

Highlights of the September 25, 2024 Special Presbytery Meeting

On September 26, 2024, the Presbytery of the James held a Special Meeting to receive the report of the Strategic Plan, Staffing Structure, and Financial Review Task Force and to act on their recommendations. It was a hybrid meeting held at The Gayton Kirk Presbyterian Church, Henrico and on Zoom.

Moderator Cherry Peters (RE, Second Richmond) called the meeting to order at 5:30 p.m. A quorum was present. Cherry opened the meeting with prayer, following which she made a statement of land acknowledgement. TE Janet James (Pastor, Gayton Kirk), Moderator of the Mission Council, called for adoption of the agenda, which was approved by acclamation.

All three motions from the Task Force were approved. The three motions were:

- 1) That the Presbytery of the James replace our current staffing model with the following staffing model to fulfill our strategic plan in light of current financial realities:
 - General Presbyter for Christ-Centered Spiritual Growth (full-time, head of staff); replacing the current three-presbyter model
 - Stated Clerk (full-time); replacing the current part-time Stated Clerk role with the addition of responsibilities for communications and coordination as per the strategic plan's Vision statement
 - Maintain the current Associate for Administration (full-time)
 - Continue to contract financial work
 - Contract for communications and technology support as needed and as budget allows.
- 2) The Presbytery of the James directs the Mission Council to implement the action adopted by:
 - a) creating appropriate job descriptions for the new positions which are to be approved at a meeting of the presbytery prior to any release to prospective candidates;
 - b) working with the appropriate committees (Nominating and/or Personnel) to begin the search process for these positions following job description approval by the presbytery;
 - c) developing the appropriate timing of the transition from the existing model to the newly adopted model in order to provide little to no loss of continuity for the presbytery and the needs within the office, all while keeping current staff informed as to exactly how the transition is progressing and obtaining their feedback for consideration. Reports to the presbytery should be made on at least a monthly basis via the best means possible.
- 3) The Presbytery of the James shall create a special committee of 5 individuals who do not currently hold position in any POJ committee, council, or commission and shall be nominated by the Nominating Committee and approved at a presbytery meeting no later than the February 2025 Stated Meeting for the purpose of establishing a financial sustainability policy that explores ways to create a balanced budget by suggesting revenue enhancements, cost reductions, and/or other combinations of ways by which the presbytery becomes financially stable. This policy should provide clear and concise guidelines for budgeting, investments, and the use of all presbytery designated funds that are held in reserves.

The 1st motion carried by a vote of 97 to 66.
The 2nd motion carried by a vote of 126 to 9.
The 3rd motion carried by a vote of 133 to 4.

Closing

Moderator Peters thanked everyone for their patience with each other and discharged the Strategic Plan Review Task Force with thanks from the Presbytery for all of their hard work. She then declared the Special Meeting adjourned at 8:29 p.m. and Temporary Stated Clerk Barry Parks closed the meeting with prayer.