



*Our Mission: To support leaders, congregations, and ministries  
in growing followers of Jesus Christ who joyfully live out God's mission in the world.*

**119<sup>th</sup> Stated Meeting • Saturday, February 15, 2025**  
**Hybrid Meeting Zoom/First Church, Richmond**  
**4602 Cary Street Rd., Richmond, VA 23226**  
**Section II – Agenda and Reports**

## Agenda

- 9:00** Gathering, Greeting, Refreshments
- 9:15** Pre-meeting Preparation and Instructions for Hybrid Meeting
- 9:30** Declaration of Quorum, Call to Order, Prayer,  
Land Acknowledgment, and Welcome RE Cherry Peters  
Adoption of the Agenda TE Joel Morgan  
Welcome of First-time Commissioners, Corresponding Members, and Guests  
Welcome of New Minister Members RE James Lockett  
Recognition of Retirements TE Joseph Taber  
Installation of 2025 Moderator and Vice-Moderator RE Cherry Peters
- 9:45** **Worship Service**
- 10:30** Break
- 10:45** [Stated Clerk Report](#) (pp. 7-13) RE Barry Parks
- 10:55** [Consent Agenda](#) (p. 14)
- 11:00** [Commission on Ministry](#) (pp. 14-42) TE Joseph Taber
- 11:20** [Ordination Examination of Whitney Caswell Daou](#) (p.38) RE James Lockett
- 11:45** [Presbyter Report](#) (p.43) TE Kerry Foster
- 11:50** [Anti-Racism Committee Report](#) (pp. 43-44) RE Joslyn Shipman and TE Robert Johnson
- 12:00** **Lunch Break**
- 12:45** [Mission Council Report](#) (pp. 44-56) TE Joel Morgan
- 12:50** [Committee on Representation Report](#) (p. 57) TE Crystal Varner Parker
- 1:00** [Vote on Book of Order Amendments](#) (pp. 57-58, Section III) RE Barry Parks
- 1:40** [Committee on Nominations Report](#) (p. 59) TE Kate Fiedler
- 1:50** [Camp Hanover Report](#) (pp. 60-61) Harry Zweckbronner
- 2:00** Adjournment and Closing Prayer TE Josh Andrzejewski

## Meet Today's Leadership

**Rev. Josh Andrzejewski**: POJ Moderator, 2025; Associate Pastor, First, Richmond

**Rev. Kate Fiedler**: Vice Moderator of CON, Associate Pastor, Second, Richmond

**Rev. Kerry Foster**: Temporary General Presbyter, POJ

**Peggy Fox**: POJ Vice-Moderator, 2025; CRE, Woodville

**Rev. Robert Johnson**: Co-Moderator of ARC; Pastor, New Hanover

**James Lockett**: Moderator of COM Exams, Ruling Elder, Fredericksburg

**Rev. Joel Morgan**: Moderator of Mission Council; Member at Large

**Rev. Crystal Varner Parker**: Sermon; Pastor, Providence Forge

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

**Cherry Peters**: POJ Moderator 2024; Ruling Elder, Second, Richmond

**Joslyn Shipman**: Co-Moderator of ARC; Ruling Elder, Bon Air

**Rev. Joseph Taber**: Co-Moderator of COM; Pastor, Culpeper

**Harry Zweckbronner**: Associate Director of Programs, Camp Hanover

## Items for Action

Report	Page	Item
Stated Clerk	10-12	<a href="#">Mechanicsville Church AC</a>
Consent Agenda	14	<a href="#">Consent Agenda</a>
Commission on Ministry	32-33 34-36 36-37 38	<a href="#">Designated Pastor Policy</a> <a href="#">Family Leave Policy</a> <a href="#">Sabbatical Leave Policy</a> Final Step <a href="#">Whitney Caswell Daou</a> Ordination
Book of Order Amendments	57-58 Section III	<a href="#">Book of Order Amendments</a>
Committee on Nominations	59	Slate to be presented in oral report

## 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
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 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.

## Seeking to Be Faithful Together

from the Presbyterian Peacemaking Program

*In a spirit of trust and love, we promise we will...*

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***Give them a hearing...  
listen before we answer***  
(John 7:51 and Proverbs 18:13)

1. **Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus the Christ.**
    - we will keep our conversations and communications open for candid and forthright exchange,
    - we will not ask questions or make statements in a way that will intimidate or judge others.
  2. **Learn about various positions on the topic of disagreement.**
  3. **State what we think we heard and ask for clarification before responding, in an effort to be sure we understand each other**
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***Speak the truth in love***  
(Ephesians 4:15)

4. **Share our concerns directly with individuals or groups with whom we have disagreements in a spirit of love and respect in keeping with Jesus' teachings.**
  5. **Focus on ideas and suggestions instead of questioning people's motives, intelligence or integrity.**
    - we will not engage in name-calling or labeling of others prior to, during or following the discussion.
  6. **Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.**
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***Maintain the unity of the  
spirit in the bond of peace***  
(Ephesians 4:3)

7. **Indicate where we agree with those of other viewpoints as well as where we disagree.**
  8. **Seek to stay in community with each other though the discussion may be vigorous and full of tension.**
    - we will be ready to forgive and be forgiven.
  9. **Follow these additional guidelines when we meet in decision-making bodies:**
    - urge people of various points of view to speak and promise to listen to these positions seriously;
    - seek conclusions informed by our points of agreement;
    - be sensitive to the feelings and concerns of those who do not agree with the majority and respect their rights of conscience;
    - abide by the decision of the majority, and if we disagree with it and wish to change it, work for that change in ways that are consistent with these Guidelines.
  10. **Include our disagreement in our prayers, not praying for the triumph of our viewpoints, but seeking God's grace to listen attentively, to speak clearly and to remain open to the vision God holds for us all.**
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## 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*.

## Report of the Stated Clerk February 15, 2025

### COMMUNICATIONS

#### Minutes

Readers of the presbytery minutes for the stated meeting of October 19, 2024, and the special called meetings of September 26 and November 19, 2024, 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.

#### Permanent Judicial Commission

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

##### Class of 2023

Teaching Elder Denise Hall (retired)  
Ruling Elder Tonya Johnson (Eastminster)  
Ruling Elder Melissa Phillips (Salisbury)

##### Class of 2021

Teaching Elder Alexander Evans (retired)  
Ruling Elder Michael Reynolds (Mechanicsville)  
Teaching Elder Archibald Wallace

##### Class of 2019

Ruling Elder Joi Jeter-Taylor (First United)  
Teaching Elder Allen Fisher (retired)  
Teaching Elder Charles Summers (retired)

### COMMISSION REPORTS

#### Installation of Rev. Elizabeth L. Milford

The commission of the Presbytery of the James, formed to install Rev. Elizabeth L. Milford as Pastor and Head of Staff of The Presbyterian Church of Fredericksburg, Virginia, convened with prayer by Commission Moderator Ruling Elder Cherry Peters on January 12th, 2025, at 2:50 p.m.

The commission consisted of the following members, all of whom were present:

##### Teaching Elders:

- Crystal Varner Parker, Pastor, Providence Forge
- James Taneti, Director of the Syngman Rhee Global Mission Center and Assistant Professor of World Christianity, Union Presbyterian Seminary
- Mary Jane Winter, member at-large, Presbytery of the James, Second Richmond

##### Ruling Elders:

- Cherry Peters, Second Richmond, Moderator of Presbytery of the James
- Barbara Flynt, Certified Christian Educator, Brandermill
- James Luckett, Tuckahoe
- Krista B. Lovell, Certified Christian Educator

Guests of the Commission:

Tom Lovell, honorably retired, North Alabama

The constitutional questions of Rev. Milford and the congregation were duly asked and answered. The meeting of the Installation Commission concluded with the benediction following the service of installation of Rev. Elizabeth Milford. The requirements for the installation of Rev. Milford were met, and she is now the installed Pastor and Head of Staff of The Presbyterian Church of Fredericksburg.

**Installation of Rev. Keli Shipley Cooper**

The commission of the Presbytery of the James, formed to install Rev. Keli Shipley Cooper as Pastor at Tuckahoe in Richmond, Virginia, was convened with prayer by Rev. Crystal Varner Parker at 4:40 p.m.

The commission consisted of the following members, all of whom were present:

Teaching Elders:

- Crystal Varner Parker, Providence Forge Church
- Alex Creager, Bon Air Church
- Derek Starr Redwine, First Church Richmond
- Erin Burt Skinner, Bridgewater College

Ruling Elders:

- James Lockett, The Presbyterian Church Fredericksburg
- Matthew Mahoney, Tuckahoe Church
- Cherry Peters, Second Church Richmond

A motion to dismiss this commission at the benediction was moved by the Rev. Derek Starr Redwine and seconded by the Rev. Erin Burt Skinner. It was approved without objection.

**Ordination of Rev. Hannah Miller**

The Members of the POJ Commission to ordain Hannah Miller met at 3:30 p.m. on September 21, 2024, at First Presbyterian Church. The Commission members included:

Teaching Elders:

- Rev. Joshua Andrzejewski, First Presbyterian Church
- Rev. Ann Cherry, Laurel Presbyterian Church
- Rev. Dr. Frances Taylor Gench, Union Presbyterian Seminary
- Rev. Derek Starr Redwine, First Presbyterian Church
- Rev. Wilson Kennedy, guest of the Commission

Ruling Elders:

- Mark Fagerburg, Bon Air Presbyterian Church
- Dr. Barbara Glenn, First Presbyterian Church
- Dr. Marilyn Johns, Gayton Kirk Presbyterian Church
- Barry Parks, Westminster Presbyterian Church

Josh Andrzejewski served as moderator and opened the meeting with prayer. The Commission elected Marilyn Johns as clerk.



Commission members approved three motions:

1. The motion was approved that the worship service would constitute the work of the Commission.
2. The motion was approved that the Commission's work concludes with the benediction.
3. The motion that the clerk and moderator are empowered to record the minutes and submit to the stated clerk.

The Service of Ordination began at 4:00 p.m. in the First Presbyterian Church sanctuary. Rev. Dr. Gench preached the sermon, "Ministry in the Postscript," using John 21 as the biblical text. Rev. Andrzejewski asked the constitutional questions to the pastor. Rev. Wilson Kennedy charged the pastor. Rev. Hannah Miller gave the benediction.

The work of the Commission concluded with the benediction, as previously approved. Respectfully submitted by Marilyn Johns.

### **Ordination of Rev. Virginia Groves Nambiar**

The Presbytery of the James acted to ordain Rev. Virginia Groves Nambiar on January 26, 2025, at Overbrook Presbyterian Church. The Members of the Ordination Commission were:

Teaching Elders:

- Rev. Dr. Samuel L. Adams – Member at Large (POJ); Affiliated at Union Presbyterian Seminary, Richmond, VA
- Rev. Dr. Sandra Kay Goehring – Pastor, Louisa Presbyterian Church, Louisa, VA
- Rev. Mark Jernigan – Pastor, Overbrook Presbyterian Church, Richmond, VA
- Rev. Charles Philips – Pastor, Rosewood Presbyterian Church, Prince George, VA
- Rev. Igmara Sanchez-Prunier – Chaplain, Crater Community Hospice, Petersburg, VA
- Rev. Bob Shenk – Director of Mission, Bon Secours Southside Medical Center (Petersburg, VA) and Bon Secours Southern Virginia Medical Center (Emporia, VA)

Ruling Elders:

- Mrs. Kathryn Sandford Alexander – Rosewood Presbyterian Church, Prince George, VA
- Mr. Crispin Mkandawire – Overbrook Presbyterian Church, Richmond, VA
- Mrs. Cherry Peters – Second Presbyterian Church, Richmond, VA, and Moderator of the Presbytery of the James

All members of the Commission were present. The constitutional questions of Rev. Nambiar were duly asked and answered. The requirements for the ordination of Rev. Virginia Groves Nambiar were met and she is now an ordained Minister of Word and Sacrament in the Presbyterian Church (USA).

## Administrative Commission for Mechanicsville Presbyterian Church

The Administrative Commission for Mechanicsville Presbyterian Church was established by the Presbytery of the James through the Mission Council at its meeting on April 17, 2024. The commission was formed to close the Mechanicsville Church after 54 years of faithful service. Members selected to serve on the commission were:

**Teaching Elders:** Rev. Michelle Abel (Member At-large), Rev. Nate Taylor (Salisbury Church), Rev. Christopher Tweel (Three Chopt Church)

**Ruling Elders:** Barbara Flynt (Brandermill Church), Linda Gueringer (First United Church), Dan Jordanger (Moderator, Providence Gum Spring Church), Chris Lane (Clerk, Mechanicsville Church)

The commission members assembled on April 18, 2024, by Zoom video conference for (1) training by Lead Presbyter for Vision and Collaboration Dr. Flo Barbee-Watkins and (2) their initial meeting. The commission met again on April 24 and May 8, 2024, by Zoom video conference. The following actions were reported or taken at these meetings:

- Several church groups expressed an interest in buying or leasing the property; the clerk and moderator of the commission agreed to communicate with them.
- The clerk of the commission agreed to ask the Clerk of Session to contact members about transferring their membership.
- The commission decided without objection to continue lease arrangements with the following tenants using the church property:
  - A catering business, Sweets & Soirées, that uses the church's kitchen
  - Christ Mission Church, which worships in the fellowship hall
  - An AA group that meets in the fellowship hall
- The commission evaluated financial information provided by the Clerk of Session, including the existence of a mortgage on the church's real property.
- The commission decided without objection that the church administrator would continue in that role with her current compensation arrangement until a future date that the commission would determine. This decision was communicated to the presbytery's finance and accounting consultant to ensure continued payment of the administrator's salary.
- Pastoral care of church members was arranged with the most recent pastor of the church and with the pastor of New Hanover Presbyterian Church.
- The clerk of the commission and the Clerk of Session were tasked with the collection of minutes of the session and of congregational meetings, the church register and rolls and other financial records.
- A limited visual inspection of the property to identify major defects and deficiencies was ordered.

The members of the commission and of the Mechanicsville Church Session met in person on May 15, 2024. The following actions were reported or taken:

- The members of Session concurred with the commission's assumption of jurisdiction over the church (Book of Order 2023-2025 G-3.0303e).
- Members of both bodies committed to consideration of future uses of the church property, under presbytery ownership, that would honor God and serve the Mechanicsville community. In this spirit the clerk of the commission prepared a letter proposal to use the property as an event center that would continue ministry and service to the community. Members of the commission prayerfully considered this proposal as well as other ways to use the property under presbytery ownership.

The members of the commission met in person on June 12, 2024. The following actions were reported or taken:

- An appraisal of the property was ordered.
- The report of the property inspection was discussed. Members agreed to seek additional information on potential repair/replacement costs.
- A home school group and dance troupe expressed interest in leasing part of the property.
- The commission discussed further potential uses of the church property to serve the Mechanicsville community under the direction of former church members and ownership by the presbytery.

The members of the commission met via Zoom video conference on August 7 and September 4, 2024. The following actions were reported or taken:

- The commission scheduled a celebration of the church's ministry and service for October 13, 2024, at 4:00 pm.
- The appraisal report for the property was received and discussed, and a copy was shared with the presbytery trustees and staff.
- Additional information on building repair/replacement options was shared and discussed. No decisions were made to retain contractors for such work.
- The commission continued assessing how church members' fervent interest in service to the community using the church property could continue – in terms of both options for such uses and a sustainable economic plan.

The commission held a hybrid (in person and Zoom video conference) meeting on November 13, 2024. The following actions were reported or taken:

- The commission's moderator conveyed his understanding that, for mainly financial reasons, the presbytery trustees were inclined to sell the real property unless a sustainable economic plan to keep the property could be developed and presented.
- The commission's clerk planned to communicate before the end of the year with each of the church and community groups who have expressed an interest in purchasing or leasing the property.

On October 13, 2024, a service was held to celebrate Mechanicsville Presbyterian Church's history of serving God in the Mechanicsville community. There were approximately ninety people in attendance, including current and former members of Mechanicsville Presbyterian Church, former ministers of Mechanicsville Presbyterian Church and some of their family members, other teaching elders from the denomination, and members of the Administrative Commission. Members of the congregation and a caterer (who is a church building tenant) served a wonderful meal in the fellowship hall after the service for all in attendance.

Members of the church's session shared with the commission time and again their passion for continuing to use the church property, under church member leadership, to serve the Mechanicsville community. The commission has evaluated such use of the property and its financial sustainability as an asset of the presbytery. Though a final decision on the real property is beyond the jurisdiction of the commission, its members request the presbytery trustees' prayerful consideration of the church members' desires and plans for future ownership and use of the property.

Now that Mechanicsville Presbyterian Church has been closed:

1. All records will be inventoried and sent via the Presbytery of the James to the Presbyterian Historical Society, Philadelphia, PA, for safekeeping.
2. All remaining funds will be transferred to the Mechanicsville Presbyterian Church account at the Presbytery of the James.
3. All remaining non-monetary assets will be distributed by the presbytery to other Presbyterian churches or entities.

**Recommendation:** That the Mechanicsville Presbyterian Church Administrative Commission be dissolved by the Presbytery of the James with appreciation and gratitude for the work that it completed.

TO GOD BE THE GLORY!

Chris Lane, Clerk

Administrative Commission for the Mechanicsville Presbyterian Church

### **Resolution Dissolving the Mechanicsville Presbyterian Church Congregation**

Whereas the congregation of the Mechanicsville Presbyterian Church, a Presbyterian Church (U.S.A.) congregation, located in Mechanicsville, Virginia, reached a point, due to declining membership and finances, that it could no longer carry out its ministry and mission and requested to be dissolved (Book of Order 2023-2025 G-3.0303b); and,

Whereas the session of Mechanicsville Presbyterian Church requested the assistance of the Presbytery of the James, as “Pastor, Counselor, and Advisor,” to walk alongside the session in moving forward towards closing the church and dissolving the congregation (G-3.0307); and,

Whereas the Presbytery of the James, through its Mission Council, appointed an Administrative Commission to work with the congregation in its celebration of the life of the church and its journey towards closure;

Therefore, be it resolved that the Administrative Commission, with deep compassion and sincere appreciation, gives thanks for the ministry of the Mechanicsville Presbyterian Church, dissolves the congregation, authorizes transfer of its members to New Hanover Presbyterian Church in Mechanicsville, Virginia or the congregation of each member’s choice, and receives transfer of title to the property, with all church records, for the furtherance and advancement of God’s mission and ministry through the Presbyterian Church (U.S.A.).

\_\_\_\_\_  
Dan Jordanger  
Moderator of Administrative Commission

\_\_\_\_\_  
Chris Lane  
Clerk of Administrative Commission

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

## FOR INFORMATION



### The Honor Roll of Clerks

For Diligence in the Submission of 2024 Statistics

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

Aberdour	Forest Hill	Pine Grove
All Souls	Fredericksburg	Praise the Lord
Amelia	Genito	Providence, Gum Spring
Ampthill	Ginter Park	Providence, Powhatan
Ashland	Grace Covenant	Providence Forge
Bethesda	Gregory Memorial	Pryor Memorial
Bethlehem	Hartwood	Rennie Memorial
Blackstone	Hawkins Memorial	River Road
Bon Air	Hebron	Rivermont
Bott Memorial	Holy Trinity	Rockfish
Brandermill	Kings Chapel	Rosewood
Burkeville	Kirk O'Cliff	Salisbury
Byrd	Laurel	Second, Petersburg
Chester	Lawrenceville	Second, Richmond
Colonial Heights	Lord Jesus Korean	South Plains
Concord	Louisa	Southminster
Cove	Madison	St. Andrews
Covenant	Mattoax	St. James
Culpeper	Meadows	Swift Creek
Eastminster	Mechanicsville	Tabor
Ebenezer	Milford	Three Chopt
Fairfield	Mitchells	Thyne Memorial
First, Charlottesville	New Hanover	Tuckahoe
First, Chase City	Oak Grove	Waddell Memorial
First, Emporia	Ogden	Westminster, Charlottesville
First, Hopewell	Olivet	Westminster, Petersburg
First, Richmond	Orange	Woodlawn
First United	Overbrook	Zion Hill

## Consent Agenda

### Commission on Ministry:

That presbytery conduct the final step of the ordination examination of Candidate Whitney Caswell Daou (Presbytery of St. Augustine), so that she may serve as spiritual counselor at KIRVA Hospice. See [p.38](#) for Whitney's statement of faith.

### Mission Council

That Presbytery close out the Advance Fund created during the 2020 pandemic and move the monies back to where they originated in the Church and Ministry Development Fund. ([p. 44](#))

## Report of the Commission on Ministry

February 2025

*(Meetings of September, October, November, and December)*

### I. The Commission Reports the Following Actions:

#### A. Received Ministers into the Presbytery:

1. [Rev. Gene Locke](#), honorably retired, upon transfer from Atlanta Presbytery
2. [Rev. Anna Gheen](#) from Cayuga-Syracuse Presbytery to Serve as Pastor (Head of Staff) of Westminster, Richmond
3. [Rev. Charles Blasdel](#) from Charlotte Presbytery to Serve as Pastor of Amelia
4. [Bruce Smith](#) (retired) from Presbytery of Northern New York
5. [Rachel Thompson Orfield](#) from Presbytery of Middle Tennessee to serve as Associate Pastor at First Charlottesville (beginning July 1)
6. [Rev. Elizabeth Lovell Milford](#) from Cherokee Presbytery to serve as Pastor (Head of Staff), The Presbyterian Church, Fredericksburg

#### B. Dismissed Members to Other Presbyteries:

- a. Transfer of Jim Dunkin to New Castle Presbytery

#### C. Approved Terms of Call for Incoming Pastoral Relationships:

1. Rev. Elizabeth Lovell Milford and The Presbyterian Church, Fredericksburg

#### D. Approved Validated Minister Outside of a Congregation:

- a. Permission granted to Rev. Kelly-Ann Rayle to labor outside of the bounds of the Presbytery of the James within Chicago Presbytery.

#### E. Approved the Following Commissions: None

#### F. Approved Member at Large status: None

#### G. Received Covenant of Closures: None

#### H. Completed Exit Interviews: None

#### I. Approved Retired Status:

- a. Rev. Lynn McClintock (Westminster Canterbury)
- b. Mary Bielen (Member-at-Large)



- J. Approved Dissolution of the Pastoral Relationship: None
- K. Approved Covenant Pastor 1 Agreements (up to six months):
  - a. Tabor and Kelly Kaufman 8/5/24 – 2/5/25 (RENEWAL)
  - b. Rennie Memorial and Donald Denton 1/1/2025 – 6/30/2025 (RENEWAL)
  - c. Mattoax/Pine Grove and James Goodloe 1/1/2025 – 6/30/2025 (RENEWAL)
  - d. c. Kirk O'Cliff and John Grotz 1/1/2025 – 6/30/2025 (RENEWAL)
- L. Approved Covenant Pastor 2 Agreements (up to twelve months):
  - a. Pryor Memorial and Chad Rhodes 10/1/24 – 3/31/25 (RENEWAL)
  - b. Providence Gum Spring and Susan Steinberg 10/17/24 – 10/16/25
  - c. Brett-Reed and Karen Stanley 1/1/25 – 12/31/25 (RENEWAL)
  - d. Bethlehem and Matthew Messenger 1/1/2025 – 12/31/2025 (NEW)
  - e. Milden and Tom Coye 11/1/2024 – 10/31/2025 (RENEWAL)
  - f. Blackstone and Jason Leonard 1/1/2025 – 12/31/2025 (RENEWAL)
- M. Approved Interim Pastor/ Associate Pastor Agreements: None
- N. Approved Bridge Pastor Agreements: None
- O. Approved Covenant Pastor Parish Associate:
  - a. Olivet and Dale Dealtrey 10/1/24 – 9/30/25 (RENEWAL)
  - b. Olivet and Charles Fenton 10/1/24 – 9/30/25
- P. Approved Termination of Covenant: None
- Q. Appointed Session Moderators:
  - a. Forest Hill and Kerry Foster
  - b. All Souls and Ulysses Payne
  - c. First United and Rosalind Banbury
  - d. Gregory Memorial and Crystal Varner Parker
- R. Approved Request to form a PNC or APNC after review of submitted Mission Study:
  - a. Campbell Memorial
- S. Approved Commissioned Ruling Elder agreements:
  - a. Approved William Seay and Genito
  - b. Approved William Seay and Second Presbyterian, Petersburg
  - c. Marvin Daniel and Gregory Memorial
- T. Certified Ready to receive a Commission: None
- U. Recognized completion of work as Commissioned Ruling Elder: None
- V. Report for information:
  - 1. There is a pastoral care fund available to help pastors with counseling or in times of financial need.
  - 2. Church liaisons

Presbytery of the James – 119<sup>th</sup> Stated Meeting – February 15, 2025 – Hybrid Meeting Zoom/First Church, Richmond

James (Jim) Allison	Cove, O’Kirk, Providence Gum Spring, Lousia, Orange
Rosalind Banbury	All Souls, Bon Air, Providence Forge, Woodlawn, Woodville
Shady Clark	Aberdour, Colonial Heights, First Presbyterian Chase City, First Presbyterian Hopewell, Gregory Memorial
Harold Cothorn	Overbrook, Praise the Lord, Rennie, Sandston, Three Chopt
Todd Davidson	Genito, Ginter, Hebron, Second Pres Petersburg, The Presbyterian Church
Barbara Flynt	Bethesda, Bott Memorial, Burkeville, Mattoax, Pine Grove
Peggy Fox,	All Nations, Eastminster, Hawkins, Oak Grove, Zion Hill
Sandi Libhart	Lawrenceville, Ogden, Pryor, South Hill, Thyme Memorial
James Lockett	Blackstone, Brandermill, Milford, River Road, Summit
Gordon Mapes	Covenant, Fairfield, Rivermont, Southminster, Swift Creek
Jewell-Ann Pardon	Ebenezer, First Pres Emporia, First United, Grace Covenant, Voices of Jubilee
Crystal Varner Parker	Amelia, Every Table, Laurel, Lord Jesus Korean, Second Pres Richmond
Shelly Barrick Parsons	Brett-Reed Memorial, Chester, First Pres Richmond, Providence Powhatan, Gayton Kirk
Helen Philips	Concord, Hartwood, Rosewood, South Plains, Village
Kelly-Ann Rayle	Campbell, Forest Hill, Milden, Tappahannock, Westminster Richmond
Susan Steinberg	Bethlehem, Blue Ridge, Byrd, Olivet, Tabor
Joanna Sydnor	Amphthill, Holy Trinity, Salisbury, Tuckahoe, Westminster Petersburg
Joseph Tabor	Madison, Mitchells, St. Andrews, Westminster C’ville, Waddell
Mike Watson	Ashland, King’s Chapel, New Hanover, Salem, St. James
Ronda Williams	Culpeper, First Pres C’ville, Meadows, Rockfish, Scottsville

3. Updated: [Relation of Former Pastor Policy Amended](#) (in Yellow), pp. 18-27
4. Added: [An example of a “Covenant of Closure” letter to the Congregation](#), p.27
5. [A Pilot Project for Interim Ministry within the Bounds of the PC\(USA\)](#), pp. 28-31



**II. Consent Agenda Recommendations:**

- a. That presbytery conduct the final step of the ordination examination of Candidate Whitney Caswell Daou (Presbytery of St. Augustine), so that she may serve as spiritual counselor at KIRVA Hospice. See p.38 for [Whitney's statement of faith](#).

**III. Recommendations:**

- a. That the presbytery approve the following policies:
  - i. [Designated Pastor Policy](#) (New), pp. 32-33
  - ii. [Family Medical Leave Policy](#) (New), pp. 34-36
  - iii. [Sabbatical Leave Policy](#) (Revised), pp. 36-37
- b. That the presbytery declare that Candidate [Whitney Caswell Daou](#) has passed the final step of the ordination examination and is approved for ordination to ministry of the Word and Sacrament?

## **RELATION OF FORMER PASTORS TO CONGREGATIONS**

### **Presbytery of the James**

Guidelines Between Departing Pastors, Incoming Pastors, Pastors Succeeding Pastors (both installed, temporary pastoral positions, and commissioned ruling elders), and their Congregations

(Based on G-2.0905)

Commission on Ministry, Presbytery of the James

#### **PURPOSE**

Pastoral transitions represent key milestones in the lives of the departing pastor, the congregation, and the new pastor, and care must be taken to ensure these transitions are as successful as possible for everyone involved. As such, the Commission on Ministry (COM) has developed this policy to assist both the pastors and the congregations at this critical time of change. *The primary goal of this policy is to provide the incoming pastor and the congregation with the appropriate opportunity to establish healthy new pastoral relationships, while extending grace to the outgoing pastoral relationship.*

#### **I. TRANSITIONS COVERED UNDER THIS POLICY:**

This policy applies when an installed pastor, interim, covenant, called **designated** pastor, or commissioned ruling elder (CRE) departs a position and that position is being filled by a newly installed pastor, temporary pastor or commissioned ruling elder (CRE) not currently called to or employed by the same congregation.

#### **II. POLICY DEFINITIONS:**

Within this document a “pastor” refers to any installed pastor/associate pastor, pastor/associate pastor in a temporary role, including covenant pastor/interim pastor, and commissioned ruling elder (CRE).

#### **III. POLICY SUMMARY:**

This policy and set of ethical guidelines offer the Presbytery of the James (congregations and minister members) understanding and interpretation for the implementation of G-2.0905: *After the dissolution of the pastoral relationship, former pastors and associate pastors shall not provide their pastoral services to members of their former congregations without the invitation of the moderator of session.* As such, these policies are designed to assist pastors and church members in developing and maintaining relationships that respect appropriate professional boundaries and promote healthy transitions of pastoral leadership. This policy is also intended to guide and support both former and new pastors as they seek to uphold their ordination vow to “...be a friend among [their] colleagues in ministry, working with them, subject to the ordering of God’s Word and Spirit,” (W-4.0404e).

Upon dissolution of the pastoral relationship, the departing pastor shall cease performing all pastoral functions in the church, except when invited by the current moderator of session. In addition, **the departing pastor shall not participate in the life and work of the church from the time of their departure until at least one year following the installation of a new pastor, or at least one year following a decision by the Session to seek pastoral leadership other than a traditional installed position.**

The COM can grant exceptions to the one-year period in instances of extraordinary circumstances (see section VII). The ethical guidelines (see Appendix B) advise pastors on educating congregations on appropriate boundaries, friendships with church members, property issues, and handling requests from church members for pastoral care.

#### IV. POLICY GUIDELINES

- a. On and after the effective date of the dissolution of the pastoral relationship between a pastor and a church, the pastor (a) shall not perform pastoral functions in the church, except when invited by the moderator of session and (b) shall not otherwise participate in the life and work of the church for **at least one year following the arrival of the new pastor unless authorized to do so in writing by the COM.**
- b. Note: "*Life and work of the church*" means all activities by the congregation as a whole or by organized groups within the congregation. Included in this term are worship services, church school classes, Bible study, social gatherings, fundraising activities, choir rehearsals and presentations, meetings of committees, and other congregational groups, mission and service projects, and all seminars, lectures, and forums. NOTE: "*Life and work of the church*" does not include routine expressions of personal concern or celebration such as notes or tokens of condolence or congratulation and attendance at weddings, and funerals for church members.
- c. Nothing in this policy prevents a congregation from conferring on a pastor the honorary relationship of pastor emerita or emeritus, no sooner **than one year following the arrival of the new pastor.** However, the COM will approve the establishment of such a relationship only if the congregation's request is accompanied by the pastor's written agreement to comply with this policy.

#### V. CLERGY-COUPLE SITUATIONS

- a. These situations introduce even more complexity into pastoral transitions when one member of the couple is leaving a called position and one is staying. Sensitivity to the nuances of these situations must be applied in order to enhance the long-term success of such transitions.
- b. The same policy elements apply to the departing member of a clergy couple, including the cessation of all pastoral functions. The departing pastor must also remove themselves from any formal leadership position in the church during the transition period, and to the extent possible, should separate themselves from the life and work of the church as well. However, it is clear that in some cases refraining from all aspects of church life/work is not possible or practical and might be unhealthy when young children are involved.

- c. Because it is not possible to articulate specific exceptions for every clergy-couple situation, the COM requires the departing pastor to engage the session and the COM at the beginning of the transitions process to gain consensus on the appropriate degree of engagement (if any) during the transition period. The COM will strive to achieve the goals of this policy with love and care, affirming the unique needs of the clergy couple.

## VI. CONSIDERATION OF EXCEPTIONS

- a. The COM shall authorize a former pastor's continued participation in the life and work of her or his former church without the transition period provided under **Section IV** only when the pastor's departure will place an extraordinary burden on the pastor or the pastor's spouse/partner. For the purposes of this determination, "extraordinary burden" is defined as physical, emotional, financial, or spiritual difficulty that exceeds in intensity or scope the stress or challenge ordinarily associated with life transitions such as retirement or moving to new employment. The COM emphasizes that approval for a former pastor to participate in the life and work of the congregation does not change the importance of the pastor's compliance with Section IV. **The former pastor shall cease performing all pastoral functions.** The COM will scrutinize any request for exemption from Section IV. The COM will establish such conditions as necessary to make certain that the transition period proceeds smoothly, and the congregation and the new pastor are provided an opportunity to develop a healthy and productive relationship.
- b. Among the factors that may be considered by the COM in authorizing a former pastor to continue to participate in the ongoing life and work of her or his former church are the following:
  - The health of the former pastor and/or spouse;
  - Availability of reasonable alternatives for church involvement;
  - The circumstances surrounding the dissolution of the pastoral relationship;
  - The overall health and welfare of the congregation.
- c. The COM may establish conditions for a former pastor's continuing involvement in a church following dissolution of the pastoral relationship. Examples of such conditions include:
  - The former pastor's agreement to decline leadership roles in the church's services or services for the church's members,
  - Departure from the congregation for an established period; and,
  - Limiting the scope of the former pastor's involvement to attendance at worship services and other specific activities.
- d. All authorizations for a former pastor's continuing involvement will be in writing and acknowledged by the former pastor's signature. Copies of the authorization will be provided to the church's clerk of session, the former pastor, interim pastor and the new pastor. A copy will also be sent to the Presbytery Office and filed.

## VII. NEW PASTORS

The COM reminds new pastors that extending an invitation to the former pastor to participate in services or continue to be involved in the life and work of the church may not be in the best interest of the church or the new pastor. New pastors should consider any decision on this issue very carefully and should engage the session and the COM to gain consensus on the appropriate degree of involvement, if any. Similarly, the new pastor should notify the COM and the liaison

if a situation develops involving the former pastor that the new pastor believes has the potential of causing disruption. In some situations, such as when a retired pastor remains in the presbytery, it may be beneficial for the new pastor to initiate contact with the retired pastor as a sign of collegiality, conveying gratitude for the retired pastor's ministry, listening to the retired pastor's memories, and expressing appreciation for the retired pastor's compliance with this policy.

## **VIII. ROLE OF PRESBYTERY AND THE COMMISSION ON MINISTRY IN POLICY IMPLEMENTATION**

### *a. Supporting the Departing Pastor.*

- i. Upon learning of a pastor's imminent departure from a congregation, the appointed liaison will review with the pastor and session this policy, along with the Covenant of Closure, on their relationship with the congregation after departure.
- ii. A representative of the COM will consult with the departing pastor to determine what resources are necessary to meet the spiritual, emotional, and physical needs of the pastor and their family during the transition period. The COM liaison will assist the pastor in securing those resources.

### *b. Educating the Congregation.*

- i. In the case of an Installed Pastor: It is vital that the Session of the departing pastor educate the congregation of this policy. This policy shall be communicated to the congregation following the congregational meeting to dissolve the pastoral relationship.
- ii. In the case of a Temporary Pastor, Covenant Pastor or Commissioned Ruling Elder, this policy shall be communicated to the congregation when the congregation is notified of the Session's decision not to renew the Covenant or Commission.

Note: After the call of a new Pastor or commissioning of a Ruling Elder, the session, the COM liaison, or other representative of the COM will review this policy with the former pastor.

### *c. Providing Support and Assistance to New Pastors.* Presbytery in general and the COM specifically will provide support to a new pastor in making decisions about a former pastor's relationship with the congregation and, if necessary, act as an intermediary among the new pastor, the former pastor, and the congregation.

### *d. Compliance Issues.* Non-compliance with this policy is a chargeable offense under the Rules of Discipline. Upon the invitation of the new pastor, the clerk of session, a serving elder, the church's liaison, or upon its own initiative, the COM will refer all non-compliance issues that could disrupt the peace and unity of the church to the Stated Clerk.

## COVENANT OF CLOSURE

\_\_\_\_\_ (name of pastor) and \_\_\_\_\_ (name)  
Presbyterian Church, and the Commission on Ministry of the Presbytery of the James, having  
discussed the intent and requirements of the Presbytery’s policy regarding former pastors enter  
into the following covenant, effective \_\_\_\_\_ (*the date of the dissolution of the  
pastoral relationship*):

- I, \_\_\_\_\_ agree;
- a. not to become involved in any leadership or advisory role (public or private) in the \_\_\_\_\_ Presbyterian Church congregation; and
  - b. not to intervene, support, or give advice to anyone involved in a congregational disagreement or dispute;
  - c. not to officiate in any special events in the lives of former members or of the congregation, including weddings, funerals, baptisms, worship leadership, church anniversary activities, etc. unless expressly invited by the moderator of the session.
  - d. to refuse requests for pastoral services made by members of the congregation;
  - e. to consult with the moderator of session prior to visiting members of the congregation, attending worship, or attending a special event..
  - f. to refrain from giving opinions or directions regarding church business;
  - g. to explain and affirm the above principles to the congregation in writing (by letter or newsletter) and/or the pulpit before departing.
  - h. It is understood that this policy does not affect or require termination of friendships with individuals in the \_\_\_\_\_ Presbyterian Church congregation.
2. The Session of the \_\_\_\_\_ Presbyterian Church agrees:
- a. to respect the terms of the Covenant agreed upon by Rev. \_\_\_\_\_ outlined above; and
  - b. to interpret the terms of the Covenant to the congregation and incorporate this agreement in the minutes of the **congregational meeting or Session meeting** when the pastoral relationship is dissolved; and
  - c. to incorporate this agreement in the session minutes.

By signing the document, I agree to comply with all the above guidelines.

\_\_\_\_\_  
Pastor/Associate/Covenant/CRE

\_\_\_\_\_  
Date

\_\_\_\_\_  
Clerk of Session

\_\_\_\_\_  
Date

\_\_\_\_\_  
COM Representative

\_\_\_\_\_  
Date

## Ethical Guidelines

The COM offers the following ethical guidelines to assist pastors in complying with this policy and leaving a congregation in a healthy, constructive manner:

- a. *Congregational Education.* The COM, most often through the liaison, will assist the pastor in educating the congregation both before and after the pastor's departure. Prior to departure, the pastor should clearly and consistently state that she or he cannot exercise any pastoral roles at the pastorate's conclusion. This helps church members understand that it is not a personal matter when the former pastor declines to participate in a baptism, wedding, or funeral, or to make a pastoral call.
- b. *Pastoral Care to Church Members.* If contacted, the former pastor should encourage church members to depend on the new pastor for pastoral care. **Immediately following the contact, the former pastor should notify the current pastor of the contact and the need for pastoral care.** The former pastor should not make hospital or home visits except to personal friends under the conditions outlined in the policy..
- c. *Friendships with Church Members.* All pastors should endeavor to develop primary friendships beyond the members of the congregation. However, over the years personal friendships may develop between a pastor and some church members. The pastor must ensure that such friendships respect appropriate professional boundaries. While such friendships need not end with dissolution of the pastoral relationship, they must change in order to remain healthy.
  - i. It is important for the former pastor to refrain from performing baptisms, funerals, weddings, and other services for friends. Presiding at services for friends, but not other congregation members, creates the unhealthy impression of favoritism. It may be a better practice to decline participation in all such services.
  - ii. Pastors must be clear in establishing boundaries that preclude all pastoral roles. It is important for former pastors to discuss these boundaries with their friends.
  - iii. It is appropriate for former pastors to listen and provide empathic support to friends who are members of their former church. However, the former pastor shall not provide pastoral care and should notify the current pastor of the need for pastoral care as soon as possible upon conclusion of the conversation.
  - iv. The former pastor may make hospital visits to church members who are personal friends. In that case, however, the former pastor should take particular care to maintain the role of a friend and shall inform the current pastor of the visit.
- d. *Church Governance.*
  - i. A pastor shall not influence, directly or indirectly, the selection of her or his successor, nor shall the pastor serve as a reference on the church's Ministry Discernment Profile. (See Covenant of Closure)



- ii. A former pastor should never communicate with church members about issues affecting the governance of the church or the selection or performance of any subsequent pastor. The situation becomes especially difficult when members of the former pastor’s family serve on Session or other Commissions and boards of the congregation. **As a result, the COM strongly recommends that the spouse/partner of the former pastor also not be involved in the life and work of the pastor’s former church during the transition period.** This recommendation is not applicable in clergy couple situations when both were employed by the same congregation. (See Section VI in Policy).
- e. *Invitations to Participate in the Church’s Services.*
- i. Former pastors may officiate at services for members of her or his former church or at other services within its properties **only upon the invitation of the moderator of session.** The former pastor should carefully consider the wisdom of accepting any such invitations, accepting one invitation makes it difficult to refuse others. Moreover, accepting an invitation may not be in the best interest of the congregation.
  - ii. If the former pastor decides to accept an invitation from the moderator of the session to participate in a service, **the former pastor shall assist with the service under the direction of the current pastor.**
- f. *Property Issues.*
- i. The departing pastor shall turn over all property that belongs to the church (keys, credit cards, computers, furniture, etc.) prior to the pastor’s departure. The COM strongly recommends that as far in advance of the pastor’s departure as practical, the departing pastor and the Property Commission of the session (or trustees) agree upon a list of property that may be taken and the property to be returned to the church.
  - ii. Ordinarily, the departing pastor shall vacate both the manse and church office no later than the effective date of the dissolution of the pastoral relationship.
- g. *Continued Compliance with Presbytery Policies.* Former pastors continue to be subject to Presbytery’s policies (including, but not limited to, Presbytery’s Sexual Misconduct Policy/Boundary Training) until they transfer to another presbytery.
- h. *Social Media.* In these days of increased usage of social media, former pastors may have more connections with past church members than ever before. Followers on these outlets may not necessarily see a distinction between a pastor’s personal use of social media and their role in the church. **If the pastor is contacted about church matters or pastoral care via any kind of social media methods, the pastor should diligently apply the same guidelines from Sections b, c, and d, above.**



## Frequently Asked Questions

### **For the departing pastor: (within the first year of the arrival of the new minister)**

1. **If someone in the congregation reaches out to me for pastoral care/pastoral visit, how should I respond?**
  - a. Please ask them to reach out to the new pastor to let them know of the pastoral need.
  - b. Also follow up with the new pastor to let them know that you have been contacted and that you referred them to contact the church.
  - c. If you would like to offer pastoral care to the person who reached out, you **must** have approval from the new pastor.
2. **What should I do if my personal friend has asked me to visit?**
  - a. It is appropriate to visit a personal friend within the congregation. It is very important to keep appropriate boundaries by refraining from talking about church business or offering your personal opinion on the life and future of the church.
  - b. During your visit, please be reminded and remind your friends that you are offering support as a friend.
  - c. If you are going to visit a friend in a hospital or care facility, it would be best to inform the new pastor of your visit. This helps to clear up any confusion around the former pastor's role in providing pastoral care in the church.
  - d. Please use discernment to be sure that your visits with the church member/friend do not prohibit that member/friend from developing a healthy relationship with the new pastor.
3. **How should I respond to requests from the family to preside over baptisms, weddings or funerals not on church property?**
  - a. The restrictions of G-2.0905 on providing pastoral services to members of former congregations apply whether or not services are held on church property. If a former pastor receives a request to provide pastoral services to a member of a former congregation, they should refer the request to the current pastor or moderator of session.
4. **After the one-year anniversary of the new pastor's arrival, how should I respond to requests for pastoral care and pastoral visits? What level of participation is acceptable?**
  - a. While some of the requirements of this policy come to an end after the one-year anniversary of a new pastor's arrival, the restrictions of G-2.0905 on providing pastoral services to members of former congregations do not expire. The appropriate response for all requests for pastoral services is to refer the person to the current pastor or moderator of the session.
  - b. Attendance in worship after the one-year anniversary is acceptable. It is also extremely helpful to have a conversation with the new pastor to talk about expectations moving forward as it relates to healthy participation as the former pastor of the congregation.

**For the interim/newly installed pastor:**

- 1. During the first 12 months of my ministry, how do I handle immediate requests from members to involve the former pastor in the life of the church (weddings, funerals, pastoral care, etc.)?**
  - a. **Interim:** Remind the member/family that this goes against the policy and that the interim is available to support the family in their time of need.
  - b. **Newly Installed:** In keeping with the primary goal of this policy – to provide the incoming pastor and the congregation the appropriate opportunity to establish healthy new pastoral relationships – if the new pastor discerns the new pastoral relationship to be well-established, the pastor as moderator of session can consider offering an invitation to the former pastor. If the new pastor thinks their new pastoral relationship has not yet been sufficiently established, it would be beneficial to say no to the former pastor and to have a conversation about boundaries.
- 2. At what point should I involve the Liaison of the congregation if I have concerns about this policy?**
  - a. You may reach out at any time. However, conversations with the congregation's liaison will not replace the direct conversations that may need to take place between the former pastor and the newly installed pastor.
- 3. How early is too early to invite the former pastor to participate in the life of the church?**
  - a. You may find that it is helpful and healthy to invite the former pastor to participate in significant moments in the life of the church within your first year as a new pastor.

**For the Session**

- 1. How can the Session help to uphold the spirit of this policy?**
  - a. Study the policy and together discern the spirit of the policy.
  - b. Support the new pastor by being sensitive to the need for the new pastor and the congregation to develop a pastoral relationship.
  - c. Teach the sub-committees/church groups that requests for the involvement of the former pastor in the life of the church must come to the Moderator of the Session for approval by the session.
  - d. The session should share the spirit of the policy with the congregation at the departure of the former pastor and again at the arrival of the new pastor.

## **Covenant of Closure Letter to the Congregation Example**

**COM Approved: October 2024**

Dear \_\_\_\_\_,

I want to express my heartfelt thanks for the beautiful send-off and the generous gifts you have given me. Your kindness and love have deeply touched me, and I feel truly blessed to have served such an amazing congregation.

As I transition from my role as your pastor, I want to inform you of a policy established by our Presbytery, which I will be honoring. A link to the full policy is below:

### [RELATION-OF-FORMER-PASTORS-TO-CONGREGATIONS](#)

*"The primary goal of this policy is to provide the incoming pastor and the congregation with the appropriate opportunity to establish healthy new pastoral relationships while extending grace to the outgoing pastoral relationship."* This policy requires that I transition from serving as your pastor and participating in the life and ministry of \_\_\_\_\_ for one year after the newly installed pastor/covenant pastor arrives or I am invited by the moderator of the Session to do so.

Though my formal role has ended, please know that I will always be a friend to this church and to each of you. My love, prayers, and support remain with you, even if I am not physically present. I believe God has wonderful plans in store for this church, and I trust that He will guide and bless your future endeavors.

Thank you again for your kindness, generosity, and for allowing me to be a part of your lives.

God be with you,

\_\_\_\_\_

**A Pilot Project for Interim Ministry within the Bounds of the PC(USA)**  
**Commission on Ministry**  
**COM Approved: November 14, 2024**

**Preface:**

Over the past decade, the Presbyterian Church (USA) (PC(USA)) has faced unprecedented challenges in the realm of interim ministry. The landscape of church leadership is changing, driven by a blend of complex factors that have led to a noticeable shortage of available interim or transitional ministers. This shortage is further compounded by the broader societal shifts and uncertainties that characterize our current environment—an environment often described as *Volatile, Uncertain, Complex, and Ambiguous* (VUCA).

The term "VUCA" was originally coined by the U.S. Army War College to describe the more unpredictable and turbulent world that emerged at the end of the Cold War. In today's context, it aptly describes the setting in which congregations find themselves as they navigate the transitions between ministers. Volatility is seen in the rapid changes within denominational participation and religious commitment. Uncertainty looms as traditional models of ministry become less effective amidst shifting congregational demographics and cultural shifts. Complexity arises from the intertwined influences of technology, society, and individual spirituality that affect congregational life. Ambiguity challenges us as the paths forward are less clear and the outcomes of traditional practices are more unpredictable.

Given these realities, there is a compelling need for innovative and creative thinking in how The Presbytery of the James manages transitions within our churches. The traditional model of relying on a single interim minister to carry the full load of preaching, teaching, visiting, and guiding the mission study is no longer viable in many contexts. Our congregations require flexible, adaptive strategies that can address the unique needs of each community while upholding the spiritual and operational continuity essential during transitional periods.

The rationale for thinking differently is not merely a response to the shortage of interim ministers; it is a proactive approach to embracing the changes and challenges of modern ministry. By diversifying the responsibilities traditionally held by interim ministers among other leaders, we not only alleviate the burden on individual leaders but also empower more members of the community to contribute meaningfully to the collective mission of the congregation.

This proposed model represents a shift towards a more collaborative and distributed form of leadership during interim periods. It encourages congregations to harness the collective gifts and energies available as a healthy, vital, congregational witness, fostering resilience and adaptability in a changing time. By implementing innovative

practices, we aim to strengthen our congregations' ability to thrive during transitions and beyond, ensuring a robust future for the Presbytery of the James and the PC(USA).

Here is a proposed model for Pilot congregations in transition within the Presbytery, to test the efficacy of the model. This model is designed to navigate the interim period effectively utilizing the gifts of many rather than one. This model will include the delineation of duties and emphasize the outgoing pastor's covenant not to participate in the transition process.

### **1. Pilot Interim Project Overview:**

- **Purpose:** To facilitate a smooth transition between outgoing and incoming ministers, ensuring continuity in church operations and spiritual leadership.
- **Scope:** This model is a test which will only apply to selected congregations until completely evaluated.

### **2. Transition Team Formation:**

- **Composition:** Form a Transition Team comprising church elders, deacons, and lay leaders. This team is responsible for overseeing the congregation's activities during the transition.
- **Duties:** The Transition Team will manage the preaching schedule, spiritual formation, hospital visitations, staff supervision, and the mission study necessary for calling a new minister.

### **3. Preaching and Teaching:**

- **Worship and Sacraments:** The congregation will need to have consistent preaching during the time of transition. One Minister of Word and Sacrament or Commissioned ruling elder will be mandatory, or the position can be shared by no more than two of the above. Stable preaching will be tantamount in this process. This will be a part-time paid position of 12 hours or less based upon the Presbytery minimum.
- **Spiritual Formation:** Leverage skilled ruling elders and teaching elders within the congregation or Presbytery to handle regular teaching duties for spiritual formation in the life of the congregation.

### **4. Pastoral Care:**

- **Deacons and Elders:** Assign deacons and elders specific pastoral care duties, including hospital visitations and home calls.
- **Care Committee:** Establish a care committee consisting of volunteers trained in pastoral care.

### **5. Staff Supervision:**

- **Senior Staff Role:** One minister/CRE can oversee daily administrative and operational staff.

- **Transition Team Oversight:** Regular meetings between the staff and the Transition Team to ensure alignment and address arising issues.

#### 6. Mission Study:

- **Task Force:** Form a Mission Study Task Force from within the Transition Team to focus on the mission study required. We strongly recommend working with a part-time consultant to help facilitate the work of the mission study. This role is filled by a consultant of no more than 12 hours per week, based on the Presbytery minimum.
- **Community Involvement:** Engage congregation members in surveys and focus groups to contribute to the mission study, ensuring it reflects the current needs and vision of the congregation.

#### 7. Communication:

- **Regular Updates:** Provide regular updates to the congregation on transition progress through newsletters, emails, and announcements.
- **Transparency:** Maintain transparency about the search process and expected timelines to manage expectations.
- **Frequent updates to the COM liaison and the pilot team.** In addition to informing the congregation of the progress, the Mission Study team will share with the COM Liaison and the other congregations in the Pilot program.

#### 8. Search Committee: Upon completion and approval of the mission study by the session and COM, the congregation can request permission to nominate a search committee or (PNC)

- **Formation and Training:** Form a Search Committee separate from the Transition Team or Mission Study Team, trained by presbytery representatives to understand the search process and evaluate potential candidates effectively.
- **Search Process:** Follow the COM process for candidate evaluation, including interviews, reference checks, background checks, and all COM required procedures.

#### 9. Outgoing Pastor Covenant:

- **Non-Participation Agreement:** As per Presbytery policy on relations of former pastors to former congregations. Ensure the outgoing pastor signs a covenant agreeing not to participate in any transitional duties or the search process, to maintain neutrality and allow new leadership dynamics to develop. Non-participation also applies to the Minister/CRE who will be regularly preaching.

#### 10. Evaluation and Adjustment:

- **Regular Assessments:** Conduct assessments of the transition process at set intervals to determine if adjustments are needed based on feedback from the Transition Team and congregation.

- **Presbytery Involvement:** Keep the presbytery via COM informed and involved in major decisions or adjustments to the transition plan.
- **Meet regularly with the other congregations involved in the pilot program to evaluate the process and help to shape it for implementation**

By implementing this structured yet flexible approach, congregations can maintain stability and momentum during transitional periods, even in the face of ministerial shortages. This policy ensures that all essential functions are covered, while the church remains focused on its spiritual and community mission.

## **Calling a Designated Pastor Policy**

### **Presbytery of the James**

**COM Approved: October 10, 2024**

#### **G-2.0504a: Installed Pastoral Relationships**

The installed pastoral relationships are pastor, co-pastor, and associate pastor. A teaching elder may be installed in a pastoral relationship for an indefinite period or for a designated term determined by the presbytery in consultation with the congregation and specified in the call.

#### **Designated Pastor, Designated Co-Pastor, Designated Associate Pastor**

A designated pastor is called and installed for a specified term of not less than 3 years nor more than 5 years. Candidates for the position of Designated Pastor may be provided to the congregation's Designated Pastor Nominating Committee by the Commission on Ministry. In consultation with the Commission on Ministry a congregation may:

- 1) call the Designated Pastor as Pastor, or
- 2) dissolve the relationship at the end of the term.

#### **Process for Calling a Designated Pastor (or Associate Pastor)**

Potential advantages are: shorter timeline; commitment by congregation only for designated term. Potential disadvantage: fewer candidates to evaluate.

1. When a pastoral transition is announced, the Clerk of Session contacts the Commission on Ministry (COM). COM will provide assistance during the process, including an orientation and consultation regarding options for future pastoral leadership. COM shall appoint liaison(s) to work with the congregation during the search process.
2. Possible reasons/rationale for calling a Designated Pastor/Designated Associate Pastor:
  - a. When the congregation needs to transform its future direction in ministry and transitional leadership is needed for longer than the typical Interim Pastorate.
  - b. When the session and COM wonder if financial trends indicate that full-time pastorate is still feasible for the congregation. The designated contract period permits the session and the designated pastor to work towards building sustainable financial health, but also permits termination of the pastorate at the end of the contract period if warranted without contracting severance responsibilities.
  - c. When the congregation needs to engage in transforming conflict and to develop new systems that are rooted in resilience and health.
3. If the Session discerns that the congregation will best be served by a Designated Pastor, it shall request that COM concur with this determination. The Session shall also empower the church's nominating committee to recruit nominees for the DPNC. If COM approves, the Session shall call a congregational meeting for the purpose of educating the congregation about Designated Pastoral relationships and for the congregation to vote on whether to proceed with calling a Designated Pastor and to elect a Designated Pastor Nominating Committee (DPNC or DAPNC)
4. The DPNC creates a Ministry Discernment Profile (MDP) and a position description for a Designated Pastor. The MDP and position description are presented to Session for approval and then forwarded to COM for final approval.
5. The DPNC reviews the Personal Discernment Profiles (PDPs), conducts interviews, and selects the candidate.



6. When the DPNC identifies a finalist to whom they wish to extend a call, the DPNC shall contact the Presbytery and request an “executive check” on the candidate. If the way is clear, the DPNC shall negotiate terms of call with the candidate. Once completed the DPNC and candidate shall meet with the Examinations Committee for a suitability interview. If the EC approves the relationship they will make the recommendation to the COM for approval.
7. The DPNC then requests that Session call a congregational meeting to receive the report of the DPNC and to act on their recommendation.
8. If the congregation elects the candidate, the Presbytery shall act on the call at its next meeting and welcome the candidate. The candidate can then begin to arrange for a service of installation. The commissions for installation shall be submitted to the COM for approval. .
9. The call is for 3 to 5 years, after which time the congregation in consultation with COM may choose to end the relationship or elect the Designated Pastor as Pastor. If they choose to end the relationship with the Designated Pastor, they shall form a new search committee to seek a new pastor, or the position may be eliminated.
10. The designated pastorate can have two endings: a congregation can extend the call to be the installed pastor or to end the DP relationship. Both can be appreciated as ways that God helps move congregations and pastors forward in faithfulness and service. Regardless of the outcome, the designated pastorate should end with expressions of appreciation for growth that has occurred during the transitional time.

## **Paid Family Medical Leave Policy**

### **Presbytery of the James**

**COM Approved: December 12, 2024**

### **Eligibility**

All persons serving in a called and installed relationship with a congregation are required to have a minimum of twelve weeks paid family medical leave (G-2.0804). Congregations are strongly encouraged to provide these benefits to other ministers of Word and Sacrament and Certified Christian Educators. The provisions of this policy outline the minimum requirements for paid family medical leave for pastoral calls in the Presbytery of the James.

### **Types of Leave**

Paid family medical leave may encompass any of the following:

1. Parental Leave: Within one year of birth or adoption by a pastor or the pastor's spouse, a pastor may take up to twelve consecutive or intermittent weeks of paid family medical leave.
2. Caregiver Leave: In times when an immediate family member requires care due to a major illness or disability, a pastor may take up to twelve weeks' paid family medical leave, either consecutively or intermittently.
3. Medical Leave: In the event of a serious health condition that causes major illness or disability, a pastor may take up to twelve weeks paid family medical leave.

### **Leave Parameters**

1. A pastor may use up to twelve weeks (including Sundays) of paid family medical leave in any rolling twelve-month period. Should more than one precipitating event or circumstance permitting the use of paid family medical leave arise in a particular twelvemonth period, the session and pastor are encouraged to be gracious and generous in granting paid family medical leave and caring for one another.
2. A pastor provides as much advance notice as possible for potential paid family medical leave. Paid family medical leave may be used—in accordance with need—consecutively or intermittently. Paid family medical leave may also be used as a time offset that allows the pastor to move temporarily to part-time service. Whether used consecutively, intermittently, or as an offset, the total amount of leave time permitted is equal to the equivalent of twelve weeks of work hours as regularly scheduled prior to the beginning of the leave.
3. Eligibility for paid family medical leave begins on the first day of installed service and concludes upon dissolution of the call.
4. During paid family medical leave, the pastor will continue to receive all benefits in their terms of call, including dues paid to and benefits provided by the Board of Pensions.
5. Use of vacation time or other forms of paid leave is not required but may be used to extend leave time at the discretion of the pastor.
6. Any questions about eligibility for paid family medical leave are referred to the Commission on Ministry for interpretation. Following the period of paid family medical leave, the pastor is expected to return to the same position with the same title, terms of call, hours worked, and job description, unless the pastor requests such a change due to circumstances that have arisen during the time on leave.

## Church Support

1. While the individual congregation is responsible for the funding and administration of paid family medical leave, state-provided disability and paid leave benefits and Board of Pensions financial protection programs may be considered in order to help offset income continuation costs.
2. Communication of mutual needs and planning is vital to minimize disruption for the congregation. Pastors are encouraged to anticipate leave with sensitivity around the needs of the congregation, including but not limited to temporary replacement and fulfillment of duties.
3. Paid family medical leave is not intended to be a burden but rather a source of joy as congregations encourage pastors to take time for the good of their families. In the spirit of the connectional church, councils of the PC(USA) are encouraged to work together to assist individual congregations in the development of funding paid family medical leave in order to best serve God.

The Presbytery of James and the COM, will work to support congregations as their pastors use paid family medical leave.

*Adapted from Presbytery of Greater Atlanta Family Medical Leave Policy*

**Appendix Q**  
**POJ Policy**

## **Sabbatical Leave Guidelines**

**Presbytery of the James**  
**COM Approved: December 12, 2024**

The Presbytery of the James (POJ) recommends that churches grant ministers of the Word and Sacrament (both installed and serving in full time covenant relationships), full time Certified Christian Educators (CCE), and full time Commissioned Ruling Elder (CRE) sabbatical leave with full pay and benefits of up to three (3) months following the completion of six (6) continuous years of employment with that church.

### **Guidelines**

Sabbatical Leave is an extension of the Biblical concept of renewal through the Sabbath day and Sabbath year. The model for Sabbatical Leave is Jesus Christ, who took time to be in prayer away from his own community of disciples on the mountain, on the road, and out on the water. Sabbatical Leave is a time of “...*holy leisure, leisure that is for holy things, leisure that makes the human more human by engaging the heart and broadening the vision and stretching the soul.*” Sabbatical Leave is “...*a time to receive, to be nurtured, to dig deeper into yourself, your relationship with God and your own roots and stories, so that you can be renewed, refreshed, and revitalized by the breath of God.*”

### **Definition**

Sabbatical Leave for a minister/CCE/CRE is qualitatively different from an academic sabbatical, study leave, or vacation. The Sabbatical Leave frees the minister/CCE/CRE from the ongoing pressures of deadlines, pastoral duties, and being constantly on call, and replaces that with a plan that encourages activities such as rest, travel, study, and reflection while allowing for the possibility of seizing the moment when opportunities not planned present themselves. A renewed and refreshed minister/CCE/CRE is expected to bring new energy and insight to the life of the congregation.

Sabbatical Leave is also for the congregation. It is an opportunity for the congregation to reflect on the nature and meaning of ministry and its place in that ministry, to renew and strengthen congregational lay leadership, and to continue growing in faith by virtue of the different perspectives and preaching styles supply preachers may bring.

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<sup>1</sup>Joan Chittister, *Wisdom Distilled From the Daily: Living the Rule of St. Benedict Today* (Harper San Francisco, 1991), p. 101.

<sup>2</sup>Richard Bullock, *Sabbatical Planning for Clergy & Congregations* (The Alban Institute, 1998), p. 5.

## **Establishment of Leave**

The presbytery strongly encourages PNCs and Personnel Committees to include provisions for Sabbatical Leave in a minister's initial Terms of Call or covenant agreement, in the CCE's original employment contract, in the CRE's covenant agreement. This provides the minister/CCE/CRE ample time to plan and prepare for this season. It also gives timely notice to the congregation, so that they might begin putting aside funds each year to cover expenses during the sabbatical.

1. Ministers whose terms of call do not include a provision for sabbatical are encouraged to develop, in cooperation with their Session, a Sabbatical Leave proposal, which the congregation would vote on when it next approves changes to the Minister's terms of call.
  - a. The COM will conduct an annual review for all Covenant/Terms of Call for ministers and CREs.
  - b. Liaison and/or Presbyter may educate and provide guidance to Session/PNC on Sabbatical Leave.
2. Ministers in Covenant Relationships are encouraged with their Session to incorporate this policy in their Covenant Agreements.
3. CCEs and CREs whose current employment contracts do not include a provision for Sabbatical Leave are encouraged to develop a proposal with their head of staff and Personnel Committee for approval by Session.

## **Expectations**

Sessions shall:

1. Ensure that PNCs and Personnel Committees are aware of this policy and its recommendations; and
2. Provide the congregation at least six (6) months' notice of the beginning of a scheduled sabbatical; and
3. In coordination with the minister/CCE/CRE, develop a ministry plan for the sabbatical period, including congregational goals for that period and post-sabbatical opportunities for the minister/CCE/CRE to share the fruit of their sabbatical.

Congregations shall:

1. Respect the purpose and the spirit of the sabbatical by refraining from communication with the minister/CCE/CRE during the sabbatical period; and

2. Under the Session's guidance, support and pursue the ministry goals developed for the sabbatical period.

Minister/CCE/CRE:

As fully as presbytery supports the practice of sabbatical leave, it also fully acknowledges that a primary goal of sabbatical is to refresh and strengthen the minister or educator for continuing service to the Church. Accordingly, all persons taking sabbatical leave shall:

1. Remove their Personal Discernment Profile and/or resume from circulation no later than six months prior to the beginning of the sabbatical.
2. Upon their return:
  - a. In good faith, intend to continue their service with the host congregation for a period of at least four times the length of the sabbatical – e.g., if a Minister/CCE/CRE takes a sabbatical for 3 months, they are expected to serve their congregation for at least 12 months following their return. The specific terms and dates shall be included in the minister's terms of call/covenant agreement, the CCE's employment contract, or the CRE's covenant agreement.
  - b. Share with the congregation, in a timely manner, the fruits of their sabbatical.
3. Ministers, CCEs, and CREs shall refrain from participating in any course(s) outside the scope of pastoral ministry unless approved by the Session.

Presbytery shall:

1. Through COM endeavor to support the sabbatical through the work of the COM liaison to the congregation, working with as needed to assist with acquiring pulpit supply, session moderators, and other as needed administrative tasks.

## Statements of Faith

### **Blasdell, Charles (Pastor, Amelia Church)**

I believe in the one Lord and God who expresses Himself in the Holy Trinity. God is the creator and sustainer of creation who makes us in His own image. Jesus Christ is God's ultimate self-expression incarnate in human form; fully God and fully man, a gift unto creation that we might know Him and be reconciled to Him through His sacrifice on the cross. The Holy Spirit is the expression of God's transforming and unifying power who transforms our hearts and minds, guides us in God's will, and unites our souls to God just as He unites God as Father, Son, and Holy Spirit. Thus, humanity is the physical extension of God within creation, designed to exist in perfect communion with God and one another that the will of God might be done on earth as it is in heaven.

To that end, the body of Christ; the church, is a universal community rooted in the Scriptures and built upon the tradition of divine service reflected in the confessions and constantly seeking to reform ourselves that we might more accurately represent God to the world. Through Divine worship, Christian education, and service, we proclaim the grace of God, support one another in righteousness, and work together through the Holy Spirit toward the reconciliation of the world to God.

God reveals Himself to creation through the Old and New Testaments of the Holy Bible. The Bible is the infallible living Word of God inspired by the Holy Spirit, given to humanity that we might know His

will for our lives. The New Testament contains God's special revelation of Himself in the person, teachings, and sacrifice of His Son Jesus Christ.

The fallen nature of human selfishness, covetousness, and greed have separated us from the paradise of physical and spiritual communion with God. It is only through the reconciling sacrifice of Jesus Christ and the transforming power of the Holy Spirit and not the efforts of human works that God reconciles us to Himself. To this end God established and ordained the Holy Sacraments of Baptism and The Lord's Supper.

Baptism is a physical response to the indwelling and calling of the Holy Spirit, an outward act that confirms the Holy Spirit's transformation. Through the symbolism of the sprinkling of water, we acknowledge the gift of grace that washes away our sin and sanctifies us in the sight of God. And in the laying on of hands we enter the body of Christ that sustains and guides us on our individual journey of faith

Likewise, the celebration of the Lord's Supper is an outward expression of God's forgiving grace. In it, we present ourselves to God and proclaim is gift of salvation to the world. In doing this, we hold Christ up before the world as a witness to his sacrifice and God's grace that the world might know him through us. Though the symbolism of the bread, we bind our brokenness to Christ's broken body and resurrection. in sharing the cup, we accept our role as disciples in the new covenant in His blood and promise to continue the work of Christ in the establishment of his kingdom on earth.

**Daou, Whitney Caswell (Candidate for Ordination to Validated Ministry)**

I believe that God is the Creator of all things, which God declared good. The universe is a result of God's divine will and purpose. God is sovereign and ever-present. God's kingdom is both a present reality and a future hope. I believe God has a covenant relationship with God's people, starting with Israel and extending to all believers. This covenant emphasizes God's faithfulness, love, and promises to God's people. As God's covenant people, our mission and the mission of the church, should be to manifest love and grace, and bring peace to others. God's grace is a gift from God and not earned, but freely given through faith in Jesus Christ.

I believe in Jesus Christ fully human and fully God. Through Jesus's life, death, and resurrection, God made a way for humanity to be reconciled to God for our human nature of choosing sin over God. During Jesus's life, He welcomed, healed and loved all. Through reading scripture of his time on earth, we learn what the Kingdom of God should be – to love others as ourselves by showing care, kindness and grace to all.

I believe the Holy Spirit is present and active in the world, helping believers to live according to God's will. The Spirit works in believers to guide, comfort, strengthen them in faith, and create community.

God's grace through Jesus draws people into community through prayer, worship, fellowship, music, and especially study of the Scriptures. I believe the Bible is the inspired word of God and is authoritative for faith and practice. Our two sacraments, Baptism and Communion, are signs and seals of God's covenant. Baptism is being marked as a child of God; Communion is a sign of God's ongoing presence and promise. The doctrines of the church, which are said mostly during corporate worship, are the strongest way to repeatedly remind ourselves that everything we are and will be starts and ends with God.

Therefore, we are sent out as disciples of God, led by the Spirit, to follow in Jesus's ways.

"With believers in every time and place, we rejoice that nothing in life or in death can separate us from the love of God in Christ Jesus our Lord." (Romans 8:31)



**Gheen, Anna (Pastor, Westminster Church, Richmond)**

I believe in one God who exists in three co-equal, co-eternal, con-substantial persons: the Father, Son, and Holy Spirit. These three persons are one God and ought alone to be worshipped. I believe that God is perfect in holiness, untainted by sin, sovereign in rule, and actively interested and engaged in the affairs of humanity.

Humanity was created to “glorify God and enjoy [God] forever.” Yet on our own, we are incapable of attaining this lofty goal. We are abusers of one another and of creation, ignoring the needs of the poor and the oppressed and despoiling that which God has entrusted to us. Yet God provided a way for humanity to be pardoned through the sinless life and atoning death of Jesus Christ. Both fully God and fully human, Christ set an example for His followers through His concern for the needy and the outcast. He was crucified by the Roman government at the behest of the crowd and willingly accepted this fate that He might reconcile humankind to their Maker. He was buried and rose again on the third day so that we too may experience the resurrection of the body and dwell eternally in the presence of the Almighty.

I believe that it is through faith in Christ alone, through no works of our own, that we may be saved to eternal life in the presence of our Creator. This is God’s gift to us through Grace alone and cannot be added to or perfected by our own acts of righteousness. This message of God’s unconditional love, offer of pardon, and promise of justice constitutes the “good news” we must share with others.

I believe in Holy Spirit, the convicting presence of God who restrains our impulses toward evil and motivates us to comply with God’s will. Though we do not always comply with Spirit’s prompting, it is impossible to escape God’s constant presence and ongoing efforts to guide us.

I believe in one Holy Church, consisting of all who have been redeemed through Christ regardless of their formal religious affiliation. I believe that each of us has a unique purpose in God’s plan and that the invitation to participate in that plan is open to all without exception.

I believe that in the sacrament of Holy Baptism we are marked by water and the Word, through faith, as the Bride of Christ. Our sinful nature, crucified with Christ, we are buried in the likeness of His death and raised to walk in newness of life. In the sacrament of Holy Communion, we declare again our oneness with Christ, remembering both Christ’s death and our baptism into a way of life marked by love and self-sacrifice.

I believe the Bible to be the unique and holy word of God. Though written by humans and influenced by our weaknesses and cultural perspectives, it all contains the message of God’s deep love and compassion for humanity and serves as our guide to life and conduct. I believe that though our redemption has been purchased through Christ, our sanctification is the result of an ever-deepening relationship with the One True and Living God as revealed through the pages of Scripture, prayer, and our personal experience of Holy Spirit’s abiding presence. This sanctification is marked outwardly by a continuous effort to live in ways that proclaim God’s love, justice, and mercy to a suffering world.

**Locke, Eugene (Covenant Pastor 1, Westminster Church, Charlottesville)**

I believe that the power that creates, redeems, and sustains the life of the world, humans, animal and all forms of life, is most profoundly named as Love Letting-Be. The One who creates set in motion the emergence of biological life and animates all life with a vitality and creativity that delights the Creator. In its generosity Love Letting-Be provides all that is needed for abundant life, and through the wisdom of ancient stories in scripture and contemporary science, guides us in the stewardship of that life.

Created in the image of the Divine, humans are blessed with remarkable possibilities for flourishing as one human family. Yet human pride, arrogance, and greed have marred the good creation and the



image of God in each person and set us against one another in fear and hatred. The story told in scripture that we “have all sinned and fallen short of the glory of God”, implicates us in the rupture of the covenant relationship between Creator and creature. Thus, alienated from the source of life and all goodness, humans flounder in misguided enmity toward one another, and are careless with the good gifts provided in creation.

Rather than remaining aloof to the human condition, the Divine Love became incarnate in the person of Jesus Christ, and entered into the human experience of misery, suffering and alienation. In Jesus of Nazareth, the human son of Joseph and Mary, we see the full expression of the meaning and reality of Love Letting-Be. His movement toward pain, his attending to human need, his declaration of forgiveness, his own life offered freely, all expressed the boundless generosity and abundant grace of the One he called, “Abba”, or Father. Those whom he called into fellowship with him became so profoundly transformed by his presence, even after death, that they knew that they had been grasped by a power stronger than death, and could live life thereafter in communion with Jesus, the Risen One.

The followers of the way of Jesus felt compelled to spread the good news of the Love Letting-Be that transcends sin and death. As they rejoiced in their tiny fellowship, they experienced Jesus’ power and presence dwelling within them as the Holy Spirit. Comforted, encouraged and empowered by that Holy Spirit, their words and deeds in memory of Jesus attracted new believers, eventually becoming an outpost for Jesus in the world, a community that practiced his love and flourished by his grace, what we know to be the continuing body of Christ, the Church.

In the free gifts of radical welcome, transformative forgiveness, and deep acceptance, we know the experience of grace - Love Letting-Be filling, surrounding, sustaining us. In the Sacrament of Baptism we are claimed for that Love, enfolded within the promises of the faithful community to nurture us on our spiritual path. In the Sacrament of the Lord’s Supper, we commune with the One who gave his life that we might remember, again and again, that our true life is in him.

The mission of the church is to give its own life in service to the world, practicing the healing, comforting, redeeming, justice-seeking way of Jesus, in both its inner life and its outward expression. It is re-formed and always being re-formed in faithfulness to the particular realities of each generation. Its’ witness to the transforming love of Jesus is the work of co-creation with Love Letting-Be, that all life might be restored to its original goodness in communion with the Divine.

**Milford, Elizabeth Lovell (Pastor, The Presbyterian Church, Fredericksburg)**

I believe in a God who is bigger than the greatest expanse of our universe and attentive to the smallest flutter of a butterfly’s wings; a God who summoned all things into being and continues to form and renew that creation and call it good; a God who gifted us with free will and embraces us when our choices result in brokenness and separation from God and one another; a God who is beyond our understanding and language and comes to us as the Word incarnate as near to us as our next breath; a God who brings order out of chaos and stirs us from our complacency. In faith, we dare to voice our experience of the divine as we worship the Triune God, known in the persons of Father, Son, and Spirit, seen as Creator, Redeemer, and Sustainer, knowing that our words are limited while God is not. God sparks imagination and wonder as the name above all names and welcomes us to marvel in the great mystery of faith.

I believe in a God who lives among us, our Emmanuel. Through Jesus Christ, we know the breadth and depth of God’s love firsthand and are shown a way of being as disciples that prioritizes compassion, justice, and mercy for all of God’s children. Good news comes to us with a stone rolled away, defying any power of evil in this world, even death itself, and opening the promise of a joyful

and abundant life in Christ's name. The resurrection assures us of God's ability to make all things new, giving us hope in the midst of a weary and hurting world.

I believe in a God who calls us into community, supporting and encouraging each other and building up the body of Christ and kin-dom of God wherever we are. We celebrate this call through the sacrament of Baptism, through which we are claimed and called by Christ for a new way of life marked by grace and promise to journey together in faith. The church exhibits a commitment to being the beloved community through the power of the Holy Spirit as we seek justice, love kindness, and walk humbly with our God (Micah 6:8). The Spirit stirs us from deep within alongside the voices around us to inspire us and guide us in hearing God's call to ministry. Our worship grounds us in our calling as we open ourselves to God's presence, engage in prayer, and listen and look for invitations to discipleship. God is revealed through the inspired words of Scripture, which tell the story of God's unending love and everlasting covenant with all of creation. At the table we give thanks, recognize the risen Christ among us, and look forward to the future with hope. These practices equip us for living as disciples in the world, serving Christ as we love one another.

We are called to be a beacon of light, engaged in our world as we participate in the good news of our risen Lord until he comes again in glory. Until that day, may everything we do, in word or deed, be done in the name of the Lord Jesus, giving thanks to God through him (Colossians 3:17). Thanks be to God for this wild and wondrous calling to be a part of the transforming work God is doing among us!

### **Smith, Bruce (Honorably Retired)**

I believe in the Creator who made heaven and earth, and remains with us still. God is still creating, remaking, and renewing us according to God's will and plan. When we seek to use and abuse nature, we must be called back to our task of stewardship—to pass on clean water, air, and soil to our children and grandchildren, and all God's children.

I believe in Jesus Christ, our risen Lord and Savior, who in his words, life, and actions show us God in a way we can perceive, understand and love. The personal relationship with our Lord is key to our Christian life. While we are a people of the Word, of the Church, of mission and service, to know that God loves us, uses us, addresses us by name, and cares for us in this life and the life to come is central.

The Bible is God's Word as we read, learn, and listen for new insights and find a firm foundation for life and its unfolding challenges and decisions.

I believe in the Holy Spirit who continues to blow through our human constructions and concepts to bring new life and renewal. "Reformed and always reforming" is a motto and a challenging way of life—for the church and for our personal faith journey. The Spirit has moved the Church to witness and work and continues to open new doors for service.

In my ministry, it's been a privilege to be part of people's lives at their most touching times. Perhaps in hospital room, living room, or at the wedding, funeral, or Baptism or Lord's Supper we share, pray, and sense the Spirit and Lord who guides us, strengthens us, and holds us. Since moving to Virginia, I've learned the phrase "a thin place"—a place where one feels especially close to God. Ministry taught me that the thin places are not only our beloved sanctuaries but the parking lot, the hospital lounge, the volleyball game—wherever deeper concerns, heartfelt joys, and faithful prayers are shared.

In preaching and worship, I hope that with the guidance of the Spirit the Word is heard, and "the comfortable are challenged and the challenged are comforted." After fifty years I see there are new styles and new ways of being the church. There are new expressions of a growing faith and a glowing spirit, and the presence, power, and love of the Triune God leads us on.

**Thompson Orfield, Rachel (Associate Pastor, First Church, Charlottesville)**

I believe in one God, in three persons, Father, Son and Holy Spirit. In the beginning, God created the world—the heavens and the earth and everything in between. At the appointed time, God redeemed the world. And always, to the end of the age and beyond, God sustains the world. Although God has three persons, I believe that God is one—one in nature, one in mission, one in love.

This is the God who is revealed in Scripture, the inspired Word of God. God is an indescribable, unfathomable mystery. However, through Scripture we find a glimpse of God’s love for us and God’s plan for creation.

God is our Father—In the beginning, God created the world. God continues to create with pizzazz and loves all creation without reserve or condition. Whether we stray to the right or to the left, God our Father is quick to forgive. God never gives us up; God draws us back with strength and love.

God is the Son—In the beginning was the Word. God is revealed through the person, work, life, death and resurrection of Jesus the Christ. In Jesus, God was pleased not only to meet us, but also to become incarnate in human flesh. Jesus took on human flesh, died and was resurrected for our redemption and for the redemption of the world. Jesus—the light, the life, the truth, the way, the Son, the vine, the good shepherd, the Word—is God, and Lord of this whole world.

God is Spirit—In the beginning, the Spirit of God hovered over the waters. God breathes the Spirit and the world comes to life. There is nowhere we can hide where the Spirit will not find us. Through the Spirit, God is with us at all times, in all places. The Spirit intercedes for us when no words can express the depth of our prayers.

It is in the image of this Triune God that God has created each and every human being. Though we all sin and fall short of God’s glory and harm ourselves and each other, nothing can eradicate the image of God in any person regardless of age, race, sex, orientation, ability, health, intellect, wealth or action.

God calls all people, all broken image-bearers, into relationship not only with the Divine, but also with each other in the Church. In the Church, we are called to live as the body of Christ, to pursue holiness individually and together, and to practice living as members of the Kingdom of God.

We practice Kingdom life in the context of worship through the sacraments of baptism and communion. In baptism, we die to our sins, we are raised with Christ, and we are adopted into the family of God. In communion, we participate in the body of Christ and are reminded that God’s love calls all kinds of people to join together at the table.

When we are adopted into God’s family and called to the table together, we find that as the Church we are also called to pursue the mission of God in the world. The more we learn about the love of the Triune God who creates, redeems, and sustains, the more we desire to participate in God’s action in our world.

## Report of the Temporary General Presbyter

Good morning, Presbytery of the James!

I write this with four months of “field training.” Has it been difficult at times? Sure. Have I grown disillusioned about what each day has brought forth? Absolutely not! I am more than confident in the leadership and the congregations of this place to fashion a faith-based presence within, and most likely beyond, the presbytery.

So, where have the four months gone?

I have been working alongside five PNCs as they move forward in searching for pastoral leadership. COM has been working diligently to improve their abilities and to teach me how best to help them and the congregations. The Mission Council and Trustees’ roster is dramatically new and will be bringing new eyes to the presbytery. They began their work by gathering in a retreat. Our office staff has shown such great resilience in very trying times and seem to have found a healthier sense of being, thanks to the support of so many.

It has been a blessing to spend time worshiping with some of our congregations: River Road, Providence Gum Springs, and Brett-Reed Memorial. I have been on site with the PNCs of Summitt and Campbell Memorial walking with our newer PNCs on “process.” I was able to spend time in Culpeper as well, seeing a place I knew of and perhaps have driven by and had not been there yet, but, by invitation, got to see a great place within our bounds.

What I have seen are people of faith continuing to do ministry, in their places of worship and in their communities. One item in discussion is starting joint efforts to support ministries within our presbytery, like campus ministry, SDOP and small churches, in new ways, which means, involving more directly congregations coming together in partnerships.

Will that happen?

Well, if it can snow in Florida, Texas, and Louisiana, then yes, it can see our hopes happen too! I am wanting to hear from more of you, and will ask pastors who are neighbors to produce a “visitation plan” for me, meaning, when can we gather in your neck of the woods and talk?

See you at our February meeting!  
Your TGP,  
Kerry

## Report of the Anti-Racism Committee

In July 2023, a new committee was formed in the Presbytery of the James: The Anti-Racism Committee or ARC. An “arc” simply defined is a curve, a curved shape, or a curved path. The bend of a rainbow can be described as an arc or a curved path. For the POJ, in regard to matters of race, our “arc” can be thought of as a curved path from where we were, to where we are, to where we believe God is calling us to be in creating the blessed community of the Sovereign Realm of God.

After we as a Presbytery approved an Anti-Racism Policy, the committee’s most important task lay before us: laying out a path that enables all of us to live into the goals given us in Galatians 3:28, “There is neither Jew nor Greek, slave nor free, male nor female, for you are all one in Christ.” This is a lofty goal and unrealized in the Christ’s church. However, as Christians for Biblical Equality writes,

“Galatians 3:28 is a part of the living and active Word of God. It is to be restudied and reapplied on a continuing basis within the context of the visible church and relationships of the various peoples whom Christ has called.”

We agree. To live out our joint calling to abolish all barriers of class, race and gender in the Body of Christ as it exists here in the POJ the Anti-Racism Committee is reviewing options for training in recognizing and combatting overt and covert racism in our midst. We are working to identify and develop a training program that would be timely, cost effective and sustainable for a three-year period. Moreover, instead of a one-size-fits-all solution, we want to develop something tailored specifically to our presbytery. We continue to search for viable training that will invite and embrace the different regions, people, and cultural contexts of this presbytery.

We are looking forward to having such a plan in place by the latter half of 2025 so that this presbytery can stand with others as we walk into the words of the prophet Micah, "He has shown you, O mortal, what is good. And what does the Lord require of you? To act justly and to love mercy, and to walk humbly with your God." We believe that embracing and living out this calling will bring honor to the ministry of Jesus Christ, and the words of the apostle Paul who worked and wrote to provide an ARC, a curved path to interrelatedness in the body of Christ...our denomination, our presbyteries, and our churches.

Submitted by

Robert Johnson ARC Co-Moderator; Jöslyn Shipman ARC Co-Moderator

## Report of Mission Council

### RECOMMENDATION FOR CONSENT DOCKET:

That Presbytery close out the Advance Fund created during the 2020 pandemic and move the monies back to where they originated in the Church and Ministry Development Fund.

### POLICIES

- Effort in process to review and collect all policies, procedures, and manual to one central digital location as well as three binders of paper copies: General Presbyter, Stated Clerk, and office sets.
- Approved motion to add the Every Table vehicle to the POJ insurance policy.
- A vehicle use policy and procedure document will be created.
- Review and update of staff diversity policy is underway by Mission Council representative, Temporary Stated Clerk, and member of Committee on Representation.

### PERSONNEL:

- Personnel policy and procedures will be reviewed with assistance from a professional in the human resource field with the goal of developing clear roles, responsibilities, and expectations.
- There is consideration of requesting a legal review of personnel policies.
- Renewed Temporary Stated Clerk's part-time position beginning January 1, 2025, through December 31, 2025.
- Affirmed 3% raise for the Associate for Administration. This was included in the 2025 budget that was approved on November 19, 2024.
- Following the Presbytery of the James' direction to the Mission Council at its September 26, 2024 meeting, **"... 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"** the Mission Council developed a Temporary General Presbyter Job Description (found at the end of this report on. It appointed the Reverend Kerry Foster to serve in this role.



## FINANCIAL REPORTS:

- Cindy Hollingshead continues to closely monitor income and expenses.
- Treasurers' letters have been sent to remind churches of pledges.
- The New Worshipping Committee will remain separate from MAST due to less confusion with financial reporting.
- Amended 2025 budget passed.
- It is suggested that churches clean their rolls to decrease our obligations to the Synod and GA. Mission Council will make available a model for this procedure.

## MONTROSE SMALL CHURCH FUND GRANTS

- Approved \$4,000, to Amelia Church as matching funds for new minister moving costs.
- Approved \$5,000 to Providence Church, Gum Spring for the purpose of repainting their historic building exterior.

## RETREAT

- The Mission Council Retreat was held January 24-25, 2025, at Camp Hanover and was led by Reverend Kerra English

## CURRENTLY IN PROGRESS:

- Covenant renewal with Camp Hanover
- Find locations for October 2025 and all 2026 stated meetings.
- Fill vacancies on Personnel Committee (this is a duty of the Mission Council)

## **TEMPORARY GENERAL PRESBYTER JOB DESCRIPTION**

**MAIN OBJECTIVE:** To encourage and create an environment of collaborative, collegial work culture as the POJ works to clearly define what we expect of the next Presbyter and Stated Clerk.

### **Leadership**

#### **Serve as Head of Staff**

- Supervise, nurture, support and develop POJ Staff as a Team
- Hold regular staff meetings.
- Coordinate and streamline the daily tasks of the Presbytery Office
- With the staff, prepare a schedule of upcoming events.
- Support the members of the POJ through quick responses to emails, providing pertinent information in a timely way, assisting leaders to make collegial connections.
- Create leadership expectations.

#### **Work with the staff, Mission Council, Commission and Committee leaders to examine the current POJ organizational structure for improvements.**

- What is working well?
- What needs patching up?
- What needs reformatting?
- What needs omitting?
- How might we support the organization with part-time ministers?
- How might we be more efficient?
- What are our goals here?

## **Lead the POJ in an effort to define our purpose, vision, missions (outreach and ministry)**

- How do our values drive our mission focus?
- How does our mission focus affect our budget priorities?
- How do we evaluate the appropriateness of ministries?
- How can we support innovation and thinking outside of the box as the church lives into transitional space?
- How do we as the POJ pivot to lift up the small church?
- How might we use our property to support our mission work through partnering - for example with the Interfaith Council and the VA Housing Authority to explore grants for housing insecurity, etc.?
  - How we can empower our organization rather than oppress it with either asking people to do more with less, or by unrealistic expectations.
  - How could the POJ be a healthy and thriving ministry? What would that look like? What components would it have?

## **Provide support for leaders/pastors**

### **Be available to and seek out those who are in council and committee leadership positions**

- Check in with the chairs to ask about the needs and frustrations.
- Attend at least one meeting per quarter of the COM, CON, CPM, MAST, LCT, NWC
- Assist committees to determine what administrative tasks will be done by their volunteers vs. POJ staff and then formalize expectations.
- Research ways to make their work easier.
- Creatively explore what needs to be let go of, how we might be more efficient, and how we might resource what is important with part-time ministers

### **Encourage pastors**

- Visit a congregation and preach for the pastor, monthly.
- See that pastors and leaders are gathered into quarterly study/support groups.
- Find meaningful ways to support pastors as they pivot to respond to the challenges of a changing church climate and the impact on their call and financial well-being.

### **Resource the Mission Council and Trustees**

- Share information and provide guidance.
- Provide a report.
  - What is going well, and what are the challenges?
  - What is happening at this time of the year?
  - Let us know what pitfalls you are seeing.
  - If you had a magic wand, what would you change?
  - How this could be a dream position?

## **Represent the POJ as Presbyter**

### **Official Responsibilities**

- Sign official documents.
- Inform members as to our PCUSA responsibilities.
- Attend mid-level meetings as necessary.
- Seek to spend 90 percent of time within the presbytery



### **Financial Responsibilities**

- Resource the new Finance Committee
- Resource the POJ Budget Committees
  - Work closely with the Associate for Administration to send out the statements of intent/covenant forms.
  - Assist Mission Council to develop a stewardship program.
- Provide Trustee President with support regarding POJ properties.

### **Oversee development of Presbyter and Stated Clerk job descriptions**

- Request assistance to help with the job descriptions.
- Use guidelines from the recommendations of the Strategic Plan Task Force.
- Provide experiential feedback as to what the descriptions should include.

### **Meet regularly with the Personnel Committee**

**Statement of Sources and Uses of Funds  
Twelve months ending December 31, 2024**

DESCRIPTIONS	CY 2024			%
	Jan-Dec	Budget	Variance	Budget Variance
<b><i>SOURCES OF FUNDS</i></b>				
<u>Congregational Intents -</u>				
Undesignated Support (POJ, Synod Per Capita, and G.A.)	553,084.25	500,000.00	53,084.25	110.6%
Designated Giving to POJ Only	24,338.63	29,000.00	(4,661.37)	83.9%
Per Capita (\$1.15 for Synod; \$8.98 for G.A.)	19,475.62	13,000.00	6,475.62	149.8%
Designated Giving to Validated Missions thru G.A.	33,805.30	25,000.00	8,805.30	135.2%
Intents / total	<u>630,703.80</u>	<u>567,000.00</u>	<u>63,703.80</u>	111.2%
Checking Account Interest	16.92	20.00	(3.08)	84.6%
Other income	11,735.00	8,000.00	3,735.00	146.7%
<b>TOTAL - SOURCES OF FUNDS</b>	<u><u>642,455.72</u></u>	<u><u>575,020.00</u></u>	<u><u>67,435.72</u></u>	111.7%
<b><i>USES OF FUNDS</i></b>				
<u>Synod and General Assembly</u>				
Synod Per Capita	17,387.75	19,000.00	(1,612.25)	91.5%
GA Per Capita	151,831.40	159,000.00	(7,168.60)	95.5%
GA Shared Mission Support	33,805.30	25,000.00	8,805.30	135.2%
Synod & GA / total	<u>203,024.45</u>	<u>203,000.00</u>	<u>24.45</u>	100.0%
<u>Constitutional Committees</u>				
Committee on Representation (COR)				
COR - Committee Administration	0.00	0.00	0.00	0.0%

Office Supplies	5,380.58	4,200.00	1,180.58	128.1%
Postage	983.43	600.00	4,780.58	896.8%
Telephone/Internet	9,130.69	8,400.00	730.69	108.7%
Office Expense (Lead Presbyter)	1,000.00	1,500.00	(500.00)	66.7%
Office Expense (Congregational Presbyter)	550.00	1,500.00	(950.00)	36.7%
Office Expense (Relational Care Presbyter)	1,129.99	1,500.00	(370.01)	75.3%
Grounds/Building Maintenance	11,153.36	11,000.00	153.36	101.4%
Remote Bank Fees	188.95	250.00	(61.05)	75.6%
Audit	17,272.50	17,273.00	(0.50)	100.0%
Payroll Expense	2,843.23	2,300.00	543.23	123.6%
MC Presbytery Office / sub-total	87,923.34	85,523.00	6,797.49	102.8%
Presbytery Operations				
Lead Presbyter Discretionay Expense	1,300.46	2,000.00	(699.54)	65.0%
Relational Care Presbyter Discretionary Expense	1,564.99	2,000.00	(435.01)	78.2%
Congregational Care Presbyter Discretionary Expense	351.18	2,000.00	(1,648.82)	17.6%
Conferences/Retreats	5,677.24	12,500.00	(6,822.76)	45.4%
Staff Enrichment	176.37	2,000.00	(1,823.63)	8.8%
Communications & IT Support	5,081.97	15,000.00	(9,918.03)	33.9%
Presbytery Meetings	3,498.96	3,000.00	498.96	116.6%
Administration	23,489.00	600.00	22,889.00	3914.8%
Leadership Innovation Team		5,000.00	(5,000.00)	0.0%
Camp Hanover, Inc. (per Covenant Agreement)	102,000.00	102,000.00	0.00	100.0%
Capital Replacement Transfer	4,000.00	4,000.00	0.00	100.0%
MC Presbytery Operations / sub-total	147,140.17	150,100.00	(2,959.83)	98.0%
MC totals	733,528.18	842,738.00	(104,471.03)	87.0%

Committee on Nominations (CON)				
CON - Committee Administration		0.00	0.00	0.0%
Permanent Judicial Commission (PJC)				
PJC - Committee Administration	16.79	0.00	16.79	0.0%
All Constitutional Committees / total	<u>16.79</u>	<u>0.00</u>	<u>16.79</u>	
<u>Mission Council (MC)</u>				
Staff				
Salaries	284,057.94	325,479.00	(41,421.06)	87.3%
Housing Allowances	78,859.40	94,631.00	(15,771.60)	83.3%
Payroll Taxes	24,132.66	28,831.00	(4,698.34)	83.7%
Auto Expense (Lead Presbyter)	1,682.66	3,500.00	(1,817.34)	48.1%
Auto Expense (Relational Care Presbyter)	1,410.35	3,500.00	(2,089.65)	40.3%
Auto Expense (Congregational Care Presbyter)	883.06	3,500.00	(2,616.94)	25.2%
Auto Expense (Stated Clerk)	41.42	3,000.00	(2,116.94)	29.4%
Pension/Medical	98,353.46	127,874.00	(29,520.54)	76.9%
Lead Presbyter Professional/Cont Ed Expense	4,037.52	5,000.00	(962.48)	80.8%
Relational Care Presbyter Professional/Cont Ed Expense	2,901.90	5,000.00	(2,098.10)	58.0%
Congregational Care Presbyter Professional/Cont Ed Expense	1,604.30	5,000.00	(3,395.70)	32.1%
Coaching for Three Presbyters	500.00			
Coaching for Lead Presbyter		600.00	(600.00)	0.0%
Coaching for Relational Care Presbyter		600.00	(600.00)	0.0%
Coaching for Congregational Care Presbyter		600.00	(600.00)	0.0%
MC Staff / sub-total	<u>498,464.67</u>	<u>607,115.00</u>	<u>(108,308.69)</u>	82.1%
Presbytery Office				
Utilities	10,405.51	11,000.00	(594.49)	94.6%
Insurance	27,885.10	26,000.00	1,885.10	107.3%

Commission on Ministry (COM)

COM - Committee Administration	673.39	1,500.00	(826.61)	44.9%
COM - First call ministry Support	900.00	7,200.00	(6,300.00)	12.5%
COM - Psych Evaluations for CLP candidates		1,200.00	(1,200.00)	0.0%
COM - Pastor's Retreat		2,500.00	(2,500.00)	0.0%
COM - New Professional's Orientation		1,500.00	(1,500.00)	0.0%
COM - Conflict Resolution Teams - training		3,500.00	(3,500.00)	0.0%
COM / total	1,573.39	17,400.00	(15,826.61)	9.0%

Committee on Preparation for Ministry (CPM)

CPM - Financial Aid	5,058.00	7,800.00	(2,742.00)	64.8%
CPM - Psychological Evaluations	1,380.00	1,500.00	(120.00)	92.0%
CPM - Committee Administration	29.00	500.00	(471.00)	5.8%
CPM - Travel		700.00	(700.00)	0.0%
CPM - Recruiting		2,000.00	(2,000.00)	0.0%
CPM / total	6,467.00	12,500.00	(6,033.00)	51.7%

Leadership Connections Team (LCT)

LCT - Team Administration		0.00	0.00	0.0%
LCT - Black Caucus		2,850.00	(2,850.00)	
LCT - Collegiate Ministries				
University of Mary Washington	23,450.00	23,450.00	0.00	
University of Virginia	16,784.00	16,784.00	0.00	
Virginia Commonwealth University	16,742.00	16,750.00	(8.00)	
LCT - Community of Ministry & Worship	3,036.02	9,500.00	(6,463.98)	32.0%
LCT - Older Adult	1,208.97	1,675.00	(466.03)	72.2%
LCT - Resource Center	1,000.00	1,000.00	0.00	100.0%
LCT - Small Church	5,000.00	6,900.00	(1,900.00)	72.5%
LCT - Nurture	2,673.38	2,250.00	423.38	118.8%
LCT - Youth Ministry		2,600.00	(2,600.00)	0.0%
LCT / total	69,894.37	83,759.00	(13,864.63)	83.4%

Mission and Service Team (MAST)

MAST - Team Administration		200.00	(200.00)	0.0%
MAST - Disaster Relief Team	6,236.00	6,000.00	236.00	103.9%
MAST - Self Development of People	300.00	300.00	0.00	100.0%
MAST - Social Justice	6,750.00	5,800.00	950.00	116.4%
MAST - World Mission	6,521.02	9,000.00	(2,478.98)	72.5%
MAST - Southwood Project Habitat of Greater Ch'ville (\$132K bal)	20,000.00	20,000.00	0.00	100.0%
MAST / total	<u>39,807.02</u>	<u>41,300.00</u>	<u>(1,492.98)</u>	96.4%

New Worshipping Communities (NWC)

NWC - Administration for team		500.00	(500.00)	0.0%
NWC - Voices of Jubilee	34,900.00	34,900.00	0.00	100.0%
NWC - BOP Voices of Jubilee	8,649.06	11,700.00	(3,050.94)	73.9%
NWC - Holy Trinity	31,900.00	31,900.00	0.00	100.0%
NWC - All Nations	6,552.64	31,900.00	(25,347.36)	20.5%
NWC - BOP All Nations	683.16	900.00	(216.84)	75.9%
NWC - Every Table	30,300.00	30,300.00	0.00	100.0%
NWC - Coaching	700.00	2,000.00	(1,300.00)	35.0%
NWC - Liability Insurance	375.00	400.00	(25.00)	93.8%
NWC / total	<u>114,059.86</u>	<u>144,500.00</u>	<u>(30,440.14)</u>	78.9%

**TOTAL - USES OF FUNDS**

<u>1,168,371.06</u>	<u>1,345,197.00</u>	<u>(172,087.15)</u>	86.9%
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**EXCESS OF USES OVER SOURCES**

<u>(525,915.34)</u>	<u>(770,177.00)</u>	<u>239,522.87</u>	68.3%
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**SUPPORT FROM EXISTING FUNDS**

Church & Ministries Development Fund	538,164.73	680,859.00	(142,694.27)	79.0%
Genesis & Generations Fund	11,835.27	89,318.00	(77,482.73)	13.3%
Support from Existing Funds / total	550,000.00	770,177.00	(220,177.00)	71.4%

**NET USE**

24,084.66	0.00	19,345.87	n/a
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<b>Account Balances at 12/31/24</b>	
Bank of America (cash \$	152,613.74
RBC (cash and investr \$	4,529,773.17
\$	4,682,386.91



**Report of Church Giving for 2024**

Church	Undes Support	Per Capita	Des Supp of POJ	Mission Giving	Five Cents	Peacemaking	One Great Hr	Joy	Pentecost	Pastoral Care	Other
Aberdour Presbyterian Church		414.00		900.00	604.50		115.00	198.00			173.00
All Nations Presbyterian Fellowship											
All Souls Presbyterian Church	500.00										
Amelia Presbyterian Church	1,500.00										
Amphill Presbyterian Church	5,000.00				2,918.00			171.00			
Ashland Presbyterian Church				255.00		765.00	647.00		723.00		
Bethesda Presbyterian Church											
Bethlehem Presbyterian Church	5,000.00			486.00	587.50	170.00	1,015.00	105.00			
Blackstone Presbyterian Church	3,300.00			6,000.00	2,400.00						
Blue Ridge Presbyterian Church	700.00						490.00	265.00			
Bon Air Presbyterian Church	33,000.00			2,000.00		2,218.00	3,590.00	1,157.05	1,340.00		500.00
Bott Memorial Presbyterian Church	2,600.00										
Brandermill Church	40,000.00			45.00							
Brett-Reed Memorial Church	4,000.00						161.00	125.00			
Burkeville Presbyterian Church	800.00				480.04		72.00	106.00			
Byrd Presbyterian Church	4,800.00				1,375.00						
Campbell Memorial Presbyterian Church	3,000.00			1,000.00							
Charlottesville First Presbyterian Church	30,000.00						1,680.00	2,370.50	1,035.00		3,000.00
Chase City First Presbyterian Church											
Chester Presbyterian Church	30,000.00	2,700.00			2,400.00						
Colonial Heights Presbyterian Church	1,000.00				802.50	138.75	264.00	265.00	105.00		
Concord Presbyterian Church	500.00				209.00		309.00	100.00	105.10		
Cove Presbyterian Church	6,500.00				349.00		2,110.00				
Covenant Presbyterian Church											
Culpeper Presbyterian Church	5,100.00			4,000.00							
Eastminster Presbyterian Church	2,000.00										
Ebenezer Presbyterian Church					307.00						
Emporia First Presbyterian Church	2,000.00	450.00			725.54		90.00				
Fairfield Presbyterian Church	12,000.00							874.00			
Forest Hill Presbyterian Church				2,000.00							
The Presbyterian Church	30,000.00			2,000.00	60.00	1,526.25	3,062.00	3,952.00	1,366.86		
Gayton Kirk Presbyterian Church	1,500.00			1,000.00	411.13						
Genito Presbyterian Church	2,500.00										
Ginter Park Presbyterian Church	8,214.20					2,205.58	2,803.77	200.00	479.00		
Grace Covenant Presbyterian Church	2,500.00										
Gregory Memorial Presbyterian Church	1,998.00	903.12			222.06	72.00	178.00	105.00	147.00		
Hartwood Presbyterian Church											
Hawkins Memorial Presbyterian Church								140.00			
Hebron Presbyterian Church	1,000.00										
Holy Trinity Presbyterian Church		1,200.00									
Hopewell First Presbyterian Church	1,000.00										
King's Chapel Presbyterian Church	6,200.00				1,500.00		375.00	260.00			
Kirk O'Cliff Presbyterian Church	1,000.00	150.00									
Laurel Presbyterian Church	3,000.00			300.00	111.30	175.00	367.67	348.00	216.00		

**Presbytery of the James – 119<sup>th</sup> Stated Meeting – February 15, 2025 – Hybrid Meeting Zoom/First Church, Richmond**

Lawrenceville Presbyterian Church									
Lord Jesus Korean Presbyterian Church		4,000.00		3,000.00					
Louisa Presbyterian Church				1,000.00					
Madison Presbyterian Church	4,713.40			315.00	2,275.60	757.50	2,857.45	1,634.00	262.00
Mattoax Presbyterian Church		273.75							
Meadows Presbyterian Church	18,000.00			126.05	2,623.68		500.00	2,149.63	
Mechanicsville Presbyterian Church									
Milden Presbyterian Church	3,800.00					300.00	570.00	140.00	215.00
Milford Presbyterian Church	1,837.00				300.00				
Mitchells Presbyterian Church	1,200.00								
New Hanover Presbyterian Church					1,990.16				
Oak Grove Presbyterian Church	200.00	200.00		200.00					
Ogden Presbyterian Church			750.00						
Olivet Presbyterian Church	4,750.00			500.00	2,147.20		1,167.25		
Orange Presbyterian Church	2,760.00				1,265.61	120.00	167.00	133.00	117.00
Overbrook Presbyterian Church	1,500.00				1,100.93				
Petersburg Second Presbyterian Church	1,000.00								
Pine Grove Presbyterian Church									
Praise The Lord Presbyterian Church	2,000.00								
Providence Forge Presbyterian Church	357.50	1,642.50			1,520.66		347.00		104.01
Providence Presbyterian Church, Gum Spring	1,000.00								463.00
Providence Presbyterian Church, Powhatan	500.00			500.00	790.75		476.90	90.00	500.00
Pryor Memorial Presbyterian Church					132.64			21.55	200.00
Rennie Memorial Presbyterian Church	750.00				1,157.00		85.00	186.00	
Richmond First Presbyterian Church	55,174.08						650.00	100.00	216.00
Richmond First United Presbyterian Church	2,000.00								
Richmond Second Presbyterian Church	57,500.00	2,500.00		10,000.00	8,830.00	4,090.00	4,570.00		2,040.00
River Road Presbyterian Church	5,000.00						1,225.25	2,021.25	100.00
Rivermont Presbyterian Church				200.00					250.00
Rockfish Presbyterian Church	16,860.00	1,665.00		5,800.00	3,846.00	242.50	20.00	495.00	72.00
Rosewood Presbyterian Church	250.00								
Salem Presbyterian Church	750.00								
Salisbury Presbyterian Church	24,000.00						651.00	1,615.00	615.60
Sandston Presbyterian Church	3,000.00								
Scottsville Presbyterian Church	500.00				60.00			240.00	
South Hill Presbyterian Church	1,500.00				362.25	373.50	2,775.00	662.00	423.00
South Plains Presbyterian Church	4,000.00				1,744.17				
Southminster Presbyterian Church	4,500.00				2,711.75	705.00		3,798.00	
St Andrews Presbyterian Church	3,750.00			1,439.00	625.00				
St James Presbyterian Church	100.00			100.00					
Summit Presbyterian Church	600.00		1,200.00	4,832.50					
Swift Creek Presbyterian Church	2,000.00			6,000.00					
Tabor Presbyterian Church	4,500.00						540.00		
Tappahannock Presbyterian Church	2,119.50				254.50		150.00		
Three Chopt Presbyterian Church	17,400.57				2,986.11	140.00	1,695.00	1,796.50	718.00
Thyne Memorial Presbyterian Church	600.00								

**Presbytery of the James – 119<sup>th</sup> Stated Meeting – February 15, 2025 – Hybrid Meeting Zoom/First Church, Richmond**

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Tuckahoe Presbyterian Church		3,077.25	22,221.63	3,000.00	767.10	604.50	4,153.00		333.45	176.00	
Village Presbyterian Church											
Waddell Memorial Presbyterian Church	1,000.00										
Westminster Charlottesville Presbyterian Church	48,000.00				3,682.78		2,329.00	1,175.00			
Westminster Petersburg Presbyterian Church	300.00	300.00			100.00						
Westminster Richmond Presbyterian Church										791.00	
Woodlawn Presbyterian Church	600.00				677.00		134.00	70.00	65.00		
Woodville Presbyterian Church	500.00										
Zion Hill Presbyterian Church											
Totals	553,084.25	19,475.62	24,171.63	56,998.55	57,413.46	14,603.58	42,392.29	27,068.48	10,582.02	2,396.00	5,203.00

Mission giving includes: Cindy Correll, DMS through PCUSA, Global Mission, 1% Theological Fund

Other giving includes flow through offerings: Thanksgiving, Montreat, Mother's Day/Father's Day, and others

## Report of the Committee on Representation

Presbytery of the James  
February 2025

1. **The Committee Reports the Following Actions:** None
2. **Report for information:** We are in the re-formation stage of our work. We are here to be a resource and hope to have more to share at our next Presbytery meeting.
3. **Consent Agenda Recommendations:** None
4. **Recommendations:** None

## Book of Order Amendments

It is very important that everyone who will be voting on these proposed amendments be familiar with the exact language before the meeting. Please note that we will NOT be reading each amendment aloud before the vote. The complete General Assembly packet is included in the packet as Section III and it is also available on our website, as explained below. Please take the time to study the proposed amendments before the meeting.

The amendments will be presented for a vote in an omnibus motion. Members do have the right to request that specific amendments be set aside to be considered and voted on separately. Please note that no amendments to the proposed language will be allowed. These amendments were perfected at the 2024 General Assembly session and are presented to presbyteries for vote only. If you have any questions, please contact me at [statedclerk@presbyteryofthejames.org](mailto:statedclerk@presbyteryofthejames.org).

The proposed amendments are listed below, grouped by category. A brief summary is presented below each proposed amendment to be voted on. For a greater understanding of the amendments, please download and read the General Assembly packet that is available on the POJ website, at:

<https://www.presbyteryofthejames.com/wp-content/uploads/2024/10/BOO-Amendments-GA226-2024.pdf>

### Proposed changes to Foundations of Presbyterian Policy

#### 24-A — F-1.0403 UNITY IN DIVERSITY (POL-01 1)

- This amendment establishes gender identity and sexual orientation as protected classes against which we must not discriminate.

#### 24-C — G-2.0104b GIFTS AND QUALIFICATIONS

- Adds a requirement to acknowledge F-1.0403 in the examination of all candidates for ordered ministry before ordination and/or installation.

### Proposed change for Small Worshiping Communities

#### 24-B – G-1.0104 OTHER FORMS OF CORPORATE WITNESS (WORSHIPING COMMUNITIES, etc.)

- Provides a minimal, flexible, and adaptable level of historic Reformed polity for small worshiping communities that wish to identify with the larger church in worship and formation, discipleship, and mission.

### Proposed changes for Temporary Pastoral Relationships

#### 24-D — G-2.0504b PASTORAL RELATIONSHIPS

##### G-2.0504b TEMPORARY PASTORAL RELATIONSHIPS

- Extends the specified period of service for temporary pastoral relationship from 12 to 36 months.

#### 24-E — G-2.0504b PASTORAL RELATIONSHIPS

##### G-2.0504b TEMPORARY PASTORAL RELATIONSHIPS

- prohibits non-disclosure agreements at the dissolution of installed and temporary pastoral relationships.

#### 24-F — G-2.0610 ACCOMODATIONS TO PARTICULAR CIRCUMSTANCES (ORD-05)

- Removes a requirement of G-2.0610 to prevent placing a record of a potentially traumatic encounter in the permanent records of the presbytery.

#### 22-G — G-2.0901 CONGREGATIONAL MEETING

- Prohibits non-disclosure agreements.

### Proposed changes for Protecting Vulnerable Adults

#### 24-H — G-3.0106 ADMINISTRATION OF MISSION

- Requires a protection policy for vulnerable adults.

#### 24-K — D-7.0501 REFERRAL TO INVESTIGATING COMMITTEE

- Provides an explicit mandate to take positive action to protect vulnerable people by disclosing information to authorities.

### Proposed changes for General Assembly

#### 24-I — G-3.0302d RELATIONSHIPS WITH SYNOD AND GENERAL ASSEMBLY

- Removes the requirement for presbytery overtures to have at least one concurrence.

#### 24-J — G-3.0501 COMPOSITION AND RESPONSIBILITY

- Revises the proportions for determining the number of commissioners to the General Assembly.

### Proposed changes for Ministers Accused of Sexual Misconduct

#### 24-L — D-7.0902b ADMINISTRATIVE LEAVE

- This amendment would preserve the due process rights of all ministers of the Word and Sacrament accused of sexual misconduct without diminishing the protections afforded to the alleged or potential victims of that misconduct.

### Proposed changes for Episcopal-Presbyterian Agreement

#### 24-M Episcopal-Presbyterian Agreement on Local Sharing of Ministries

- Sent to presbyteries for their affirmative or negative vote pursuant to G-5.0203

Please see Section III for complete information.

## Report of the Committee on Nominations

February 2025

The Committee on Nominations met on January 14, and we are eager to build up the committees and teams so that the Presbytery of the James **can serve your congregation** with faith, hope, and love. We hope to expand the participation and leadership across the presbytery as we fill the openings in the committees, commissions, and teams. *Please prayerfully look through the openings available*, and if you feel led by the Spirit to be nominated **or** if you have someone in mind in your congregation who could serve, do not hesitate to reach out to a member of the Committee on Nominations: Josh Andrzejewski, Marjorie Clark, Kate Fiedler, Inger Manchester, and Joslyn Shipman.

*Opportunities to serve:*

Committee/Commission/Team	Class	Person Code	Role/Reg.	Term
<b>MISSION COUNCIL</b>				
MC	2027	TE	A	1
MC	2026	TE	C	1
<b>COMMISSION ON MINISTRY</b>				
COM	2027	RE	B	1
COM	2026	RE	D	1
COM	2025	RE	E	1
COM	2025	RE	F	1
<b>COMMITTEE ON NOMINATIONS*</b> (*Mission Council nominates)				
CON	2027	TE	B	1
CON	2026	TE	C	1
CON	2026	RE	D	1
<b>COMMITTEE ON PREPARATION FOR MINISTRY</b>				
CPM	2027	RE	B	1
CPM	2025	TE	E	1
<b>PERMANENT JUDICIAL COMMISSION</b>				
PJC	2029	RE	MAL	1
PJC	2029	RE	MAL	1
PJC	2029	TE	MAL	1
<b>LEADERSHIP CONNECTIONS TEAM</b>				
LCT	2027	TE/RE	A	1
LCT	2027	TE/RE	B	1
LCT	2026	MC	C	1
LCT	2027		MAL VM	1
<b>MISSION &amp; SERVICE TEAM</b>				
MAST	2026	TE	C	1
MAST	2027	TE	F	1
MAST	2025		MAL VM	1

Kate Fiedler, Committee on Nominations



## Camp Hanover Report to Presbytery January 16, 2025

**“Be still, and know that I am God!” – Psalm 46: 10, one of the foundational verses from the Summer 2025 Summer Camp Bible Study Curriculum “Another Way”**

Camp Hanover is a magical place year-round. The first few weeks of the new year have covered Camp with a blanket of snow, and with it, brought a quiet stillness, making this beautiful slice of creation even more extra-special. If the wintry temperatures hold, Camp Hanover will still be draped in frosty white when we host the members of Mission Council for an upcoming visioning and planning retreat January 24 through 25. To see photos of Camp’s winter beauty, check out the Camp Hanover Facebook page at [www.facebook.com/CampHanover](http://www.facebook.com/CampHanover)

In December, prior to the snow falling, Camp Hanover played host to two annual events – Winter Camp and Hanover Christmas. We wish to express our thanks to the countless volunteers who give their time as decorators, actors, parking attendants, greeters, musicians, and refreshment servers to make the Hanover Christmas nativity event a wild success. We are especially grateful to the Youth Group of First United Presbyterian Church of Dale City for their dramatic flair as actors along the Nativity Trail, and to the Fairfield Presbyterian Church Praise Band for sharing their musical gifts with all of the Nativity Trail travelers in the Wise Lodge Christmas Coffeehouse.

The Camp Hanover Board of Directors held its regular meeting in December, where they accepted the resignation of board member, Leroy Jenkins, due to ongoing health concerns. The Board lifted Leroy in prayer and gave thanks for his years of passionate service to the Camp. During the meeting, the Board took action to adopt an operating budget of \$1,198,400 for the 2025 fiscal year which included a COLA of 2.5% for staff. The Board also authorized the installation of a new generator at Wise Lodge, replacing the generator damaged by fire earlier this past fall.

Also in December, Camp Hanover was grateful to receive a significant amount of commercial kitchen equipment -- gifts in kind from the FeedMore organization, which chose to donate the various steamers, combi-ovens, steel tables, and refrigeration units which were no longer needed once FeedMore moved into its new Villa Park Drive location. While several pieces of equipment will be put into service immediately, (*yes, we’re talking about you, Ms. 60-Quart Mixer, and you too, Mr. Meat Slicer!*), most of the equipment will be incorporated into a future kitchen remodel at Wise Lodge which the Board of Directors plans to undertake in the coming years.

### **Summer 2025 Camp Registration is OPEN!**

Spread the word: registration for the 2025 season of Summer Camp opened on January 15<sup>th</sup>. Sign-ups are coming in strong and overnight camp and day camp sessions for elementary, middle and high school youth are filling up quickly. Postcards, posters, brochures, bulletin inserts, and other tools congregations can use to get the word out about Summer Camp will be distributed at the February Presbytery meeting to those congregations with an in-person representative. Materials will be mailed after the meeting to congregations whose representatives attend by zoom.

The summer 2025 theme is “Another Way.” Together, campers and summer staff will dig in to how Jesus often confronted the world around him with another way of being. As we explore various scriptures, we’ll be reminded that God always invites us to reimagine who we are and how we do things. Being at camp, we are already finding another way, apart from the trappings and distractions of home. In the peace of this space, we will explore what would change if we lived as our authentic selves and respected the truths of others, knowing that God calls us to do a new thing and faithfully forge another way. You can learn more about Summer Camp on the Camp Hanover website at

[www.camphanover.org/summer-camp](http://www.camphanover.org/summer-camp)



## Now Hiring: Guest Experience Specialist

Camp Hanover's current Guest Experience Specialist and front office staff person, Nina Spengler, will be moving to New Zealand in early June. To get a jump on the transition before the summer season arrives, we are currently interviewing interested candidates who want to take on this role and join the Camp Hanover team. You can find out more about the position and other employment opportunities on the Camp Hanover website at [www.camphanover.org/about/jobs/](http://www.camphanover.org/about/jobs/)

## Mark Your Calendars...

- Sunday, April 27 – Camp Hanover Fun Day
- Friday, May 16 to Sunday, May 18 – Family Camp
- Sunday June 15 – The First Campers Arrive at Summer Camp!
- Friday, August 29 to Monday, September 1 – Homecoming Weekend

## How can you support camp ministry?

- **CONNECT DEVELOPING LEADERS** - We are always in need of loving, caring, enthusiastic, talented people to join the summer staff team and work with campers. Please encourage someone you think will be a good fit in this ministry, particularly young adults, to apply today at [www.camphanover.org/work-at-camp](http://www.camphanover.org/work-at-camp)
- **PITCH IN** – Ready to put your gifts and talents to good use? We want you! Maybe you can help on a Sunday this summer with check-in? Maybe you are a nurse and could give a week to support our campers? Maybe you want to return to your former self and be a summer camp counselor for a week? Want to apply your skills outside of the summer, join a committee or consider serving as a Board member! Let us know your interest here: [www.camphanover.org/volunteer-committee-board-interest](http://www.camphanover.org/volunteer-committee-board-interest)
- **SPREAD THE WORD** - Tell friends, family, and your church community about our summer camps and retreat programs. We rely on you to get the word out about this vital ministry. Summer Camp registration is open now. Learn more at [www.camphanover.org/summer-camp](http://www.camphanover.org/summer-camp)

Respectfully submitted,



John Richardson-Lauve  
President of the Board of Directors, Camp Hanover Inc.  
*Email: boardpresident@camphanover.org*



Doug Walters  
Executive Director, Camp Hanover Inc.  
*Email: doug@camphanover.org*

## Report of the Committee on Preparation for Ministry

January 10, 2025

The report includes information from committee meetings held October and November 2024.

I. The committee reports the following for information:

A. Of the 14 persons under care on January 10th, 9 are inquirers, and 5 are candidates. Of the candidates, 2 are certified ready pending a call.

B. Ordination: Candidate Hannah Miller, September 21st, 2024.

II. The committee reports the following actions:

A. Interviewed Nenio Pfuzeh (Ginter Park) and enrolled him as an inquirer, appointing Rev. Nathan Taylor as liaison.

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

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

### Trustees of Presbytery of the James, Inc.

#### Report for February 15, 2025, Stated Meeting of the Presbytery

*November 20, 2024, and January 24-25, 2025, Trustees Meetings*

**The Trustees report the following as information:**

1. The Trustees continued to manage tenant relationships at and to pursue the sale of real properties of the former Gordonsville, Lakeside, Montrose and Trinity Presbyterian Churches.
2. The Trustees received quarterly reports from PILP (Presbyterian Investment and Loan Program) on outstanding loans and investments.
3. The Trustees received an appraisal of the Mechanicsville Presbyterian Church property that Michael A. Knight and Edward G. Knight of Knight, Dorin & Rountrey prepared at the request of the Mechanicsville Presbyterian Church Administrative Commission. The report, dated August 1, 2024, estimates the appraised value to be \$770,000. Three tenants are leasing portions of the property. Numerous church organizations have expressed to the Administrative Commission their interest in the property. The Trustees have been awaiting the final report of the Administrative Commission before deciding on a potential sale of the property.
4. The Trustees assisted individual congregations on matters involving incorporation and real property management and use.

**The Trustees report taking the following actions:**

1. The Trustees elected the following new officers effective October 24, 2024:
  - Cherry Peters, Vice President
  - Kerry Foster, Treasurer
  - Barry Parks, Secretary.
2. The Trustees entered into an amended lease with RISC (Richmonders Involved to Strengthen our Communities) for the space on the second floor of the Presbytery office building in Richmond.
3. The Trustees worked with Eastminster Church to submit a triennial review questionnaire that the City of Richmond requires to maintain the local exemption from real estate taxation for church real property.
4. The Trustees received a report from the Investment Advisory Group addressing the performance of the Presbytery's investment portfolio through September 30, 2024.
5. The Trustees reviewed the POJ Net Assets (with and without restrictions) through November 30, 2024.

**The Trustees report the following action taken as a commission: None.**

**The Trustees make the following consent agenda recommendation: None.**

**The Trustees make the following recommendation to the Presbytery: None.**

**POJ Net Assets Without Restrictions**

FUND	Board designated funds												12.31.24	
	12.31.23	Contributions	Int. Income	Investment Fees	Investment Interest Inc.	Gains	Gains/Loss Sale of property	Expenses	Transfers	Support from M&D Interfund Transfers	Transfers from Restricted	12.31.24		
	POJ	16,151.81	642,438.80	16.92					(1,139,860.70)	(38,900.00)	550,000.00			
Church & Ministries Development Fund	3,916,286.05			(22,855.97)	101,463.61	221,454.69		(48,081.04)		(538,164.73)		3,630,102.61	Church Dev	
Genesis & Generations Fund (Dismissed Church)	248,412.02			(1,834.64)	7,379.15	18,559.06		(4,500.00)		(11,835.27)		256,180.32	Dismissed Proceeds	
Capital Replacement Fund	(1,343.19)			(145.89)	295.01	1,898.43			4,000.00			4,704.36	Mgt	
Elizabeth Fitzgerald Fund	25,110.97											25,110.97	Church	
Montrose Church	76,303.71	24,000.00						(374.50)	(30,700.00)			69,229.21	Church	
Small Church Emergency Cap Fund	-							(30,700.00)	30,700.00			-	Church	
Greenwood Presbyterial Church	85,308.69							(2,026.53)	(1,900.00)			81,382.16	Church	
Gordonsville Presbyterian Church	16,514.70	8,050.00						(349.00)				24,215.70	Church	
Advance Funds	40,029.28											40,029.28	Mgt	
New Covenant Funds	33.13											33.13	Mgt	
Lakeside Church Funds	876.20											876.20	Mgt	
Trinity Presbyterian Church	(18,182.26)	26,400.00						(11,745.36)				(3,527.62)		
GA Commissioner Reserves	5,000.00							(1,372.25)				3,627.75	Program	
Mechanicsville Presbyterian Church	(189.77)	280.00						(58,932.84)				(58,842.61)	Mgt	
Voices of Jubilee	10,365.01								(10,365.01)			-		
Aquired Properties (dissolved congregations)	907,645.00											907,645.00	Buildings NO CASH	
Retained Earnings	813,148.00											813,148.00	POJ Plant & R.E. NO CASH	
<b>Accumulated CB Adjustments</b>	<b>449,201.00</b>											<b>449,201.00</b>	<b>CB Adjustments THIS IS NOT CASH</b>	
<b>Total</b>	<b>6,590,670.35</b>	<b>701,168.80</b>	<b>16.92</b>	<b>(24,836.50)</b>	<b>109,137.77</b>	<b>241,912.18</b>	<b>-</b>	<b>(1,297,942.22)</b>	<b>(47,165.01)</b>	<b>0.00</b>	<b>-</b>	<b>6,272,962.29</b>		

POJ Net Assets with Restrictions

									Release Funds		
					Investment	Investment			to Assets		
	Balance	Contributions	Int. Income	Gains	Fees	Interest Inc.	Expenses	Transfers	wo restrictions	Balance	Class
	12.31.23									12.31.24	
Elizabeth Fitzgerald Fund	1,820.40	711.41								2,531.81	Church
New Church Development Site	298,044.74		7,853.92	16,081.78	(1,722.37)					320,258.07	Church
U of R Campus Ministry	6,694.62									6,694.62	MFO
Haiti Mission Project - Corell	-	25,816.33					(16,199.67)			9,616.66	Program
Five Cents A Meal	40,874.22	57,568.21					(68,250.00)			30,192.43	Program
Glenmore Scholarship	2,976.82	2,289.26					(4,000.00)			1,266.08	Program
HCR - Misc	645.44							(645.44)		0.00	Program
Norman Nettleton Retirement Fund	4,241.53	781.55								5,023.08	Program
Pastoral Care Fund	4,183.96	3,001.00					(205.00)	645.44		7,625.40	Program
Peacemaking Offering	17,197.34	3,681.47					(475.00)			20,403.81	Program
Pentecost Offering	4,867.41									4,867.41	Program
Presbyterian Disaster Team	-									-	Program
African Fellowship Project	3,323.00									3,323.00	Program
Volunteer Recognition	2,032.18									2,032.18	Program
Committee on Ministry & Worship	3,120.54									3,120.54	Program
SDOP Grant	1,147.78	6,897.23					(831.22)			7,213.79	Program
Haitian Art Project	25.00									25.00	Program
Dismantling Racism Project	8,164.91									8,164.91	Program
FBW Medical Reimbursement	-	2,500.00					(2,500.00)			-	MFO
Montgomery Immersion Matthew 25	6,429.96									6,429.96	Program
For a Time Such As This	3,000.00									3,000.00	Program
Flo Barbee=Watkins Fdn Class Fund	1,200.00						(1,200.00)			-	Program
William Neal Endowment	661.84		17.01	36.05	(3.82)					711.08	Program
Voices of Jubilee		168,960.00					(129,180.00)	10,365.01	34,900.00	85,045.01	Program
Sunnyside Retirement - New Covenant	-	3,607.93					(3,607.93)			-	MFO
<b>Endowment:</b> Providence Powhatan	118,078.77		3,368.88	8,610.92	(674.28)		(12,000.00)			117,384.29	Providence
<b>Totals</b>	528,730.46	275,814.39	11,239.81	24,728.75	(2,400.47)	-	(238,448.82)	10,365.01	34,900.00	644,929.13	
Anne Bolting Hobson	2,000.00									2,000.00	Anne Bolting Hobson
Eva Ross Barndt	500.00									500.00	Eva Ross Barndt
Permanently restricted net assets #3800	2,500.00	-	-	-	-	-	-	-	-	2,500.00	
<b>Total Temp. Restricted</b>	490,580.95	275,814.39	11,239.81	24,728.75	(2,400.47)	-	(238,448.82)	10,365.01	34,900.00	644,929.13	
<b>Total Perm. Restricted</b>	500.00	-	-	-	-	-	-	-	-	500.00	
	491,080.95									645,429.13	

\*Will participate in investments

## Report of the Special Finance Committee

Date: January 11, 2025

The Special Finance Committee convened on December 18, 2024, from 11:30 AM to 1:30 PM at First Presbyterian Church, Charlottesville. Present were Karen Allamon (Madison), Bill Brownfield (Three Chopt), David Forney (First Charlottesville), Samuel Kirton (Kirk O'Cliff), and Carol Martin (Tuckahoe).

### Meeting Summary

#### 1. Opening

The meeting began with prayer, led by David Forney, who called on God's power for creativity, discernment, analysis, and compassion.

#### 2. Committee Organization

- David Forney was named Chair by acclamation.
- Karen Allamon was named Clerk by acclamation.

#### 3. Purpose Statement

The committee reviewed and discussed its explicit purpose statement:

- To establish a financial sustainability policy that explores ways to create a balanced budget by which the presbytery becomes financially stable by suggesting:
  - revenue enhancements,
  - cost reductions, and/or
  - other combinations of ways.

#### 4. Stakeholder Engagement

- Regular progress updates, starting at the February 2025 Presbytery meeting.
- The committee identified key individuals and groups with which to consult.

#### 5. Clarifications and Next Steps

- The committee emphasized its role in designing policy and guidelines for budget creation, rather than building the budget itself.
- Explore peer-presbytery's budgeting policies and development practices.
- Ongoing collaboration will occur via Microsoft Teams.

### Conclusion

The committee is committed to developing a comprehensive and actionable financial sustainability plan that reflects the mission and resources of the Presbytery.

#### Submitted by:

David Forney, Chair  
Karen Allamon, Clerk  
Special Finance Committee

### Leadership Connection Team February 2025 Report

The Leadership Connection Team is in the process of reimagination! We are attempting to rebuild the LCT membership as well as provide support to the various ministries under the Team. We are seeking energetic leadership to serve on the LCT. Your assistance will be greatly appreciated.

Blessings,

H. Carson Rhyne, Jr.,  
Moderator

## LCT MINISTRY REPORTS

### Presbytery Report for Presbyterian Women February 2025

- I. Presbyterian Women, Leadership Connection Team
- II. Katheryn M Peebles, Moderator Presbyterian Women of the James
- III. Fall Gathering -was November 2, 2024, Coordinating team meeting – January 18, 2025, March 8, 2025, and Spring Annual Meeting - April 26,2025
- IV. Information:  
The Fall Gathering of the Presbyterian Women of the James was virtual on November 2, 2024. We had 17 women sign on representing 10 churches. 2 Guest speakers, Pam Snyder, Moderator for Presbyterian Women Churchwide and Roslind Banbury. Roslind provided a very informative overview of the Current study, “Let the Justice Roll Down.”

Our Spring Gathering mission offering was presented, and Georgia’s Friends was selected by online voting. Friends of Georgia Barbour came together in 2006 to honor their friend who had died following a long struggle with alcoholism. They believed that Georgia would be alive if she had had a safe house in which to recover and heal from her disease. In 2010, they founded the nonprofit organization Georgia’s Friends, Inc. Their vision was to create a healing house where women could find a supportive living environment, maintain sobriety, and build a new life after treatment or incarceration. Community partners and friends formed a community council to launch the signature initiative of Georgia’s Friends which they called Georgia’s Healing House (now Georgia’s House). It opened in Charlottesville in 2015.

The location for our 2025 Spring Gathering is still TBD.

The Coordinating team continues to search for nominations for various offices and committees.

We continue to support the Building A Place for All, Massenetta Springs Capital Campaign. Reaching out to those who have enjoyed many years at PW Summer Gatherings and Bible and Music Conference.

Kathy Peebles, Moderator

### Older Adult Ministry Report to the February 15, 2025 Meeting of the POJ

On behalf of the Presbytery of the James our Older Adult Ministry has joined the national Presbyterian Older Adult Ministry Network (POAMN). We will be posting on our webpage on the POJ’s website some valuable resources available through the national network.

We are also working on developing some resources of our own to assist you in ministry with and to your older congregants. We will also be posting these on our webpage establishing a virtual resource library.

At the end of January, we presented a program on Older Adult Ministry as part of Officer Training at the Chester Presbyterian Church. We covered statistics about our aging population as well as statistics from our denomination. We explored ideas for ministry to and with our aging population within the Chester congregation and community.

A word of encouragement from Larry Pazier, Connectivity Work Group Co-Lead at POAMN. A reminder that evangelism is not only about sharing the good news with others outside our congregation, but it also involves reaching out to those who are missing from our in-person worship



services, especially those of our older community. “Developing a virtual community takes time, a little money, and leadership from the church. If you do not have a virtual program, we can help with some ideas on how to set one up. You can even use a cell phone to record your worship services if you have a smart phone available. Then you could link it and/or upload it with one of the software programs that are available. Or you may be able to record your services and upload them via zoom, YouTube, Google, or Facebook. Again, there may be individuals who used to belong to your church but moved away that would still love to be members of your church, and there are others who just can’t make it to church any more. With a good virtual program, they still can. You can even go beyond Sunday morning and hold Bible study sessions virtually. With the virtual congregation they will still feel like a true member of your congregation.

We are always in need of volunteers to help share ideas and plan. We typically meet once a month via Zoom. You may contact George Whipple ([gandjwhipple@aol.com](mailto:gandjwhipple@aol.com)) if you would like to join us in this valuable ministry.

George Whipple  
Older Adult Ministry

### **Nurture Committee Report February 2025**

The POJ Nurture Committee met to discern final steps for the work of the committee. In attendance were Rev. Hannah Creager, Elder Jochelle Young, Barbara Flynt, Hannah Garrity, and Rev. Rebekah Tucker-Motley. After discussion on the origination of our committee under Barbara Chalfant, and the goals which she brought forth to the committee of drafting and implementing a presbytery level child protection policy and offering officer training for smaller churches in the presbytery, the committee voted to sunset our existence after taking three final actions.

**(1) Triennium Registrar:** Barbara Flynt will contact Nate Taylor to see if he will be willing to act as the registrar for Triennium this year.

**(2) Budget Recommendation:** The nurture committee recommends that the funds allotted to our budget this year be divided in two parts, first that \$500 be maintained in the yearly budget to pay for a membership to an online training platform so that small churches will have access to officer training, and secondly that \$3000 be earmarked for the Triennium emissaries to pay for transportation to Triennium this year.

**(3) Officer Training Resource:** Lastly, the nurture committee will curate a resource that COM liaisons will share with the churches they are liaising with on behalf of the POJ. These tools will allow for officer training to be completed asynchronously by incoming elders and deacons or led by the moderator of the session in those locations. The Nurture Committee requests to be able to present this resource to the COM at their April 2025 meeting.

After this meeting at the COM, the nurture committee will disband.

Hannah Creager  
Hannah Garrity



### **The PACE Center VCU Campus Ministry**

The spirit is alive and well at The Pace Center for Campus Ministry at VCU (700 W Franklin St) in Richmond! We have begun another Spring semester busy with new gatherings, opportunities to share in meals with one another, and for college aged students to forge new connections.



## What have our Pace staff and students been up to since our last Stated Meeting, October of 2024?

This past fall we had over 720 students attend Pace events. In Fall of 2024 we hosted Pace staple programs such as “Stories & Lunch” (churches - including The Gayton Kirk and Second (Richmond) prepare meals for 60 students on Wednesday), Walk-A-Dog, and Arts & Faith Circle. We connected over 50 VCU students to volunteer with local partner organizations including Second (Richmond) Walk-In Ministry, Belmont Community Resource Services, and the Red Door Ministry at Grace & Holy Trinity Episcopal Church.

We host an open and affirming weeknight worship service on-campus led by students on Fridays at 5 p.m.

**How can your church get involved?** See this portion of our website

(<https://www.thepacecenter.com/support-pace>). In addition, here are a few ways to plug into the life of Pace:

1. **Connect/refer PC(USA) students** to Rev. Russ Kerr ([community@thepacecenter.com](mailto:community@thepacecenter.com)). VCU \*does not\* collect nor report this information to Pace. So often we do not know what PC(USA) students are on campus. Refer, refer, refer!
2. **Provide a meal for Stories & Lunch.** This ministry gives local churches the opportunity to connect with college students over a shared meal. Our current P.C. (USA) partners for this meal ministry are Second (Richmond), Union Presbyterian Seminary, Genito, and The Gayton Kirk.
3. **Donate food!** Learn more here, <https://www.thepacecenter.com/food-opportunities>
4. **Youth Group at Pace.** Encourage your youth to attend our once/semester youth group at Pace.

**\*SAVE THE DATE\*:** Youth Group at Pace; Sunday, March 23rd - 5:30-7:00pm.

For more information, please visit our website ([www.thepacecenter.com](http://www.thepacecenter.com)) where you can sign up for our mailing list and view our past newsletters. Thank you for taking time to read through this report. Respectfully submitted,

RUSSELL M. KERR III

Rev. Russ Kerr  
Student Engagement & Development Coordinator  
The Pace Center for Campus Ministry at VCU



## UKIRK CAMPUS MINISTRY UNIVERSITY OF VIRGINIA

Dear Partners in the Presbytery of the James,

All of us connected with University Mission at Westminster in Charlottesville give thanks for your support of the University of Virginia community through our ministries with undergraduate students (UKirk at UVA) as well as graduate students and young adults (20/30/40 CreW). We see increased engagement and leadership among undergraduates. In addition, several of WPC's new church members in the past few years have been in the young adult age cohort with whom we minister through 20/30/40 CreW. University Mission is now among our most vital ministries, and the Presbytery's partnership continues to make that possible!

Your support has enabled us to expand spiritual, social, and service-related programming and to strengthen ecumenical partnerships with other mainline Protestant campus ministries at UVA. Last fall, we engaged young people in faith formation and community building through:

- Sunday bagel brunches
- Weekly dinner and scriptural study for undergraduate students
- Weekly lunch and scriptural study for graduate students
- Monthly service projects
- Biweekly social gatherings for graduate students and young professionals
- Pop-up events with other campus ministries
- Worship leadership at Westminster

Our spring semester is off to a strong start with an exciting addition: Sharing a mission of inclusivity and a common commitment to make the world kinder, Westminster and UKirk at UVA welcomed a new location of the [Kindness Cafe](#) to our Common Grounds building. By supporting Kindness, which employs adults with cognitive disabilities, with a space steps away from the University of Virginia's campus, UKirk at UVA has expanded its gospel-informed mission and positive social witness beyond the traditional Christian ministry offerings it also provides.

Having revitalized our campus and young adult ministries, we began to ask what could be next. The vision for this partnership became a clear way for us to reach more people with a message of welcome and belonging while stewarding our historic building to its highest and best use during the hours our student ministries are not meeting there. I am grateful for our collaborative team and hopeful about the difference we will make together in the UVA and Charlottesville communities!

If you know *any* UVA students (PCUSA or otherwise) who may be interested in Christian community, please connect them with UKirk at UVA by email ([ukirkuva@westminsterva.org](mailto:ukirkuva@westminsterva.org))! To meet our student leadership team or learn more about University Mission, visit [www.ukirkuva.org](http://www.ukirkuva.org).

With gratitude,

(Rev.) Dorothy Piatt-Esguerra

Associate Pastor for University and Social Justice Mission, Westminster Charlottesville

## **BLACK CAUCUS**

### **Reorganization and New Initiatives**

The Black Caucus Ministry is poised to reorganize around new spiritual ministry initiatives for the New Year as we recommit our member churches to the work of the Presbytery of the James. However, this process is ongoing as we await meaningful input from member churches in relation to next steps for the future. An update on the process will be forthcoming soon.

From A Disciple and Servant in Christ,  
Rev. Ulysses Payne

## Mission and Service Team Report

The Mission and Service Team (MAST) supports ministries that enable congregations in the Presbytery of the James to experience new vitality as they reach beyond themselves to serve God in the world. The goal of these ministries is to strengthen discipleship as we widen our horizons and engage more fully in God's mission in the world. Please consider how you and your congregation can be involved and find new energy in for your faith and action. God is at work!

### World Mission Ministry

The Presbytery of the James and the Presbytery of the Peaks are offering a mission week in Guatemala with our denomination's mission partner, CEDEPCA (Protestant Center for Pastoral Studies in Central America). The focus of this week (July 13-21) is on Earth Care, on caring for God's creation and all God's people. It is an excellent opportunity for churches to participate in mission without having to organize a trip on their own! The trip includes planting trees in a reforestation project, delivering water filters, exploring a nature preserve, and learning about our connections to creation from native peoples. For more information or a flyer, contact Mary Jane Winter [mjwinter@comcast.net](mailto:mjwinter@comcast.net).



This joint trip with Peaks Presbytery began when the two presbyteries received a Shared Initiative Grant from the Synod for CEDEPCA and committed to joint trips there and to hosting representatives here. Since travel to Haiti is no longer possible, it is exciting that mission travel to Guatemala can be offered and where it can make a difference for those both in Guatemala and those here.

Cindy Corell, who is supported by this presbytery, returned to Virginia when her brother was dying to be with him during his last days and to share with her family in this time of grief. She is now back in the Dominican Republic. She works with Haitian refugees there and continues to work remotely with FONDAMA in Haiti especially with their focus on building sustainable gardens. These gardens make it possible for women in remote areas to feed their families and support the many internal refugees who have sought safety in in the northern part of the country. There are many mouths to feed and not enough food in this country plagued by endless violence, gangs, and instability.

### Hunger Ministry

Does your church take an offering for hunger? The 5 Cents a Meal offering or Centsability? If it was stopped during COVID, please return to this practice! Where does the money go? A flyer is available at the presbytery office. Money from this offering meets immediate needs locally, such as food pantries or programs that feed the hungry. Part of the money supports hunger ministries directly within the bounds of the Presbytery. Other funds help our international mission partners, such as FONDAMA in Haiti. And a portion of the funds that come to the Presbytery are sent to the Presbyterian Hunger Program of the Presbyterian Church (USA).

With every contribution you send to the Presbytery for Hunger, you are making a difference, enabling many to eat and have the resources to build a better life.

None of the money used to address Hunger is from the presbytery's budget. It comes from you! Please encourage your church to take this offering or to continue it! It is meeting critical needs all over Central Virginia and around the world.

Do you want to volunteer at a food distribution point? Or bring a group from your church to feed those who are hungry on Richmond's city streets? Or would you like to be on the committee that makes grants? Email [mjwinter@comcast.net](mailto:mjwinter@comcast.net) and learn more!

### **Disaster Response Ministry**

This ministry has had an active year with two trips in 2024. The first was to Port Charlotte, Florida, last January. During this week, a team of 18 worked on five different houses and helped facilitate getting homeowners back into their homes. Our budget did not have sufficient funds to provide the materials for these jobs, but we were blessed to have another organization help by providing the materials we needed to complete the requested work.

The second trip was to Burnsville, NC, soon after Hurricane Helene. A committed team of 23 people came from all over the Presbytery to spend the last week of October in response to this crisis. A Baptist church Burnsville offered their space for sleeping and cooking and taking showers. The group cut many trees and cleared driveways of fallen trees that were blocking access to residents. Eight homes were "mucked out" since nearly everything had been ruined. Arriving just three weeks after the hurricane, many were struggling with immediate needs and grateful for the team's work to help them move forward. Actual rebuilding will come later.

Additionally, while not "a trip," another team spent several weeks closer to home, working outdoors at Camp Hanover, clearing several fire rings, repairing and rebuilding benches in the chapel area, and giving a hand where needed to get the outdoor areas fixed up.

Looking ahead, the Disaster Ministry anticipates return trips to Burnsville, North Carolina, where we have established relationships, and perhaps an additional opportunity that has not yet been decided. If you can lend a hand and give a week of time, you will not regret it! Please contact Brown Pearson [cbpearson3@erg-homes.com](mailto:cbpearson3@erg-homes.com). Or Stan Parcell [sparcell@comcast.net](mailto:sparcell@comcast.net)

### **Self-Development of People (SDOP)**

This Presbytery committee of dedicated members meets regularly, offers workshops, provides grants, and enjoys strong support at the national level and in 2024 was recognized by SDOP's South Task Force.

In addition to a special workshop with national staff in February of 2024, held at Chester Presbyterian Church, the committee has provided two grass roots grant workshops July 24 and September 29 at the Presbytery office, two community workshops August 17 and November 19 and a South Task Force Workshop on October 3, hosted by Chester Presbyterian Church.

The committee received two applications for National level SDOP grants.

In 2025, the SDOP committee is planning workshops, "meet and greet" opportunities, and planning a presence and materials at each stated presbytery meeting.

If your church could host an informational meeting or workshop to explore an SDOP grant, or if you would like to learn more by serving on this committee, contact Lamar Lockhart [lamarala@yahoo.com](mailto:lamarala@yahoo.com)

### **Justice and Advocacy Ministry**

This ministry group emerged as the union of Public Policy Witness, Dismantling Racism, and recently added Social Justice. After a year of searching, it is on sabbatical and seeking those with a heart for justice in the public arena and seeking ways to work together as part of our Christian witness. If you have a special interest in earth care and environmental justice, housing and homelessness, gun violence prevention, criminal justice, immigration, or other key issues asking for our response as Christ's followers, call the presbytery office and let your interest be known!

In the past this ministry has promoted Day for Presbyterians and now Day for All People where those from all faith communities gather to meet with delegates and representatives at the General Assembly. This growing event is sponsored by the Interfaith Center for Public Policy, a long-standing partner with the Presbytery, which provides an important voice of non-partisan advocacy. This year over 30 individuals from churches in the presbytery participated.

### **MAST Members**

Currently serving on the Mission and Service Team (MAST) are Tom Edmonds, Linda Gueringer, Stan Parcell, Lauren Ramseur, Sandi Goehring, and Mary Jane Winter (moderator)

## **New Worshiping Communities Team Report February 2025 Presbytery of the James**

Our New Worshiping Communities Team meets the first Wednesday of every month from noon to 1:30pm. We have recently started inviting pastors and leaders from each of the POJ's New Worshiping Communities to gather with us for the first 30-40 minutes of each meeting. This has become a very fruitful time, as it gives space for us to hear one another, ask questions, give updates, share excitements, and pray for one another. It also is helping to build trust and relationships, not just between our team and these great leaders, but between the NWC leaders and members themselves. We want to give the POJ an update on each one of our New Worshiping Communities.

**Every Table:** Every Table meets each Sunday night at 5pm at Challenge Discovery Projects. Co-pastors Rev. Jess Cook and Charles Bolling center that time with a shared meal offered free to all who come. The space, community, and time are all set up to be intentionally welcoming and set apart. Each Sunday of the month rotates with different offerings, from meditation, to text study, to conversation on current issues.

This spring, they are working hard to get two new programs of their ministry off the ground. The first is a mobile meditation hub called "A Moment." They have purchased a minibus that is being restored. They plan to make it available to travel throughout the community and at festivals and large gatherings, where they will offer guided meditation. The POJ is currently working on a policy for vehicle use.

The second is a program they are designing called "Mindfulness for Caregivers and Pastors." They are planning a pilot program for pastors here in the Presbytery of the James. If you are interested in mindfulness or meditation, please join in this pilot program.

Finally, Rev. Jess Cook was able to apply for the Board of Pensions Evangelist Grant, offering five years of BOP benefits.

**All Nations Presbyterian Fellowship:** In February 2024, founding pastor Humphrey Muraya ended his time at All Nations to return home and serve in the Presbyterian Church of East Africa. This has been a huge time of transition. But All Nations has been incredibly resilient and active during this year. Members and leaders continue to preach and lead worship each Sunday morning at Westminster Presbyterian Church. They continue to host a food pantry twice a week for those in need in Greater Richmond, which continues to grow. In Advent, they hosted a Toys for Tots drive.

And there are two exciting developments with leadership. In early fall, COM invited Rev. Robert Johnson at New Hanover Presbyterian Church to moderate the church council and help guide All Nations during this time. Rev. Johnson is now preaching and presiding over the Lord's Supper each



month (something they had been without since Rev. Muraya left), is now moderating their church council once a month.

At the same time, Barbara Campbell, a longtime member and leader at All Nations Presbyterian Fellowship, is pursuing her calling to be a Certified Ruling Elder (CRE). She will be joining as a member at New Hanover Presbyterian Church and will be taking CRE courses at Union Presbyterian Seminary.

**Holy Trinity Presbyterian Church:** Holy Trinity is also in a time of transition, as they have been searching for a new pastor since May 2024. In that time, the session has been focused on Vision, Planning, and Implementation. They have also done trainings with Grace Covenant Church on officer training and Presbyterian polity. Their session meeting in December was moderated by Rev. Carson Rhyne.

Like All Nations Presbyterian Fellowship, members of the church have been preaching and leading worship. Elder leadership and preaching are a big part of their tradition. The biggest challenge right now is finding pastors for sacraments. They are grateful for Rev. Renita Page, who recently came and celebrated the sacrament of baptism.

Holy Trinity continues to worship each Sunday morning on the grounds of Tuckahoe Presbyterian Church. The relationship between the two churches has grown in the last year, and they hope that connection and relationship continue to flourish even more. They have also begun investing in more technology for worship and livestreaming. And they've become more connected to the wider Ghanaian Christian community here in Virginia and throughout the Mid-Atlantic. One thing they would like to explore is having a Certified Ruling Elder pastoring their congregation.

In December and January, Holy Trinity Presbyterian Church was especially active. They held a Christmas Day praise service, a New Year's Eve prayer and watchnight service, and a week of prayer and fasting from January 5<sup>th</sup> through the 12<sup>th</sup>.

**Voices of Jubilee:** Co-pastors Rev. Ashley Diaz Mejias and Rev. Lauren Ramseur continue every week visiting with incarcerated youth at Bon Air, Chester, and Richmond Youth Detention Centers. They have begun doing many more courtroom visits and prayers with youth and their families, supporting and walking alongside youth who are returning home, offering dinners for families of incarcerated youth, and visiting many of their youth who have now moved to adult prisons all over the state of Virginia.

In December, Voices of Jubilee put together 250 Christmas Packages for incarcerated kids. The packing party was at Ginter Park Presbyterian Church, and each Christmas Package included puzzles, hygiene products, food, candy, and snacks. In January, both co-pastors presented a workshop entitled "Accompaniment as a Restorative Practice" at Eastern Mennonite University's *Shalom Academy 2025*. Finally, Voices of Jubilee is also working with Dr. Chris Burton and Union Presbyterian Seminary on creating a leadership course and curriculum, as well as a mentorship program, led by those who are previously incarcerated.

Thank you, Presbytery of the James, for your continued support of all these New Worshiping Communities.

New Worshiping Communities Team,  
Alex Creager, Linda Gueringer, Ayars Lore, Mary Jane Winter



THE BOARD OF PENSIONS  
OF THE PRESBYTERIAN CHURCH (U.S.A.)



**Keenan Rodgers**  
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### January/February 2025

We at the Board of Pensions are working hard to serve our churches, ministers, and employees of the Presbyterian Church (USA). I am here to support you and your congregation should you have any questions about the Board's benefits and programs. I look forward to our continued partnership in the new year.

*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

## Shared Ministry Program

The new Shared Ministry Program encourages two or more Presbyterian Church (U.S.A.) congregations to covenant to create sustainable pastoral positions for ordained ministers. Participating congregations enter into a five-year dues subsidy program with the Board to receive a subsidy of the cost of benefits for pastors. Shared Ministry is not a merger of churches; rather, it is multiple, individual congregations sharing a minister with a living wage and benefits that helps ministry flourish and be sustained for the long term. [Learn more about the program](#), including key considerations and how to get started.

## Assistance Program Updates

As part of our commitment to mutual care and wholeness, the Board of Pensions continues to expand access to grants through the Assistance Program to serve more ministers, employees, retirees, and surviving spouses who have financial need. In 2024, the Assistance Program distributed over 2,500 grants for a total of approximately \$8.5 million in funds. [Read about potential grant opportunities.](#)

## Other important information:

**Employee Assistance Plan (EAP):** Effective Jan. 1, 2025, Spring Health replaced Cigna as the provider for the EAP. Spring Health offers mental health care navigation with a broader network of providers in addition to the EAP services with which members are familiar. [Learn more about Spring Health.](#)

**Remember to update Effective Salaries for the new year:** Any changes to effective salaries must be reported to the Board of Pensions via Benefits Connect within 30 days of the effective date. Details about forms of compensation included in effective salary are found in [Understanding Effective Salary.](#)

**Call to Health well-being program begins a new year:** Call to Health is a well-being program that focuses on self-care in all areas: spiritual, health, financial, and vocational. It offers members in the medical plan the opportunity to reduce their medical deductible(s) and earn Tango cards, which can be redeemed for gift cards or used to make charitable donations. [Learn more](#) and start today.



THE BOARD OF PENSIONS  
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