting process, and policies governing the management of the presbytery's funds;
- Learned about the staffing patterns in five other PCUSA presbyteries similar in size to the POJ.
- Learned that the General Assembly of the PCUSA is currently studying the challenges of funding in our denomination;
- Provided updates on the progress of its work at the February and June meetings of the presbytery;
- Concluded that responsibility for the current difficulties, and the efforts to correct them, must be shared by the entire presbytery;
- Created its report with prayer and thorough discussion;
- Recommended the report be presented at a special meeting of the POJ on July 30, 2024.

## **#1: To study the current Strategic Plan and its implementation and impact on the life of the Presbytery and make recommendations on how it will be adapted in light of current realities.**

## Mission/Vision Statements Findings and Recommendations

The Task Force(TF) found that there is broad support throughout the POJ for the mission and vision statements adopted as part of the Strategic Plan, and recommends the POJ continue to work within these parameters:

### *Mission Statement*

*The mission of the Presbytery of the James is to support leaders, congregations, and ministries in growing followers of Jesus Christ who joyfully live out God's mission in the world.*

### *Vision Statements*

- *Christ-centered Spiritual Growth: specifically as this relates to presbytery staff resourcing and supporting church leaders, pastors, and ministries.*
- *Communication and Coordination: specifically as these relate to connecting churches and ministries with one another and creating vital partnerships.*

## Current Staffing Model Findings and Recommendations

The Strategic Plan proposed a new staffing model:

*“A Three Presbyter Staffing Model is the HOW that builds a bridge from our WHY (Mission Statement) to our WHAT (Vision Statements).”*

*“Staffing will include: Lead Presbyter for Vision & Collaboration (full time; head of staff) Presbyter for Relational Care (3/4-time) Presbyter for Congregational Life (3/4-time) Stated Clerk (15 hours weekly)...”*

After conducting surveys, small group conversations, and interviews with presbyters and staff, the TF recognizes that the implementation of the Strategic Plan’s staffing model from concept to reality has not proven as effective for the POJ as was hoped. The TF identified multiple causes contributing to the challenges of implementing the three-presbyter staffing model, including:

- The adoption of a new strategic plan and staffing model near the beginning of a multi-year pandemic when meetings were virtual and discussion and engagement challenging;
- Decreased church giving over time that accelerated unexpectedly during and since the pandemic;
- A search process and salary model for the three new positions that led to higher personnel costs as the presbytery’s income continued to decline;
- A lack of intentional, structured onboarding and orientation for the new presbyters by the Mission Council and Personnel Committee that created confusion about how to prioritize responsibilities;
- The existence of outdated policies and procedures that dominated the presbyters’ time and energy;
- Lack of communication and information-sharing across councils and committees;
- Lack of clarity regarding authority, responsibility, and accountability in the Mission Council and Personnel Committee, especially in regard to oversight of the presbyters and holding staff and volunteers accountable to fulfilling the mission and vision;
- Ideal of a shared leadership model of three presbyters presented challenges and uncertainties, especially in regards to exercising overall authority and responsibility for POJ staff;
- Lack of clear action plan and metrics for implementing the strategic plan;
- Decrease in engagement of POJ presbyters in meetings and councils;
- Lack of concise statement of sources and authorized spending for various POJ funds that support the budget, leading to confusion among POJ membership (but not with staff or those responsible for the budget).



## **Recommended New Staffing Model**

In light of these systemic challenges, the Task Force recommends the POJ attempt a partial reset of the Strategic Plan by adopting a staffing model which reflects the shortcomings the three-Presbyter model has revealed and provides a more conservative financial draw on POJ funds, while still pursuing the mission and vision statements of the original Strategic Plan.

In recommending this model, the Task Force looked at various presbytery staffing models around the country and sought to address the responsibilities not just of POJ staff but also of presbytery members in the health and effectiveness of the organization.

The job descriptions outlined below reflect a reality we discovered in conversations with the three Presbyters, staff, and POJ members - that the three Presbyters were spending more time than expected working in the Richmond office with committees and policies, time that took away from their ability to go out into the POJ and connect directly with pastors, churches, and ministries in the field. The Task Force recommends that by giving clearer direction to both of those major areas and enhancing communication across all levels, we can more effectively carry out the goals of our mission and vision statements.

### **The Task Force Recommends:**

- 1. That the Mission Council adapt the staffing model in light of current realities by eliminating the positions of Lead Presbyter for Vision & Collaboration, Presbyter for Relational Care, and Presbyter for Congregational Life (currently vacant). The TF recommends initiating a 6-month severance package for each of the individuals currently serving in these roles.**
- 2. That the Mission Council create two new staff positions (*suggested job descriptions detailed below*), set an expenditure limit for both, and present to Presbytery for approval:**
  - a. An Executive Presbyter (full-time, head of staff)**
  - b. A Stated Clerk (full-time; this role will take the place of our current interim clerk position when hired).**
- 3. That the Mission Council affirm the work of our current Stated Clerk, Associate for Administration, Associate for Communications and Technology, and other staff, finding ways to support them in the time of transition.**
- 4. That the Mission Council take note of recommendations on enhancing their effectiveness (listed below).**
- 5. That all members of Presbytery take note of recommendations for our life together (listed below).**

### **Executive Presbyter Responsibilities (full-time)**

- Following the guidance of our strategic plan, guide the POJ in fulfilling its mission and vision.
- Coordinate and strategize with POJ members and staff to develop and implement effective means of communication within and among councils and ministries.
- Supervise – with creativity, grace, and collaboration – the POJ staff in implementing decisions and matters of strategy, programming, and resources as determined by the presbytery.
- Lead weekly POJ staff meetings and conduct an annual staff review process with guidance and support from the Personnel Committee.
- Build relationships and make meaningful connections with POJ church professionals and support them in participating in the life of the POJ.
- Administer the budget of the POJ, under the direction of the Budget Committee of Mission Council, including oversight and monitoring of expenditures, receipts, and disbursements.
- Serve as staff liaison to the Mission Council, Committee on Nominations (CON), and other committees as determined in consultation with the Stated Clerk.
- Ensure that clergy, in times of personal or professional crisis, receive care and support from POJ staff and presbyters and assistance in navigating PC(USA) resources.
- Arrange counseling and/or coaching for clergy as needed in conjunction with the Commission on Ministry (COM).

### **Stated Clerk Responsibilities (full-time)**

- Execute and complete the duties enumerated in the POJ Manual of Administrative and Standing Rules, complying with responsibilities outlined in the Book of Order G-3.0104.
  - Prepare minutes for stated and called meetings of the presbytery; maintain regular communications with presbytery members, councils, and ministries related to the presbytery's actions; prepare attendance records and balance the commissioners for presbytery meetings.
  - Serve as a resource to the standing committees of the POJ; serve as the officer of the presbytery as required by the Rules of Discipline in the Book of Order.
  - Assist clerks of session with regular training opportunities and annual statistical report preparation; coordinate annual session minutes review.
  - Implement tasks required in the PC(USA) EQUIP site for stated clerks and participate actively in the Association of Stated Clerks in the PC(USA).
- Oversee review processes for the policies and procedures of the Presbytery of the James, suggesting changes as needed.
- Serve as staff liaison (including taking minutes) to the Committee on Preparation for Ministry (CPM), the Commission on Ministry (COM), and other committees as determined in consultation with the Executive Presbyter.

We recognize that two full-time positions will neither mark a major shift in staffing expenses nor ensure a quick solution for our current difficulties. However, we believe this is a necessary change for our Presbytery that can help grow engagement and excitement.

We trust Mission Council to use the models of these job descriptions, editing them as they may deem necessary, and presenting them to the Presbytery for approval.

## **On Severance for our Current Presbyters**

We did not come easily upon our recommendation to eliminate the positions of Lead Presbyter for Vision & Collaboration, Presbyter for Relational Care, and Presbyter for Congregational Life. Our recommendation to eliminate these positions is rooted in the dysfunction in our system, at all levels. Simply re-defining our current roles would not be enough of a reset to re-shape and reorganize to the degree that is needed. We believe a generous severance package would be an effective way to celebrate their professional gifts and give them time and resources to find new employment.

## **The Emerging Tasks of all Members of the POJ (Certified CEs, Ministers and Ruling Elder Commissioners)**

In our conversations throughout this process, we've realized a great need to re-energize and renew our identity as members of the Presbytery of the James. It's been made clear, many times, by our presbyters that more of us are needed to do the work before us to more effectively live into our mission and vision statements.

In recommending this new staffing model, we realized that some of the job responsibilities that had fallen to the three presbyter model will now either fall on us, or need to fall away. We lift up these tasks that we believe are vital for us, as a presbytery, to support the work of our staff and strategic plan.

- Celebrate and support existing ministries while discerning new opportunities to enrich the life and work of POJ congregations.
- Help secure volunteers and cluster churches for targeted ministries, such as youth and young adults or elder care.
- Keep POJ staff apprised of pastoral care needs of ministers, educators, chaplains, and commissioned pastors, responding to those needs as able.
- Develop and encourage clergy peer groups, create opportunities for imaginative and relevant Christ-centered spiritual growth and renewal of clergy.
- Make every effort to attend POJ meetings in-person, and consider encouraging Presbytery to abandon the hybrid/virtual model altogether.

## **Recommendations Regarding the Mission Council (MC)**

It has also been made clear to us that the Mission Council has struggled with a lack of clarity regarding roles, authority, and responsibility, especially as it concerns the relationship between Mission Council and the staff Presbyters. For example, whose role is it to properly onboard and orient new staff, to help leadership staff set priorities and communicate these priorities to the POJ membership, to establish benchmarks of progress and metrics of success, and to hold leadership staff accountable to fulfilling the mission and vision of the POJ? While the Mission Council may delegate this and other responsibilities to committees, it is their responsibility to ensure that a mechanism is created to oversee and monitor the strategic plan's implementation and to ensure responsibilities like these are fulfilled.

We recommend that in the process of adapting a new staffing model, the mission council also takes time to examine these questions raised by our team, so that when new staff are hired, they come into a strong system that can most effectively live into our mission. To that end, members of this task force stand ready to work with and support the Mission Council in the implementation of these recommendations, perhaps by at least one member of the task force serving ex-officio on MC or serving on a subcommittee responsible for implementation.

Given the anxiety, uncertainty and challenges of post-pandemic operation and the need to rebuild trust, cooperation, comprehension, transparency, leadership and relationships, the task force also recommends mission council explore, over the next 12 months, phasing out hybrid Presbytery meetings and prioritizing in-person gatherings.

**#2 To study present and future sources of funding that would consider, but not be limited to, sustainability, per capita, stewardship, and other sources**

**#3 To recommend authorized uses of the Church & Ministries Development Fund, the Genesis & Generations Fund, and any additional POJ reserve funds, and in consultation with the Trustees, recommend a financially sustainable annual draw off of POJ reserve funds to support the annual Presbytery budget**

**#2 Sourcing of Funding Findings and Recommendations**

*“The funding of mission...demonstrates the unity and interdependence of the church.” “Each council...shall prepare and adopt a budget for its operating expenses, including administrative personnel, and may fund it with per capita apportionment among the particular congregations within its bounds....Presbyteries may direct per capita apportionments to sessions within their bounds, but in no case shall the authority of the session to direct its benevolences be compromised.” (G-3.0106)*

The General Assembly’s “Funding Model Development Team” has published initial findings for the 226<sup>th</sup> GA. These initial findings conclude that historic and previous models of per capita funding are not sustainable. In order to provide “funding that is equitable, elegant and sustainable” Mid-Councils will need to adopt strategies that draw funding from a combination of sources. (Funding Model Development Team report to the 226<sup>th</sup> General Assembly)

For over three decades the POJ, rather than assign a per capita amount, has asked congregations to share in the ministry of the larger church through financial support that is either “Undesignated” and/or “Designated.” This approach has allowed POJ sessions to financially support, or not, the Synod of the Mid-Atlantic and General Assembly per capita, as well as specified mission/ministries of the POJ and validated General Assembly mission endeavors.

Over these decades what the POJ has not done is identify a per capita for funding the POJ. Regardless of the “Undesignated/Designated” selection a POJ session makes, the POJ has met the synod/GA per capita for the entirety of POJ membership. Obviously, this approach lowers funding available for POJ budgeting. A number of other presbyteries take a similar approach. Until recent years, this approach met the annual budget burden of the POJ. The generosity of the various churches has been spread across undesignated, designated, special mission and, for a few, per capita giving, allowing a budget to be adopted with minimal, if any, use of restricted funds.

Historically, per capita apportionments address administrative costs of councils rather than mission expenses. Given the current challenges of trust, engagement and need to re-energize the POJ, as well as the GA’s Funding Task Force insights, introduction of a per capita at this time has the potential to further alienate rather than unite POJ churches.

### **#3 Endowments Finding and Recommendations**

As to the use of endowments for funding the annual budget, recent years have been perceived as times of uncertainty, confusion and even incoherence in the use of “restricted,” “endowed” “investment,” etc. funds. These issues are particularly acute in regards to the Church & Ministries Development Fund and the Genesis & Generations Fund. These issues may stem from the pandemic era re-naming of these funds by presbytery action, as well as lack of published information regarding the policies of these funds.

Best practices in the non-profit sector for the use of investment portfolio funds is an annual draw of 4-5% of a 60-month average. Such a practice ensures viability of the fund while allowing use to support the ministry.

This leads to the question, “what is the responsibility of the presbytery in balancing support for existing congregations and potential new worshiping communities and the maintenance of these funds?” **At this time, it is not prudent to set a timeline for elimination of endowed funds, nor is it prudent to protect them in perpetuity at the expense of congregational/community ministry.** Use of funds with priority for support of existing congregations and new worshiping communities before presbytery staffing, property and other expenses presents the current best option.

Given POJ history, current context, the preliminary insights of the Funding Task Force and the desire to “come alongside” existing POJ congregations and new worshiping communities while maintaining viability of the investment portfolio, the SPRTF recommends:

#### **The Task Force Recommends:**

- 1. That the Budget Subcommittee of the Mission Council study the feasibility of implementing a per capita requirement, plus appropriate synod and GA per capita amounts.**
- 2. That the Trustees consider selling the current office building and investing the funds in the Church & Ministries Development Fund; and maintaining the recently closed Mechanicsville church site for administrative office, meeting location and mission base.**
- 3. That Mission Council creates a page on the website that lists POJ funds and their descriptions, approved uses, planned draws, restrictions, and any investment priorities or oversight.**

- 4. That Presbytery adopts a combined funding/budgeting approach, in no more than three years, that draws no more annually than 4-5% of a 60-month average from available endowments (Church & Ministries Development Fund and Genesis & Generations Fund).**

## **Conclusion**

*The mission of the Presbytery of the James is to support leaders, congregations, and ministries in growing followers of Jesus Christ who joyfully live out God's mission in the world.*

While our Presbytery finds itself in a challenging season, our abiding hope in Jesus Christ and the movement of the Holy Spirit compels us onward. We are blessed with many gifted, wonderful ministers, elders, Christian educators, staff members, and others, who are committed to helping us carry forth our mission.

We invite you to prayerfully consider what you have to offer our Presbytery and to get involved in supporting leaders, congregations, and ministries in growing followers of Jesus Christ who joyfully live out God's mission in the world.