



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

Theme for 2026 Stated Meetings: Called to Serve in Unity, Called to Give Sacrificially, Called to Love Unconditionally

123rd Stated Meeting • Wednesday, June 17, 2026 • Virtual Format via Zoom

Section II – Agenda and Reports

Agenda

- 9:00 Zoom opens
- 9:15 Pre-meeting Preparation and Instructions for the Meeting
- 9:30 Declaration of a Quorum -- Call to Order -- Prayer
Land Acknowledgment -- Opening Prayer
- [Mission Council Report](#) (p.14-15) TE Joel Morgan
Election of Stated Clerk Pro Tempore
Adoption of Agenda
Election of Stated Clerk
- [Stated Clerk Report](#) (p. 8-11) TE Charles Grant, Clerk Pro Tempore
[Consent Agenda](#) (p.7)
- Welcome of First-time Commissioners -- Corresponding Members --Guests
Welcome of New Minister Members
Recognition of Retirements
- 9:45 Worship Service
- 10:30 BREAK**
- 10:45 [Forest Hill Administrative Commission Report](#) (p.35-41) TE Mike Watson
- ORDER OF THE DAY**
- 11:30 [COM](#) Committee on Examinations (p. 42-46) TE Todd Davidson
Examination of [Cate Jobe](#) (p. 47)
Examination of [Samatha "Sam" Ziegler](#) (p.47-49)
- 12:00 Lunch**
- ORDER OF THE DAY**
- 12:30 [Committee on Preparation for Ministry Report](#) and Examinations (p. 57) TE Sandra Goehring
- 1:00 Board of Pensions Presentation Keenan Rogers
- 1:10 Committee on Nominations TE Kate Fiedler
- 1:15 [New Worshiping Communities Team Report](#) (p. 58-59) RE Ayars Lore
[Celebration of Voices of Jubilee](#) (p. 60) TE Lauren Ramseur, TE Ashley Diaz Mejias
- 1:30 [Anti-Racism Committee Report](#) and Training (p. 61) TE Laura Sugg
- 1:45 [Camp Hanover Report](#) (p. 62-64) Doug Walters
- 1:55 [Mission and Service Team Report](#) (p. 64-66)
Self-Development of People Presentation RE Lamar Lockhart
- 2:05 Introduction/Blessing of Guatemala Team TE Mary Jane Winter
- 2:15 Adjournment

Meet Today's Leadership

Jim Allison: Parliamentarian, Co-Moderator of COM; Ruling Elder, Olivet
Rev. Alex Creager: POJ Vice Moderator, 2026; Pastor, Bon Air
Rev. Todd Davidson: Moderator, Examinations Sub Committee of COM; Pastor, Sandston
Rev. Kate Fiedler: Moderator of CON; Associate Pastor, Second, Richmond
Rev. Kerry Foster: Bridge Stated Clerk/Temporary General Presbyter, POJ
Peggy Fox: POJ Moderator, 2026; CRE, Woodville
Rev. Sandi Goehring: Moderator of CPM; Pastor, Louisa
Rev. Charles Grant: Stated Clerk Pro Tempore
Rev. Shannon Hendricks: Zoom Host; Covenant Pastor, Tappahannock
Lamar Lockhart: Moderator, Self-Development of People (SDOP) Ministry; Ruling Elder, Chester
Ayars Lore: Moderator of New Worshiping Communities Team; RE, Providence Forge
Ashley Diaz Mejias: Organizing Pastor, Voices of Jubilee
Rev. Elizabeth Lovell Milford: Zoom Host; Pastor, Fredericksburg
Webb Moore: President, Trustees of Presbytery of the James, Inc.; Ruling Elder, Second Richmond
Rev. Joel Morgan: Moderator of Mission Council; Pastor, Campbell Memorial
Rev. Crystal Varner Parker: Moderator of COR; Pastor, Providence Forge
Rev. Lauren Ramseur: Moderator of MAST; Organizing Pastor, Voices of Jubilee
Rev. Kelly-Ann Rayle: Co-Moderator of COM; Interim Pastor, Three Chopt
Rev. Carson Rhyne: Moderator, LCT; Honorably Retired
Keenan Rodgers: Board of Pensions
Rev. Laura Sugg: Moderator, ARC; Pastor, South Plains
Doug Walters: Executive Director, Camp Hanover
Rev. Mike Watson: Moderator, Forest Hill Administrative Commission; Associate Pastor, Fairfield
Rev. Mary Jane Winter: Moderator, World Mission Ministry; Member at Large

Action Items

Report	Pages	Item
Mission Council (p. 14-15)	15	Election of Stated Clerk Pro Tempore Charles Grant
Mission Council (p. 14-15)	1	Adoption of Agenda
Mission Council (p. 14-15)	15	Election of Stated Clerk Kerry Foster
Stated Clerk (p. 8-11)	7	Consent Agenda
Forest Hill AC (p. 35-41)	36, 38	Dissolve Forest Hill Congregation
Forest Hill AC (p. 35-41)	36, 38-39	FHPC Property
Forest Hill AC (p. 35-41)	36, 39-40	POJ Oversight Task Force
Forest Hill AC (p. 35-41)	36, 40	Dissolve Current Forest Hill AC
COM (p. 42-46)	47	Examination of Cate Jobe
COM (p. 42-46)	47-49	Examination of Samantha "Sam" Ziegler
CPM (p. 57)	57	Examination for Candidacy: Praveen Pulukuri
CPM (p. 57)	57	Examination for Candidacy: Tessa Schuman
CON		Nominations

Presbytery of the James

Commonly Used Acronyms

Denomination-wide

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
CRE	Commissioned Ruling Elder
FDN	Presbyterian Foundation
OGA	Office of the General Assembly
PDA	Presbyterian Disaster Assistance
PHS	Presbyterian Historical Society
PILP	Presbyterian Investment and Loan Program
PMA	Presbyterian Mission Agency
POAMN	Presbyterian Older Adult Ministries Network
PW	Presbyterian Women
RE	Ruling Elder
TE	Teaching Elder

Presbytery of the James

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

Conflict of Interest Policy

All entities of the presbytery are entrusted by the members of the presbytery with responsibilities which affect the whole of the presbytery. Therefore, it is important that all people honor that trust. This requires honesty, competence, and care in managing the financial and ethical arrangements of the entities. No elected or appointed member of any entity shall accept any gift, gratuity, service, or any special favor from any person or persons, agents, or businesses which provide or receive goods and services or which seek to provide or receive goods and services to or from the entities of the presbytery.

Anyone who has a personal interest in a matter before the presbytery – or any entity of the presbytery – shall be understood to have a conflict of interest. Anyone with a close family member (e.g., spouse, parent, sibling, or child) who has such a personal interest shall also be understood to have a conflict of interest. “Personal interest” shall be construed to mean a unique and individual interest not common to other members. Any person who might derive benefit from a decision of a presbytery entity shall not be a member of that entity. During meetings of the presbytery and any of its entities, persons regarded as having a conflict of interest shall disclose this before speaking about, advocating for, or participating in debate regarding the subject of the conflict.

Members of presbytery and its entities should not vote on subjects in which they have a direct personal interest not common to other members of presbytery; however, no member can be compelled to refrain from voting in such circumstances. This guidance should not be construed to mean that a member may not vote for themselves for an office or other position for which other members generally are eligible.

No member of an entity of the presbytery shall be eligible during the term for which they are elected or appointed to become employees of or otherwise render compensable services to that entity unless approved by the MC and the presbytery. However, members of presbytery entities may apply for staff positions that come open within the presbytery. If hired, they shall resign from service to that entity.

Seeking to Be Faithful Together

from the Presbyterian Peacemaking Program

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

***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**
-

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.**
-

***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?
Main Motions					
1	Main (Principal) - to present a recommendation for consideration by the body	No – if coming from a committee Yes – if coming from the floor	Yes	Yes	Majority
Subsidiary Motions In order of precedence					
2	Postpone indefinitely	Yes	Yes	No	Majority
3	Amend - substituting, inserting, striking out, or striking out and replacing	Yes	Yes	Yes, but only one at a time	Majority
4	Refer / Commit to a Committee	Yes	Yes	Yes	Majority
5	Postpone - to a subsequent meeting	Yes	Yes	Yes	Majority
6	Limit or Extend Debate	Yes	No	No	2/3 vote
7	Call for the Previous Question - to end debate	Yes	No	No	2/3 vote
8	Lay on the table until later in the meeting - to take up more urgent business	Yes	No	No	Majority
Privileged Motions					
9	Order of the Day	No	No	No	Chair decides
10	Question of Privilege	No	No	No	Chair decides
11	To Recess	Yes	No	Yes	Majority
12	To Adjourn	Yes	No	No	Majority
13	To Fix a Time to adjourn	Yes	No	Yes	Majority
Incidental Motions					
	Point of order	No	No	No	Chair decides
	Request for Information	No			
	Parliamentary Inquiry	No	No	No	No vote taken
	Question a Voice Vote	No	No	No	No vote taken
Other Motions					
	Reconsider - can only be made by a person on the prevailing side and for a decision of the same day	Yes	Yes - if the motion being reconsidered is debatable)	No	Majority

NOTE – the above list does not include all possible motions or actions included in *Robert's Rules of Order*.

Consent Agenda

Presbytery of the James, 123rd Stated Meeting
Virtual Meeting via Zoom June 17, 2026

Any item on the Consent Agenda can be pulled for any reason. Simply make the request at the appropriate time and it will be placed under the appropriate committee report. If there are other nominees for the positions listed in the Consent Agenda, request that the particular election be pulled for nominations from the floor.

I. The Commission on Ministry (p.42-46) makes the following recommendations for the Consent Agenda:

- A. That presbytery conduct the final step of the ordination examination of Candidate Cate Jobe (Presbytery of New Harmony) so that she may serve as a covenant pastor at First Presbyterian Church, Richmond. (See p. 47.)
- B. That presbytery conduct the final step of the ordination examination of Candidate Samantha “Sam” Ziegler (Shenango Presbytery), so that she may serve as pastor at Gayton Road Christian Church. (See p. 47-49)
- C. That the Proposed Minimum Terms of Call for 2027 be approved. (See p. 50-52)
- D. That Ruling Elders in active service on COM be authorized by the presbytery to serve as moderator of a meeting of a congregation. [Per G-1.0505]
- E. That COM be authorized by the presbytery to exercise the presbytery’s authority to make provision for a moderator of a congregational meeting if there is no installed pastor, or the installed pastor is unable to moderate or name another moderator. [Per G-1.0505]

Rationale: The Book of Order in G-1.0505 (quoted below) provides (1) that persons other than Ministers of Word and Sacrament may moderate congregational meetings when authorized by the presbytery, and (2) that the presbytery shall make provision for a moderator if the pastor is unable to moderate or name another moderator. At present this presbytery has no process to implement either of these. The recommended actions would address this process gap.

G-1.0505 Moderator

The installed pastor shall ordinarily moderate all meetings of the congregation. If it is impractical for the pastor to preside, he or she shall invite another minister of the Word and Sacrament who is a member of the presbytery or a person authorized by the presbytery to serve as moderator. If there is no installed pastor, or the installed pastor is unable to moderate and/or to name another moderator, the presbytery shall make provision for a moderator.

II. The Committee on Preparation for Ministry (p. 57) makes the following recommendations for the Consent Agenda:

- A. The committee recommends inquirer Praveen Pulukuri (Ginter Park Church) for candidacy for the ordered Ministry of the Word and Sacrament.
- B. The committee recommends inquirer Tessa Schuman (Salisbury Church) for candidacy for the ordered Ministry of the Word and Sacrament.

When inquirers seek to become candidates, the presbytery examines them in person with respect to their faith in Jesus Christ and experience of God’s grace, their sense of call and motives for seeking the ministry, and forms of Christian service undertaken.

Report of the Stated Clerk Presbytery of the James June 17, 2026

Communications

1. Readers of the presbytery minutes for the stated meeting of February 21, 2026, have approved those minutes.
2. The stated clerk will recruit commissioners present today from Regions C and D to read and approve the minutes of this meeting.
3. Received a [report](#) from the Commissioner to the 257th Synod of the Mid-Atlantic Assembly (see p. 13).

The Stated Clerk Reports the Following as Information:

1. An Investigating Committee was established to process an allegation received on January 20, 2026 (IC-2026-01) and has completed work with no charges to be filed.
2. That the annual statistical reports for 2025 have been completed.
 - a. There were ninety-seven churches in the Presbytery of the James with a total of 13,771 active members. During 2025, 369 new members joined, and 528 were lost, for a net loss of 159.
 - b. There were 122 baptisms.
 - c. Congregation size - there were:
 - i. thirty-nine churches with 50 members or less,
 - ii. twenty-eight churches with 51-100 members,
 - iii. twenty-four churches with 101-500 members, and
 - iv. six churches with more than 500.
 - v. The smallest church reported 4 members, and the largest church reported 1,050 members.
3. That the Presbytery has the following policies in place required by the *Book of Order* G-3.0106
 - a. [Manual of Administrative Operations](#) (approved 2/21/26)
 - b. [Sexual Misconduct and Harassment Policy](#) (approved 10/18/2025)
 - c. [Boundaries Training Policy](#) (approved 2/17/2024)
 - d. [Anti-Racism Policy](#) (approved 10/18/2025)
 - e. [Child, Youth and Vulnerable Adult Protection Policy](#) (approved 2/21/2026)

Commission Reports

1. Installation of Anthony Saturno

The Commission of the Presbytery of the James appointed to Install Anthony Saturno was convened with prayer by Vice Moderator, Peggy Fox at New Hanover Presbyterian Church in Mechanicsville, Virginia, on February 15, 2026, at 3:58 p.m. The Installation Service began at 4:00 p.m.

A quorum was present consisting of the following persons:

Teaching Elders:

Mike Watson	Fairfield Presbyterian Church
Robert Johnson	New Hanover Presbyterian Church
Kate Fiedler	Second Presbyterian Church, Richmond
Carson Rhyne	Honorably Retired, POJ

Commissioned Ruling Elders:

Peggy Fox Woodville Presbyterian Church

Ruling Elders:

Dr. Debbie Blackburn New Hanover Presbyterian Church
J. T. Matthews New Hanover Presbyterian Church
Linda Gueringer First United Presbyterian Church, Richmond
Christy Presseau New Hanover Presbyterian Church
Sarah Saturno New Hanover Presbyterian Church

Guests:

Rev. Shawn Gray, Pastor St. Thomas UCC, Harrisburg, PA
Rev. Kevin Long, Pastor Intertwined Faith Community Church Harrisburg, PA
Rev. Barbara Campbell New Hanover Presbyterian Church

Assignments:

Preside CRE Peggy Fox, V. Moderator. POJ
Constitutional Questions CRE Peggy Fox
The Sermon Rev. Shawn Gray & Rev. Kevin Long
Constitutional Questions to the Congregation RE Christy Presseau
Charge to the Newly Installed Minister RE Sarah Saturno
Charge to the Church Rev. Robert Johnson

Pursuant to the assignment of the Presbytery and the provisions of W-4.04 of the *Book of Order*, Anthony Vincent Saturno was installed as a Minister of Word and Sacrament of New Hanover Presbyterian Church, Mechanicsville, Virginia.

The meeting of the Installation Commission concluded with the Benediction following the Service of Installation.

Respectfully submitted,
CRE Peggy Fox, Clerk of the Commission
Vice Moderator of the Presbytery of the James

2. Commissioning of Barbara Flynt

The Commission of the Presbytery of the James appointed to commission Barbara Benton Flynt was convened with prayer by TE Christopher Tweel, at Brandermill Presbyterian Church in Midlothian, Virginia, on February 22, 2026, at 1:55 p.m. The Installation Service began at 2:00 p.m.

A quorum was present consisting of the following persons:

Teaching Elders:

Shelly Barrick Parsons Member at Large, Capital Trees
Todd Davidson Sandston Presbyterian Church
Leigh Anne Ring Providence Presbyterian Church, Powhatan

Commissioned Ruling Elders:

Peggy Fox Woodville Presbyterian Church

Ruling Elders:

Deb Ellenberg Swift Creek Presbyterian Church
James Lockett Tuckahoe Presbyterian Church
Laura Thompson Salisbury Presbyterian Church
Lisa Tully Southminster Presbyterian Church

Assignments:

Preside	CRE Peggy Fox, V. Mod., POJ
The Sermon	Rev. Leigh Anne Ring
Constitutional Questions to the Candidate	CRE Peggy Fox
Constitutional Questions to the Congregation	Elder Laura Thompson
Charge to the CRE	Elder Lisa Tully
Charge to the Church	Elder Deb Ellenberg

Pursuant to the assignment of the Presbytery and the provisions of W-4.04 of the *Book of Order*, Barbara Benton Flynt was commissioned as a Commissioned Ruling Elder of Brandermill Presbyterian Church, Midlothian, Virginia.

The meeting of the Commissioning Commission concluded with the Benediction following the Commissioning Worship Service.

Respectfully submitted,
CRE Peggy Fox, Clerk of the Commission
Moderator of the Presbytery of the James

**3. Installation of Rev. Sara Dorrien-Christians at Westminster Church, Charlottesville
April 26, 2026**

The Commission to Install Rev. Dorrien-Christians was called to order by Moderator Rev. Josh Andrzejewski, First Presbyterian Richmond, at 9:50 a.m.

Also present were Commissioners:

- Rev. Will Christians, IMPACT Charlottesville, Charlottesville, VA
- Rev. Lynne Clements, Westminster Presbyterian, Charlottesville, VA
- RE Kelly Eplee, Cove Presbyterian, Covesville, VA
- RE Dan Jordanger, Providence Presbyterian, Gum Spring, VA
- RE Cherry Peters, Second Presbyterian, Richmond, VA

Guests of the Commission were:

- Rev. Anne Apple, Presbytery of Western NC
- Rev. Dr. Gary Dorrien, Episcopal Church
- Rev. Elizabeth Doolin, Presbytery of Coastal Carolina
- Rev. Rachel Klomp maker, Presbytery of the Foothills (SC)

The first order of business was a motion to elect the clerk. Cherry Peters was nominated and elected.

The second order of business was a motion that the worship service will constitute the work of the Commission. Moved, seconded, and passed.

Next, a motion that the Commission's work will conclude with the benediction was put forward, seconded, and passed. This relieves the Commission of meeting again after the installation service.

Finally, a motion that the clerk and moderator are empowered to record the minutes and submit them to the stated clerk was moved, seconded, and passed.

The meeting of the Commission was declared in recess and the members moved to the sanctuary for worship.

The word was preached by Rev. Anne Apple.

Ruling Elders Dan Jordanger and Cherry Peters led the congregation in the sentences of scripture.

Rev. Josh Andrzejewski asked the constitutional questions of the Rev. Dorrien-Christians. Ruling Elder Elizabeth Dillon (Westminster Presbyterian, Charlottesville) asked the constitutional questions of the congregation.

Rev. Andrzejewski proclaimed the declaration of installation.

The charge to the pastor was delivered by Rev. Dr. Gary Dorrien, and the charge to the congregation was delivered by Ruling Elder Kelly Eplee.

Pursuant to the assignment of the Presbytery and the provisions of W-4.04 of the *Book of Order*, Sara Dorrien-Christians was installed as a Minister of Word and Sacrament of Westminster Church, Charlottesville, Virginia.

After Communion was served, the service concluded with prayer and the benediction.

Respectfully submitted,
Cherry Peters
Clerk, Commission for Installation

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

- 1. None**

The Stated Clerk makes the following recommendation:

- 1. That the Consent Agenda be approved.**

Report of the Commissioner to the Synod of the Mid-Atlantic

Assembly March 9-10, 2026

The 257th Stated Meeting of the [Synod of the Mid-Atlantic, PC\(USA\)](#), held March 9–10, 2026, in Richmond, VA under the theme “Dismantling Barriers, Cultivating Opportunities,” combined worship, governance, and vision-casting. Key plenary sessions featured Rev. Dr. Frances Taylor Gench on the Canaanite woman’s story, Pastor David Black on public witness, and Rev. Larissa Kwong Abazia on confronting systemic racism. The Assembly honored retiring Rev. Jan Edmiston, Executive in Charlotte Presbytery, approved \$56,460 in grants and scholarships, awarded \$10,000 from the Jubilee Fund, and received an initial report from Synod Executive and Stated Clerk [Rev. Dr. Flo Barbee-Watkins](#).

The business session included approval of an omnibus motion, personnel policy updates, and a travel budget increase for the Executive/Stated Clerk. Notable updates included a new office location at Union Presbyterian Theological Seminary, progress from the Next Generation Initiative (focusing on revitalization and reparations), and news from Massanetta Springs and the Board of Pensions. The Assembly closed with the installation of Rev. Dr. Barbee-Watkins.

[Rev. Carson Rhyne](#)

POJ Commissioner to the Synod Assembly

Report from Rev. Kerry Foster,

Temporary General Presbyter and Stated Clerk

June 17, 2026

Life within the boundary of the Presbytery of the James is duplicated in every presbytery in our denomination. This is the truth and our reality. I discovered this for a third time while attending a gathering of presbytery leadership recently. We are all just the sum of the decisions that we make as a body. We do have to respond from time to time to choices the world makes, but how we handle those choices are ours to control. So, whether an internal or external origination of our choices, we choose a way forward.

From my travels, my committee work, my counseling time, my being present as much as possible, I am coming to believe more and more that we are developing a process of discernment that will carry us into the future as a presbytery, as congregations, as a people of God. With that in mind, to look back a bit, to share how some of my hours of work are expended, I will begin with being out with some of our congregations.

As detailed in the Current, I am finding our congregations to be places of worship and community. There is an honest feeling of hope that exists in our pews. Are our folks content with the way things are (or are not)? No, there are higher expectations out there, and each setting has many that overlap with sister congregations and some that do not. That is, for me, a true sign of potential.

While in Baltimore early in May, in the company of roughly sixty presbytery leaders, this was also a narrative many shared. As presbytery leaders, one of the worst things we can do is to compare ourselves to others, thinking “that presbytery sure seems to be functioning well,” or that “I am glad we are not like that presbytery!” Because WE are the sum of OUR decisions made in OUR presbytery, we are a story to share, not a model to be copied. When we share our stories, the good ones, and the

bad ones, we do that for dialogue and dissection, not for direction. What works for us may not work for them, and vice versa.

But knowing our kindred's stories is one of the ways we act as the church in this very complicated and challenging world we live in.

Since our February 2026 meeting of the presbytery, I have been in fourteen congregations in some capacity—preacher, liturgist, moderator of a special meeting, visitor. Add in many hours with COM, NWC, MC, Trustees, CPM, CON, ARC, POJ Planning, plus phone conversations, emails and support for multiple AC's carrying out difficult tasks, all of these experiences, are forming and informing my broader understanding of the "lay of the land." And the land is revealing itself to be a place of promise.

In this meeting, some of that sense of promise will be experienced by the body in the actions that will be taken in reference to candidates coming before the presbytery from COM and CPM; by the reporting of the Forest Hill Presbyterian Church AC and the reporting of the Search Committee for the next individual to hold the office of General Presbyter and Stated Clerk. These are some of the choices we will add to our previous ones and will help guide us into the future God has planned for us all.

Remember that once decisions have been made, it is not over. It is continuing. The candidates from COM and CPM are still journeying in their call to a vocation, needing our prayers and support; the property from the closure of Forest Presbyterian Church is an ongoing ministry in the community, and how that develops for ourselves and that neighborhood will still be very much "in play." The next level of the search process for the POJ moves into full-blown discernment, requiring prayer and patience on the part of the presbytery itself and for those candidates who are seeking their own pathways of discernment.

Let me conclude this report with a possible sermon passage for May 31, 2026, worship:
Now the eleven disciples went to Galilee, to the mountain where Jesus told them to go. When they saw him, they worshipped him, but some doubted. Jesus came near and spoke to them, "I've received all authority in heaven and on earth. Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to obey everything that I've commanded you. Look, I myself will be with you every day until the end of this present age." (Matthew 28: 16 -20, CEB version).

We find ourselves in good company, do we not?

Our travels from this moment to the next are taken with the sure and true knowledge that the One we encounter in Scripture and in life is with us each and every day throughout all of time. In our denomination, in our presbyteries, in our congregations, in ourselves.

Till the next edition of the [Current](#), or some committee meeting, or a phone call, or email, or even a presbytery meeting, let us continue to make choices, to own our decisions and to add to who we are.

Blessings
[Kerry](#)

Report of the Mission Council

to the Presbytery of the James June 2026

The Mission Council met during the spring of 2026 and continued work on staffing, finances, property matters, committee structure, and the care of congregations across the Presbytery. The following is a consolidated summary of actions taken and updates received.

Financial Oversight

Mission Council received financial reports from Ashley Allen of Trustward and approved a contract with Robinson, Cox and Farmer to complete the 2025 financial review. The new firm will have access to prior review documents and will work with the Finance Subcommittee.

The Finance Subcommittee has begun regular meetings and is working closely with Trustward to reformat reports to align with the budget and prepare for the 2025 financial review.

Staffing

Mission Council also continued its work toward stable staffing and leadership. Joel Morgan and Jen Rowe provided orientation to the search committee for the Transitional General Presbyter / Stated Clerk position on March 16, 2026. The Personnel Subcommittee continues to develop the review process for the combined General Presbyter/Stated Clerk role, and Mission Council will remain involved in that process.

Mission Council approved the [MDP](#) for the [TGP/SC Search Committee](#).

Administrative Commissions

- The [Forest Hill Administrative Commission](#) continues its work and will have a report and recommendation for the June POJ meeting.
- The Ebenezer Church Administrative Commission was elected at the May 12 special meeting.

Grants and Mission Funding

Mission Council began work on a [Grant Application](#) for the [Resurrection Fund](#) and the [Reparative Action Fund](#). The Presbytery will have the opportunity for a first reading of these documents in the June 2026 POJ meeting packet.

Task Force Updates

The Mission Priorities Task Force work will begin after Easter, with Derek Starr Redwine, Brian Blount, and Keli Shipley Cooper serving.

The Communications Task Force provided a substantial written report and was thanked for their work. Leah Tweel, Communications staff, continues work on improvements to the [Current](#) e-newsletter and the [POJ website](#).

Presbytery Meetings and Calendar

Mission Council discussed upcoming stated meetings and approved plans for both the May 12 called special meeting and the June 17 stated meeting, both to be held fully virtually. For the June stated meeting, Charles Grant will need to be elected as Stated Clerk Pro-Tem, and the Mission Council will need to present Kerry Foster for election as Stated Clerk, in accordance with the updated [Manual of Administrative Operations](#). The June meeting will also include a presentation by [Keenan Rodgers](#) of the [Board of Pensions](#), ordination and candidacy examinations, and a report from the [Forest Hill Administrative Commission](#).

Because of the June Presbytery meeting, Mission Council will not meet in June.

Action Items for the Presbytery

- Elect Kerry Foster as Stated Clerk for a one-year term or until the Transitional General Presbyter/Stated Clerk is elected.
- Elect Charles Grant as Stated Clerk Pro Tempore for the June 17, 2026 Stated Meeting of Presbytery of the James.

Submitted by [Joel Morgan](#), Moderator, Mission Council

Background for the Resurrection and Reparative Action Fund Grant Documents

At the October 21, 2023, meeting of the POJ, the following policy was adopted:

POLICY: Trustees establish the following uses of real property sale proceeds to live into God's call to our presbytery to support and grow vibrant congregations and healthy ministers.

STEWARDSHIP (50%) - To be responsibly invested, for further investment into the life of the presbytery.

RESURRECTION (25%) - Supporting existing and launching new worshipping initiatives

- Funding for grants
 - a) to support existing new worshipping communities and
 - b) to launch new programming initiatives with an impact on the local community, in accordance with the three focus areas (*building congregational vitality, dismantling structural racism, eradicating systemic poverty*) and three intersectional priorities (*climate change, gender justice and heteropatriarchy, militarism*) of Matthew 25 and
 - c) to support small churches.

REPARATIVE ACTION (15%)

*Recognizing our presbytery's history of complicity in actions that have favored certain communities over others, establish a fund that would use the interest or principal for reparative action efforts:*¹

1. Reparative action within the Presbytery community
2. Reparative action beyond the Presbytery community
3. Matching grants for congregations doing reparative action.

TITHING (10%)

- 10% to local partnering agencies (if any) that a dissolved congregation previously supported in its active ministry
- In the event a previously supported agency is not identified, the tithe of the proceeds of the sale of church properties shall be distributed in this manner: 50% to RESURRECTION and 50% to REPARATIVE ACTION. The timeline for this will be six months after the official closing date of the sale of the property.

Since that time, we have followed this policy. However, as you can see, no direction was given to the Trustees or the Mission Council on a process for any entity to access, apply for, or use the Resurrection or Reparative Action funds for their intended purposes. In January 2026, Mission Council sought to rectify this oversight by developing a grant application, definitions, and examples of projects for each fund.

Mission Council now offers the following documents for a "first reading" by the POJ to stimulate conversation and improvement. We plan to host listening sessions in late summer and (hopefully) bring the final documents and process to the POJ at its October 2026 meeting.

Items not in these documents that are yet to be determined:

- The range of grant amounts.
- The group overseeing this grant-making process.
- The approval process.
- The reporting process.

These are Presbytery-designated funds, so the POJ must approve the parameters and processes for administering them. The Mission Council welcomes your input.

Please email Moderator Joel Morgan. Joelmissioncouncil@gmail.com

Resurrection Fund Purpose and Definition

The Resurrection Fund is explicitly described by the Presbytery of the James as a *designated account to support church vitality and growth*. It is financed by 25% of proceeds from the sale of closed churches. According to POJ policy According to POJ policy, eligible uses include:

- **Grants to support new worshiping communities** (church plants or emerging congregations),
- **Launching new programs with local community impact**, and
- **Supporting small churches** in alignment with PC(USA)'s vitality goals.

In practice, this means the fund backs both *new church plants* and the *revival of small existing churches*, as well as innovative outreach projects that build a congregation. For example, POJ explicitly cites “building congregational vitality” as a key focus. This language mirrors PC(USA) Matthew 25 priorities: building vibrant congregations that connect people to Christ. Thus, the Resurrection Fund is intended for faith communities to start or strengthen ministries that **glorify God, embody Christ’s love, and grow disciples**, especially where congregations are small, new, or struggling.

Theological and Missional Framing

Theologically, church planting and revitalization are seen as incarnations of resurrection life. Just as Christ’s resurrection brings new creation (Romans 6:4), new congregations bring fresh expressions of the Gospel. PC(USA)’s vision emphasizes “*abundant life*” and shalom (wholeness) in communities. Every thriving congregation is a sign of Christ’s victory over stagnation and death. In a Presbytery planning context, resurrection imagery calls us to transform “dead” or inactive congregations into living ones, trusting that God can breathe life into small numbers. Church planting, in this frame, is not merely a program but a sacramental act — a communal participation in God’s promise of new life.

Missional priorities for the Resurrection Fund align with PC(USA)’s *Matthew 25* focus on vitality. By definition, building congregational vitality means fostering “vibrant, engaging communities of faith” that grow spiritually and numerically. Small congregations, in particular, are encouraged to find creative ways to thrive. The Resurrection Fund thus underwrites mission efforts that empower members to deepen faith, reach their neighbors, and become self-sustaining. Projects might integrate key aspects of PC(USA) teaching (for example, doing justice, caring for the environment, and welcoming new people) into their vitality strategy.

In sum, the Resurrection Fund’s purpose is twofold: (1) to seed **new worshiping communities** (church plants or initiatives) and (2) to **revitalize existing small congregations**, all with a Kingdom-of-God mindset. This aligns with Scripture (e.g., Jesus’ prayer for God’s kingdom to come) and PC(USA)’s call to grow the church in grace and love. Success is measured by concrete outcomes

(e.g., investments made, number of people engaged, communities equipped, etc.) and by sustainable change such as new structures or continued community empowerment.

Project Examples

Below is a table of sample projects that the Resurrection Fund could support.

1. Urban Church Plant: Launch a new worshiping community in an underserved urban neighborhood.
2. Rural/Small-Church Revitalization: Replant a struggling or nearly-closed small church in a rural or small-town context.
3. Church-Planting Residency: Fund a resident pastor/ministry intern program.
4. Community Outreach Partnership: Enable a small church to launch a civic/community ministry.
5. Facility/Tech Upgrade for Hospitality: Improve a small church's physical space and technology.
6. Digital/Online Ministry Launch: Create an online worship and discipleship presence.
7. Small Churches Leadership Network: Host a cooperative training network for small church leaders.
8. Small Church Consortium Leadership: Create a consortium of regional small churches that cannot support a full-time pastoral presence and fund a full-time presence to develop a ministerial team for the region

Reparative Action Purpose and Definition

Recognizing the need for reparative action within our own community, the POJ has created a fund to support projects through a grant process. It is financed by 15% of the proceeds from the sale of closed churches. According to POJ policy, eligible uses include:

- Reparative action within the Presbytery community
- Reparative action beyond the Presbytery community
- Matching grants for congregations engaging in reparative action

Theological Background

The 2022 PC(USA) Resolution on Race and Reparative Justice emphasizes that this work must transform systems toward “equitable systems and fundamentally reconciled people and communities,” and that it should center the voices and leadership of those who have been hurt.

“Reparative action” (also called reparative justice) refers to church-led steps to acknowledge and **repair the harms** caused or perpetuated by the church (or its society) – particularly racial and colonial injustices. It starts with truth-telling and confession of complicity, and then focuses on **repairing relationships and systems**. As the PC(USA) Center for Repair of Historic Harms explains, repair “refers to the total process of being transformed from who we have become to who we must be.” In the church’s context, scholars note that we must “confess corporate sin” and offer tangible restitution as part of racial healing.

The 2022 PC(USA) resolution explicitly calls the church to confess its participation in unjust structures and then “seek to repair what it has helped to damage”.

In practice, reparative action grants may include direct financial redress, new policies or governance changes, community partnerships, and educational work to acknowledge history. Success is measured by concrete outcomes (e.g., investments made, projects completed, disparities reduced) and by sustainable change such as new structures or continued community empowerment.

Project Examples

1. Congregational Repair Grant: Seed funding for a historically Black POJ church to restore its buildings, create a heritage exhibit, or launch leadership training.
2. Local History & Truth Project: Partner with a university or museum to document and exhibit local Black and Indigenous history, including church involvement in slavery/segregation.
3. Reparative Fellowship for Youth: A paid fellowship for young adults (18–30) from underrepresented backgrounds to work on local reparative projects (e.g., community gardens, storytelling events, advocacy).
4. Fellows Program: Stipends for young Black and Indigenous community members for a fellowship to train in history and community organizing; each fellow plans and leads a mini-project (e.g., a school workshop on civil rights, a community art project).
5. Affordable Housing Advocacy Campaign: A policy/advocacy effort to mobilize faith communities for local zoning and housing reforms benefiting racially impacted neighborhoods.
6. Economic Empowerment Fund: Micro-grants and training for Black entrepreneurs and co-ops, addressing the racial wealth gap.

References

- Presbyterian Church (U.S.A.). (2022). [*Race, Reparative Justice and the PC\(USA\)*](#). (225th General Assembly Resolution)
- PC(USA) Center for the Repair of Historic Harms. (n.d.). [*Repair of Historic Harms*](#). Presbyterian Mission Agency.
- Presbytery of Baltimore. (2025). [*Reparative Justice Fund Frequently Asked Questions*](#). (Baltimore Dismantling Racism Team)
- Westminster Presbyterian Church (Charlottesville, VA). (n.d.). [*Reparative Justice \(Mission & Outreach\)*](#).
- Presbyterian News Service. (2025). "[*Presbytery of Baltimore approves groundbreaking reparative justice fund*](#)." (Sep 13, 2025)

Presbytery of the James

Resurrection Fund / Reparative Action Fund Grant Application

Purpose

The Presbytery of the James seeks to invest in faithful, strategic, and community-centered ministry through its Resurrection Fund and Reparative Action Fund. The Resurrection Fund supports existing worship initiatives, new ministry initiatives, and small churches focused on congregational vitality and community impact. The Reparative Action Fund supports reparative work within and beyond the Presbytery and may include matching grants for congregations engaged in reparative action.

1. Application Information

Date: _____

Applicant Organization: _____

Project Title: _____

Fund Requested (check one):

- Resurrection Fund
- Reparative Action Fund

Amount Requested: \$ _____

Total Project Cost: \$ _____

Project Period (start/end): _____

Primary Contact Person

Name: _____

Title/Role: _____

Phone: _____

Email: _____

Mailing Address: _____

2. Executive Summary

(250–350 words)

3. Purpose and Fund Alignment (in less than 500 words, address the applicable questions below)

Complete the sentence:

“This project seeks support from the _____ Fund because...”

If applying to the Resurrection Fund:

How does this project support existing or new worshipping communities?

How will it strengthen congregational vitality or small church sustainability?

If applying to the Reparative Action Fund:

What harm or disparity does this project address?

How does this project contribute to repair, restoration, or equity?

How are impacted communities involved in shaping this work?

How does this project align with the mission of the Presbytery of the James: “to support leaders, congregations, and ministries in growing followers of Jesus Christ who joyfully live out God’s mission in the world”?

Why is this the right time for this work?

4. Project Description

Describe what you will do and how the project will be carried out.

Who will lead and participate?

Where will the project take place?

5. Goals and Outcomes

Goal 1: _____
Measure of Success: _____
Completion Date: _____

Goal 2: _____
Measure of Success: _____
Completion Date: _____

Goal 3: _____
Measure of Success: _____
Completion Date: _____

6. Timeline

Outline key phases and milestones.

7. Budget Summary

Personnel: \$ _____
Supplies: \$ _____
Contract Services: \$ _____
Travel: \$ _____
Equipment: \$ _____
Facilities: \$ _____
Communications: \$ _____
Other: \$ _____
Total Project Cost: \$ _____

Funding Sources

Amount Requested from Fund: \$ _____
Other Funding Secured: \$ _____
Other Funding Pending: \$ _____
Organization Contribution/In-Kind: \$ _____

8. Sustainability

How will this work continue beyond the grant period?

9. Organizational Capacity

Describe your organization's ability to carry out this project.

10. Partnerships and Community Voice (If applicable)

List partners and describe their role.

How has the community informed this project?

11. Certification and Signature

By signing below, I certify that the information provided in this application is accurate and complete. If awarded funds, the organization agrees to use them as described and provide required updates or reports.

Name: _____

Title: _____

Organization: _____

Signature: _____

Date: _____

1. Resurrection (25%) – Through the Resurrection designated account, support existing worshiping initiatives and launch new ones into a designated account, including:
 - a) *Funding for grants to support existing new worshiping communities,*
 - b) *Launching new programming initiatives with an impact on the local community, or*
 - c) *Supporting small churches in alignment with the three focus areas (building congregational vitality, dismantling structural racism, eradicating systemic poverty) and the intersectional priorities (climate change, gender justice and heteropatriarchy, militarism) of Matthew 25.*
2. Reparative Action (15%) – Through the Reparative Action designated account, recognize the Presbytery's history of complicity in actions that have favored certain communities over others, this fund will support:
 - a) *Reparative action within the Presbytery community*
 - b) *Reparative action beyond the Presbytery community*
 - c) *Matching grants for congregations engaging in reparative action*

SUMMARY OF OPERATING BUDGET VS ACTUAL

DESCRIPTION	2026 BUDGET AMT	2026 JAN-APR YTD	% OF ANNUAL BUDGET
FOR ADMIN/OPERATIONS			
<i>INCOME</i>			
UNDESIGNATED SUPPORT (POJ, Synod, and G.A.)	\$500,535.62	\$140,662.27	28%
DESIGNATED SUPPORT POJ ONLY	\$20,000.00	\$6,968.29	35%
PER CAPITA (\$1.15 for Synod; \$8.98 for G.A.)	\$18,000.00	\$5,132.02	29%
DRAW ON INVESTMENTS (OPERATING)	\$47,513.18	\$47,513.43	100%
OTHER INCOME	\$8,000.00	\$5,545.00	69%
TOTAL FOR ADMIN/OPERATIONS INCOME	\$594,048.80	\$205,821.01	35%
<i>EXPENSES</i>			
PROPERTY/OFFICE ADMINISTRATION	\$156,548.00	\$77,233.94	49%
STAFFING COSTS	\$255,661.50	\$72,003.14	28%
DENOMINATIONAL EXPENSES	\$179,470.00	\$165,805.13	92%
TOTAL FOR ADMIN/OPERATIONS EXPENSES	\$591,679.50	\$315,042.21	53%
FOR PROGRAM AND MISSION SUPPORT			
<i>INCOME</i>			
DRAW ON INVESTMENTS (MISSIONS)	\$190,052.70	\$190,052.70	100%
TOTAL FOR PROGRAM AND MISSION INCOME	\$190,052.70	\$190,052.70	100%
<i>EXPENSES</i>			
COM	\$4,300.00	\$852.20	20%
CPM	\$8,500.00	\$0.00	0%
BOO MANDATED ITEMS	\$0.00	\$0.00	
NEW WORSHIPING COMMUNITIES	\$62,447.00	\$4,641.00	7%
LEADERSHIP CONNECTIONS TEAM	\$42,175.00	\$39,500.00	94%
MISSION AND SERVICE TEAM	\$20,000.00	\$2,082.00	10%
CAMP HANOVER	\$35,000.00	\$0.00	0%
OTHER COMMITMENTS	\$20,000.00	\$20,000.00	100%
TOTAL FOR PROGRAMS AND MISSION EXPENSES	\$192,422.00	\$67,075.20	35%
Total POJ Income	\$784,101.50	\$395,873.71	50%
Total POJ Expense	\$784,101.50	\$382,117.41	49%
Net POJ Income over Expense (Expense over Income)	\$0.00	\$13,756.30	

Net Asset Reports

POJ 2026 NET ASSETS UNRESTRICTED								
FUND	12.31.25	Unrestricted Income/Loss per P+L	Property Sale Proceeds	RBC Checking Transfers	Budget Surplus Transfer	10% of Operating Inc Transfer	Close out Operating Fund	4.30.26
Reparations Action Fund	\$299,759.00		\$58,880.00					\$358,639.00
Resurrection Fund	\$449,640.00		\$88,319.00					\$537,959.00
Stewardship Fund	\$749,400.00		\$147,199.00					\$896,599.00
Tithing Fund	\$0.00							\$0.00
Capital Maintenance Fund	\$136,610.29					\$48,370.00		\$184,980.29
Operational Reserve Fund	\$243,452.28				\$41,502.18			\$284,954.46
POJ Investment Fund	\$6,322,850.51							\$6,322,850.51
POJ Operating Fund	\$0.00	\$384,270.18	-\$294,398.00		-\$41,502.18	-\$48,370.00		\$0.00
Total	\$8,201,712.08	\$384,270.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,585,982.26

Presbytery of the James – 123rd Stated Meeting – June 17 2026 – Virtual Meeting via Zoom – Section II

POJ 2026 NET ASSETS WITH RESTRICTIONS								
	Balance 12/31/25	Revenue	Expenses	Transfers	Release from Restriction	Realized Investment Income	Unrealized Investment Income	Balance 4/30/26
African Fellowship Project	\$3,323.00				-\$3,323.00			\$0.00
Committee on Ministry & Worship	\$0.00							\$0.00
Dismantling Racism Project	\$7,018.31							\$7,018.31
Elizabeth Fitzgerald Fund	\$3,305.19	\$411.56						\$3,716.75
Five Cents A Meal	\$61,858.90	\$10,578.81	-\$12,750.00					\$59,687.71
For a Time Such As This	\$3,000.00				-\$3,000.00			\$0.00
Glenmore Scholarship	\$2,504.71	\$1,228.36						\$3,733.07
Haitian Art Project	\$25.00							\$25.00
Haiti Mission Project - Corell	\$100.00							\$100.00
New Worshipping Communities	\$271,266.64					\$37,934.97	-\$12,714.55	\$296,487.06
Montgomery Immersion Matthew 25	\$6,429.96				-\$6,429.96			\$0.00
Older Adult Ministries	\$5,814.88	\$368.83						\$6,183.71
Pastoral Care Fund	\$17,505.12	\$2,206.00						\$19,711.12
Peacemaking Offering	\$21,520.66							\$21,520.66
Pentecost Offering	\$4,897.41							\$4,897.41
Presbyterian Disaster Team	\$734.50	\$100.00						\$834.50
SDOP Grant	\$9,581.78		-\$3,000.00					\$6,581.78
Sunnyside Retirement	\$2,456.68	\$1,246.09	-\$1,229.52					\$2,473.25
U of R Campus Ministry	\$6,694.62							\$6,694.62
Volunteer Recognition	\$2,032.18							\$2,032.18
Voices of Jubilee	-\$19,270.84	\$1,000.00	-\$32,780.62					-\$51,051.46
William Neal Endowment	\$711.08							\$711.08
Endowment								
Providence Powhatan	\$117,266.40		-\$4,000.00			\$10,891.13	-\$420.65	\$123,736.88
Total Temp. Restricted	\$528,776.18	\$17,139.65	-\$53,760.14	\$0.00	-\$12,752.96	\$48,826.10	-\$13,135.20	\$515,093.63

POJ 2026 NET ASSETS WITH RESTRICTIONS (cont.)								
	Balance 12/31/25	Revenue	Expenses	Transfers	Release from Restriction	Realized Investment Income	Unrealized Investment Income	Balance 4/30/26
Endowment								
Anne Bolling Hobson	\$2,000.00							\$2,000.00
Eva Ross Barndt	\$500.00							\$500.00
Total Perm. Restricted Net Assets	\$2,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,500.00
Total Restricted	\$531,276.18	\$17,139.65	-\$53,760.14	\$0.00	-\$12,752.96	\$48,826.10	-\$13,135.20	\$517,593.63

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

to June 17, 2026 Stated Meeting of the Presbytery
March 18, 2026 and May 20, 2026 Trustee Meetings

The Trustees report the following as information:

1. The former Trinity Church property was sold on March 5, 2026 for \$295,000. The funds were deposited in accordance with the [Presbytery Resource Management Policy](#).
2. Sale of the Gordonsville Church property was pending as of May, 2026 and should be completed by the date of the June 2026 Stated Meeting.
3. The Trustees met with the Amphill Church Session on February 22, 2026 to assist with advice regarding the incorporation process.
4. The Trustees, through immediate past President Dan Jordanger, have worked and are working with the Campbell Memorial Church to assist with the incorporation process.
5. The Trustees received the [attached report](#) dated April 2026 from the [PC\(USA\) Investment and Loan Program, Inc.](#), which is a non-profit denominational entity created to provide low-cost loans to congregations for the construction/purchase/renovation of buildings and refinancing of existing debt.

The Trustees report taking the following actions:

1. The Trustees appointed Webb Moore to act as the designated lawyer to address issues and concerns as contemplated and required by the recently adopted [Child, Youth, and Vulnerable Adult Policy](#).
2. The Trustees selected and engaged the Richmond accounting firm Robinson Cox to conduct the review of our 2025 financial records.

The Trustees report the following actions made as a commission: None

The Trustees make the following consent agenda recommendations: None

The Trustees make the following recommendation: None

Respectfully submitted:

Trustees of Presbytery of the James, Inc.

Presbyterian Investment and Loan Program, Inc. (PILP)

The [Presbyterian Investment and Loan Program, Inc. \(PILP\)](#) is a nonprofit corporation of PC(USA) created to provide low-cost loans to congregations, governing bodies and related entities of PC(USA). They provide loans for the construction or purchase of buildings, renovations, and even refinancing of existing debt.

Whether it is reshaping a space to meet the needs of a changing congregation, reducing the carbon footprint by utilizing energy efficient products and renewable energy sources, or expanding mission and outreach efforts by reducing the amount of funds necessary for debt service, the Program seeks to partner with congregations to determine the best financial results for the project.

The Investment and Loan Program raises funds for lending by selling interest-bearing term notes. Every day, Presbyterians across the country are supporting the growth of mission and ministry throughout our denomination. The Investment & Loan Program, as a nonprofit, does not have any shareholders. Its sole member, which is nonvoting, is the Presbyterian Church (U.S.A.), A Corporation.

Mid Councils play a key role in our lending process. Presbyteries are required by the *Book of Order* to authorize any encumbrance of church property. PILP considers the process of church borrowing as a partnership between the Church, the Presbytery, and PILP. Loan discussions are most effective when approached as a process of self-discovery where all parties explore the relative strengths and potential challenges of a loan.

For years PILP has been helping churches evaluate their capacity to fund projects. Building on this experience, they have developed a guide for presbytery committees to use when evaluating church requests to borrow money. Though not intended to provide a complete underwriting of the loan, this process analyses key variables to a successful project. These variables include:

- Debt per giving unit – Is this a big loan?
- Cash flow coverage – Can the church handle to payments?
- % of revenue going to debt – Will it hurt their ability to continue their mission and ministry?

PCUSA CHURCH LOAN PROGRAM

LOANS BY PRESBYTERY

150-Mid Atlantc

Comments	Account Number	Church Name	Interest Rate	Unused Commitment	Status Code	Balance Information		Date Information		Payment Information	
298-The James	10272301	SWIFT CREEK PRESBYTERIAN CHURCH OF MOSEL 5900 WOOLRIDGE ROAD MOSELEY, VA23120	5.7500	\$0.00	1	Face Amount	350,000.00	Note Date	9/28/23	Next Due	04/25/2026
						Current Balance	339,560.50	Maturity Date	2/25/45	Due Amount	2,457.29
						Undisbursed	0.00			Late Fees	49.15
	12070006	WESTMINSTER PRESBYTERIAN CHURCH 4103 MONUMENT AVE RICHMOND, VA23230	5.7500	\$0.00	1	Face Amount	480,980.00	Note Date	9/12/18	Next Due	05/25/2026
						Current Balance	9,930.23	Maturity Date	3/25/39	Due Amount	963.54
						Undisbursed	0.00			Late Fees	0.00
	13057904	TAPPAHANNOCK PRESBYTERIAN CHURCH 1924 TAPPAHANNOCK BLVD. TAPPAHANNOCK, VA22560	5.9000	\$0.00	1	Face Amount	450,000.00	Note Date	5/1/14	Next Due	04/25/2026
						Current Balance	224,534.28	Maturity Date	4/25/34	Due Amount	2,917.43
						Undisbursed	0.00			Late Fees	58.35
Total for Presbytery	3					Total Current Balance	574,025.01				
						Total Unused Commitment	0.00				

INVESTMENT & LOANS PROGRAM

LOANS BY PRESBYTERY

150-Mid Atlantc

Comments	Account Number	Church Name	Interest Rate	Unused Commitment	Status Code	Balance Information		Date Information		Payment Information	
298-The James	1054719	LORD JESUS KOREAN CHURCH 10201 ROBIOUS ROAD NORTH CHESTERFIELD, VA 23235	6.2000	\$0.00	1	Face Amount	1,725,000.00	Note Date	10/1/19	Next Due	04/01/2026
						Current Balance	1,336,949.38	Maturity Date	4/1/40	Due Amount	11,870.86
						Undisbursed	0.00			Late Fees	0.00
	1055719	SUMMIT PRESBYTERIAN CHURCH 256 SHELTON SHOP RD STAFFORD, VA22554	5.3700	\$0.00	1	Face Amount	318,000.00	Note Date	12/20/19	Next Due	04/01/2026
						Current Balance	244,399.81	Maturity Date	1/1/40	Due Amount	2,097.94
						Undisbursed	0.00			Late Fees	0.00
Total for Presbytery	2					Total Current Balance	1,581,349.19				
						Total Unused Commitment	0.00				

Report of the Transitional EP/SC Search Team to Presbytery of the James, June 2026

The search is on, friends!

The Transitional EP/SC Search Team is grateful for your trust, your patience, and your support as we seek our next leader. Many hours of prayer, research, collaboration, and discernment have yielded the [MDP](#) below, and we are actively seeking candidates. The MDP should be active in CLC by the date of this meeting, and the [Position Description](#) is advertised in additional places.

Key items of note:

- This position is open to Ruling Elders and Ministers of Word and Sacrament.
- This position encompasses both the visionary leadership of an Executive Presbyter and the ecclesiastical diligence of a Stated Clerk.
- This position is transitional in nature, elected for a two-year term, but is open to extension or conversion to a permanent position.
- This position operates Sunday through Thursday, involving travel around the presbytery to nurture connections with and among member churches.

Please share this position within your own network and among your colleagues, or consider it for yourself! We hope, above all, that you will continue to pray in joyful expectation for our next presbytery leader and the exciting new chapter ahead for the POJ.

Respectfully submitted,

[Tessa Schuman](#) and [Liz Hulme Adam](#), POJ Search Team Co-Moderators

Transitional General Presbyter/Stated Clerk (GP/SC) Position Description

Purpose

To provide visionary leadership and spiritual guidance for the Presbytery of the James (POJ) while also serving as ecclesiastical administrator, ensuring that all constitutional, procedural, and ministerial functions are conducted effectively and support the mission of the POJ and the PCUSA.

Key Duties & Responsibilities

1. As General Presbyter(GP), be the primary connectional leader for the congregations and ministries of the POJ, as well as serving as the head of staff.
 - Visit, resource, and provide guidance to congregations, ministries, and their leadership.
 - Provide pastoral supervision, support, coaching, and care to congregations, teaching elders, and sessions, especially during times of transition, conflict, or strategic discernment.
 - Vision-cast with POJ leadership to develop long-term strategies and goals aligning with the presbytery's mission and vision statements.
 - Support the work of chairs and moderators of POJ commissions/committees/teams.
 - Oversee the daily administration of the POJ: staff supervision, budgeting, technology, and logistics.

- Oversee communications: newsletters, website, social media, email, reports, etc., fostering transparency, connection, and coordination across congregations and ministries.
 - Monitor and direct continuous improvement in presbytery systems (e.g., record systems, financial systems, technology platforms)
2. As Stated Clerk(SC), be the chief ecclesiastical officer of the POJ, responsible for constitutional and procedural matters as described in the Book of Order
- Ensure accurate recordkeeping of presbytery minutes, membership rolls, correspondence, and official documents.
 - Collaborate with Mission Council to set the agenda for presbytery meetings.
 - Serve in presbytery meetings, ensuring rules of order and POJ standing rules are followed.
 - Receive overtures, deliver them to appropriate committees/teams, record actions and track their progress.
 - Handle commissioning and dismissal of congregations, the receipt or dismissal of teaching elders, and other constitutional actions as required by the Book of Order.
 - Serve as custodian for historical and archival materials, ensuring legal preservation and proper transfer of records.
 - Work with Trustees/legal counsel concerning property, incorporation, and legal compliance as required.
 - Recruit, train, and orient members of investigative committees and the Permanent Judicial Commission, providing guidance on polity and procedure.
 - Serve as a resource for POJ commissions and committees, providing guidance on polity and procedure.
 - Interpret the Constitution (Book of Order/Book of Confessions) in consultation with commissions and committees, providing guidance where needed.
3. Administrative, Financial, and Operational Duties:
- Oversee the annual budget, financial reporting, and audits under direction from the Budget Committee.
 - Act as treasurer of the POJ, administering the budget and monitoring all receipts and disbursements, and communicating regularly with the accounting firm retained by the POJ.
 - Ensure internal controls, compliance with fiduciary responsibilities, and oversight of staff/contractors.
 - Negotiate and manage contracts (e.g., for services, insurance, office space, technology).
 - Supervise professional and support staff, collaborating with the Personnel Committee of the Mission Council in hiring, evaluation, oversight, and development.
 - Oversee logistics of presbytery meetings (in-person/hybrid/virtual) in coordination with Mission Council and support staff, including site arrangements, technology, registration.
 - Align administrative systems (database, membership tracking, communication tools) for efficiency and integration.

Accountability, Terms, and Relationship

The Transitional GP/SC is elected by the Presbytery of the James for a term of two years, with the possibility of renewal or being elected into a “permanent” position. The GP/SC is accountable to the POJ through the Mission Council and the Personnel Committee. This is a full-time, salaried position.

The Transitional GP/SC is the “face of the POJ” and the primary connectional leader for the congregations and ministries of the POJ. Therefore, the expectation of this position is a Sunday-Thursday work week, with regular travel throughout the POJ, engaging congregations and ministries in their contexts by being present with them. Evening and weekend hours are required, with the full understanding that due to the size of the POJ, not every congregation or ministry will be visited during the Transitional GP/SC’s 2-year term. **In the past, the GP has been thought of as “the pastor to the

pastors” – in this transitional time, the hope for the GP/SC is to spend more time connecting and resourcing the congregations of the POJ.**

The Transitional GP/SC will work in close partnership with the chairs and moderators of constitutional commissions/committees/teams of the POJ (COM, CPM, CON, COR, Mission Council), in an ex officio capacity, to provide guidance and training. The Transitional GP/SC will focus on encouraging and empowering teaching and ruling elders in taking greater ownership in these roles. If and when judicial and disciplinary matters arise, funds will be made available for support staff to assist the Transitional GP/SC. Hybrid or remote work may be possible; equipment and support will be provided. Continuing education opportunities, as well as attendance at retreats and denominational gatherings will be supported and funded. Annual performance reviews based on POJ mission and vision statements, Transitional GP/SC position description, and feedback from POJ teaching and ruling elder members will be conducted by the Personnel Committee. Written evaluations will be shared with the Transitional GP/SC and the Mission Council.

Qualifications

- Visionary leader, engaging and thoughtful in manner, clear and articulate in expression, faithful to the gospel witness of Jesus Christ, and filled with a great hope and love for the Church.
- Attributes: Christian discipleship, integrity, humility, pastoral sensitivity, emotional maturity, adaptability, commitment to diversity.
- Education: Master’s degree at a minimum; strong knowledge of Presbyterian polity and Reformed tradition.
- Experience: Significant leadership/administrative background (minimum 5 years preferred); recordkeeping; governance; pastoral care/conflict mediation.
- Skills: Written/oral communication, organizational ability, interpersonal skills, strategic thinking, technological competence.

POJ Transitional Executive Presbyter/Stated Clerk Ministry Discernment Profile

1. Organization mission/vision statement:

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

Presbytery of the James was created in 1989 to serve churches in central Virginia. The presbytery is responsible for the government of the Presbyterian Church (U.S.A.) throughout its district, and for assisting and supporting the witness of congregations to the sovereign activity of God in the world, so that all congregations become communities of faith, hope, love, and witness. Just under 100 worshipping communities are included under the umbrella of Presbytery of the James.

2. Tasks, expectations, skills, and education needed for the position:

The Transitional Presbyter/Stated Clerk will be the face of the Presbytery of the James, and the heart of our ecclesiastical energy. Connecting with congregations across the presbytery, the Transitional Presbyter will build enthusiasm for who we are and what we can do together going forward.

Either a Ruling Elder or Minister of Word and Sacrament, this leader will provide visionary leadership and spiritual guidance for the Presbytery of the James (POJ), while also serving as ecclesiastical administrator. The Transitional EP/SC will execute the mission of the POJ and ensure that all constitutional, procedural, and ministerial functions are conducted effectively to support this mission

and the PCUSA. As General Presbyter (GP), this position will be the primary connectional leader for the congregations and ministries of the POJ, as well as serving as the head of staff. As Stated Clerk (SC), this person will be the chief ecclesiastical officer of the POJ, responsible for constitutional and procedural matters as described in the *Book of Order*.

The Transitional GP/SC is elected by the Presbytery of the James for a term of two years, with the possibility of renewal or being elected into a “permanent” position. This is a full-time, salaried position, working Sunday to Thursday throughout the POJ.

- Visionary leader, engaging and thoughtful in manner, clear and articulate in expression, faithful to the gospel witness of Jesus Christ, and filled with a great hope and love for the Church
- Attributes: Christian discipleship, integrity, humility, pastoral sensitivity, emotional maturity, adaptability, commitment to diversity
- Education: Master’s degree at a minimum; strong knowledge of Presbyterian polity and Reformed tradition
- Experience: Significant leadership/administrative background (minimum 5 years preferred); recordkeeping; governance; pastoral care/conflict mediation
- Skills: Written/oral communication, organizational ability, interpersonal skills, strategic thinking, technological competence

3. How would you describe the organization’s specific vision for ministry? How will this impact the community?

The POJ supports and connects congregations and leaders as they live out God's mission in the world. The POJ is adapting from a more centralized, managerial structure to a more interconnected, relational style as we recognize the changing culture and the intergenerational spiritual needs of our community. This community, experiencing some of the disconnection common to our current climate, experimented with a three-presbyter model with limited success. We remain open to innovative leadership and sustain a vibrant desire and hope to reinvigorate our interconnection.

Connection, to God and to each other, equips our worshipping communities to extend God’s grace to each context in which we find ourselves, embodying the “kingdom” at hand. The POJ impacts the communities we serve by obeying Jesus’ call to “feed my sheep:” leading efforts for justice and peace, nourishing spiritual and relational hunger, and meeting physical and practical needs,

The Presbytery of the James envisions every member, every congregation, every worshipping community as a vital, participating, and growing part of the body. This interconnected body is enabled to advance the kingdom of God as it unfolds in our communities.

4. What is the nature of the community in which your organization lives out its mission/vision? How will you address the emerging needs which are impacting your community?

The POJ spans a large geographic area, including areas of northern, central, and southeast Virginia. The presbytery reflects six diverse interconnected nominating regions, which include both traditional worshipping communities, new worshipping communities, and ministers at large. In a region defined by early American history, the POJ strives to affirm this rich cultural history, while acknowledging and addressing its historic divisions.

The POJ encompasses over a 100-mile radius of a region that is politically, theologically, and ecologically diverse. From the tidewater of the bay, to the center city of Richmond, to the mountains of Charlottesville, the POJ encompasses college towns, farm communities, multiple military bases,

and a rich patchwork of suburban life. What brings the people of the POJ together is (obviously) Jesus, and our commitment to those on the margins. Each year Presbyters participate in (and help to fund) programs such as feeding ministries (like Rise Against Hunger and IMPACT in Charlottesville), RISC (Richmonders Involved in Strengthening Communities), and SDOP (Self-Development of People).

We are addressing the emerging needs that are impacting our community by leveraging our diversity. We build on the tradition of faith in the POJ's historic urban, suburban, and rural churches, while supporting and developing new and creative worshipping communities such as those birthed to serve immigrant and incarcerated persons. As we dream of a church and Presbytery of tomorrow, we seek a leader who recognizes this rich diversity within our region and will help to strengthen the assets and gifts that are already here.

5. How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

As General Presbyter(GP), be the primary connectional leader for the congregations and ministries of the POJ, as well as serving as the head of staff.

- Visit, resource, and provide guidance to congregations, ministries, and their leadership.
- Provide pastoral supervision, support, coaching, and care to congregations, teaching elders, and sessions, especially during times of transition, conflict, or strategic discernment.
- Vision-cast with POJ leadership to develop long-term strategies and goals aligning with the presbytery's mission and vision statements.
- Support the work of chairs and moderators of POJ commissions/committees/teams.
- Oversee the daily administration of the POJ: staff supervision, budgeting, technology, and logistics.
- Oversee communications: newsletters, website, social media, email, reports, etc., fostering transparency, connection, and coordination across congregations and ministries.
- Monitor and direct continuous improvement in presbytery systems (e.g., record systems, financial systems, technology platforms).

6. Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

As Stated Clerk(SC), be the chief ecclesiastical officer of the POJ, responsible for constitutional and procedural matters as described in the Book of Order.

- Ensure accurate recordkeeping of presbytery minutes, membership rolls, correspondence, and official documents.
- Collaborate with Mission Council to set the agenda for presbytery meetings.
- Serve in presbytery meetings, ensuring rules of order and POJ standing rules are followed.
- Receive overtures, deliver them to appropriate committees/teams, record actions and track their progress.
- Handle commissioning and dismissal of congregations, the receipt or dismissal of teaching elders, and other constitutional actions as required by the *Book of Order*.
- Serve as custodian for historical and archival materials, ensuring legal preservation and proper transfer of records.
- Work with Trustees/legal counsel concerning property, incorporation, and legal compliance as required.

- Recruit, train, and orient members of investigative committees and the Permanent Judicial Commission, providing guidance on polity and procedure.
- Serve as a resource for POJ commissions and committees, providing guidance on polity and procedure.
- Interpret the Constitution (*Book of Order/Book of Confessions*) in consultation with commissions and committees, providing guidance where needed.

7. What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

In addition to the above, connectional skills are imperative. In this transitional time, the hope for the GP/SC is to spend more time connecting and resourcing the congregations of the POJ. (Please see attached documentation for additional information.)

Administrative, Financial, and Operational Duties:

- Oversee the annual budget, financial reporting, and audits under direction from the Budget Committee.
- Act as treasurer of the POJ, administering the budget and monitoring all receipts and disbursements, and communicating regularly with the accounting firm retained by the POJ.
- Ensure internal controls, compliance with fiduciary responsibilities, and oversight of staff/contractors.
- Negotiate and manage contracts (e.g., for services, insurance, office space, technology).
- Supervise professional and support staff, collaborating with the Personnel Committee of the Mission Council in hiring, evaluation, oversight, and development.
- Oversee logistics of presbytery meetings (in-person/hybrid/virtual) in coordination with Mission Council and support staff, including site arrangements, technology, registration.
- Align administrative systems (database, membership tracking, communication tools) for efficiency and integration.

Report of the Forest Hill Administrative Commission to the 123rd Stated Meeting of The Presbytery of the James June 17, 2026

INTRODUCTION

See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland. -Isaiah 43:19

Forest Hill Presbyterian Church served their community for over 100 years in wonderful ways, and the time has come to dissolve their congregation in gratitude. While it's become clear that they are no longer able to sustain ministry in that building, it's also become quite clear that God is not done with that space. The Spirit is alive and well through community groups, and a new thing may be springing forth.

The Forest Hill community is growing and thriving. There is an immense and continued need for community and non-profit meeting space, as requests continue to come in even with news the church is closing. Currently, the following groups rent space weekly from Forest Hill church: Jefferson Street Gang (AA), Speaking of Steps (AA), AgriBerry Farms (CSA), Delta Psi Rho Sorority, GALS (Growth, Advocate, Lead, Serve), Roses & Wings, a private artist, and El Shaddai (church rental). Some

groups meet on occasion in the church: the Election Board of Richmond, and the Forest Hill Civic Association. This summer, Youth Outdoor Works is using the grounds. On the property, a dog park is managed in partnership with the City of Richmond. A food pantry box on the corner, formerly managed by the church, is now managed by neighbors. The Child Care Center, a ministry started by Forest Hill Presbyterian Church in 1957, now operating as its own nonprofit entity, has handled difficult transitions well and now has waiting lists for several of its classes. The sanctuary often receives requests for space usage, primarily by faith groups seeking space to worship.

Two community listening sessions held in March revealed a number of other desired interests in use of the building, including, but not limited to: after school programs, play cafes, therapy offices, day care for seniors, music education, arts incubator, food justice, wellness classes, and more. There is also great potential for the sanctuary to be used by religious groups, or as an event venue.

The Presbytery of the James would be doing a great disservice to this community to sell this property outright. There is a creative, effective, and financially feasible path ahead to retain this property to serve the needs of the community and we encourage the presbytery to consider this path forward.

MOTIONS: The Administrative Commission of Forest Hill Presbyterian Church Makes the Following Recommendations

1. That the congregation of Forest Hill Presbyterian Church be dissolved, with gratitude for its many years of valuable and sacred ministry and the membership of members be transferred to congregations of their choosing.
2. That the Presbytery of the James receive transfer of title to the property of Forest Hill Presbyterian Church, with all church records, for the furtherance and advancement of God's mission and ministry through the Presbyterian Church (U.S.A.).
 - a. For all records to be inventoried and sent via the Presbytery of the James to the Presbyterian Historical Society, Philadelphia, PA, for safekeeping. That all remaining non-monetary assets be distributed by the presbytery to other Presbyterian churches or entities.
 - b. That all remaining funds be transferred to the Forest Hill Presbyterian Church account at the Presbytery of the James, with the intent that they be used towards the operation of a community center on the campus of Forest Hill Presbyterian Church.
 - c. That the trustees sell the manse connected to the property of Forest Hill Presbyterian Church, as a residential dwelling, directing income from the sale towards renovation of the church property.
 - d. That the ownership of the building and property of Forest Hill Presbyterian Church be retained by the Presbytery of the James for at least one year, while an appointed task force has time to develop their detailed proposal.
3. That the POJ Trustees populate a task force, including 6 members of Presbytery (preferably 3 REs and 3 TEs), and 3 members of the Forest Hill Community, to assist in management of tenants, oversight of staff, management and oversight of the building, and the formulation of a long-term structure to retain the property as a community center.
 - a. That the POJ Trustees arrange staffing for on-site building administration to maintain the building, communicate with tenants, manage finances, and serve as the liaison between the community center and the Presbytery of the James.
 - b. That the Mission Council populate a new church development task force to begin exploring the potential of a new church development on the Forest Hill campus.
4. That the current Forest Hill Presbyterian Church Administrative Commission be dissolved by the Presbytery of the James with appreciation and gratitude for the work that it completed.

BACKGROUND

At its 117th Stated Meeting on June 18, 2024, the POJ appointed the original members of the Administrative Commission to Forest Hill Presbyterian Church: (Rev. Ann Cherry (TE – Laurel Church), Rev. Jay Morgan (TE – Westminster Canterbury Richmond), Rev. Lauren Voyles (TE – Bon Secours), Katherine Goodpasture (RE – Richmond Second), Gene Rosen (RE – Fairfield), and Linda Smiley (RE – Gayton Kirk).

Over the following 6 months, the AC interviewed former pastors, current church members, and the Director of Music. They attended worship several times, hired a coach for church leaders, and supported the Child Care Center. These conversations presented many ongoing conflicts and power dynamics between staff, the session, and the board of trustees.

In early 2025, a recommendation by the AC to merge the trustees and session was rejected at Congregational Meeting. In March 2025, the music director retired suddenly. Amidst escalating conflict, the Administrative Commission assumed original jurisdiction of the session and the board of trustees of Forest Hill Presbyterian Church in May, 2025. Rev. Mike Watson (TE - Fairfield) joined the AC at this time, replacing Gene Rosen and Rev. Lauren Voyles, who had both rotated off.

Throughout the summer of 2025, the Administrative Commission worked hard to stabilize the congregation by hiring a part-time administrator and a part-time covenant pastor (Rev. Dr. Shelly Barrick Parsons). They oversaw a number of building maintenance projects and a few upgrades. The hope was that with some stability, perhaps a renewal of the congregation could take root and new leadership could emerge. However, the AC struggled to find cooperation with the congregation through these initiatives.

In early November 2025, Rev. Mairi Renwick (TE - Union Presbyterian Seminary), Rev. Lynn McClintock (TE - Honorably Retired), and Cherry Peters (RE - Second Richmond) joined the AC, replacing Rev. Ann Cherry, Rev. Jay Morgan, and Rev. Katherine Goodpasture, who had rotated off. With a report from outgoing members and renewed conversations, the Administrative Commission quickly discerned that there was not a viable path forward for the congregation. Numbers had declined significantly, and involvement in the congregation was at a bare minimum. The energy and financial resources necessary to call a full-time pastor with the gifts of redevelopment was too big a lift for a congregation that was tired, mired in interpersonal conflict, and out of energy to do the necessary work. A decision was made that all church activities would conclude at the end of December 2025, with a plan to formally dissolve the congregation at the June 2026 Presbytery of the James Stated Meeting.

In January 2026, Barbara Flynt (CRE - Brandermill) and Zach Parker (RE - Providence Forge) joined the AC and Linda Smiley (TE - Gayton Kirk) rotated off. The AC continued its work to assist in pastoral care to Forest Hill members, management of the property, and supervision of staff. Rev. Dr. Shelly Barrick Parsons' covenant pastor arrangement was concluded at this point. A part-time building supervisor and church administrator remained on staff to assist in building and tenant management.

In January and February 2026, the AC worked to offer alternative membership pathways for Forest Hill Members, pastoring them alongside the church dissolution decision. They began internal conversations regarding the potentials of selling the building versus maintaining it for community purposes. Several building assessments were ordered to take stock of the challenges and opportunities facing the building. Conversations with the Child Care Center proceeded to ensure their stability.

In March 2026, Community Listening Sessions were held at the church where it became very apparent that there is GREAT desire that the POJ not sell the property to developers. We learned about the many needs and hopes of the vibrant Forest Hill community.

In April and May of 2026, with this renewed understanding of the Forest Hill Community and the continued growth of the Child Care Center (and desire it remain in place), the AC began to develop a framework of how ownership and financially stable management could be maintained by the Presbytery of the James, with an eye toward a potential non-profit, community center structure, and the included potential of a future new worshipping community that would better reflect the way the Holy Spirit is alive in the Forest Hill Community.

RATIONALE

Motion 1 Rationale

Motion 1: That the congregation of Forest Hill Presbyterian Church be dissolved, with gratitude for its many years of valuable and sacred ministry and the membership of members be transferred to congregations of their choosing.

Following a prolonged period of declining membership and internal conflict, the congregation of Forest Hill Presbyterian Church asked for assistance from the POJ. Mediation and bridge building was unsuccessful. The congregation ceased offering worship at the end of December, 2025. The AC has aided the few remaining congregants to find new church homes. The time to close the congregation, with gratitude for their ministry, has come.

Motion 2 Rationale

Motion 2a: That the Presbytery of the James receive transfer of title to the property of Forest Hill Presbyterian Church, with all church records, for the furtherance and advancement of God's mission and ministry through the Presbyterian Church (U.S.A.). For all records to be inventoried and sent via the Presbytery of the James to the Presbyterian Historical Society, Philadelphia, PA, for safekeeping. That all remaining non-monetary assets be distributed by the presbytery to other Presbyterian churches or entities

Per G-4.0205 of The *Book of Order*, these are the steps the Presbytery is supposed to take to preserve church records and material assets. This will ensure the legacy of Forest Hill Presbyterian Church may be remembered and continued on through other churches and ministries.

Motion 2b: That all remaining funds be transferred to the Forest Hill Presbyterian Church account at the Presbytery of the James, with the intent that they be used towards the operation of a community center on the campus of Forest Hill Presbyterian Church.

Given the potential of Forest Hill Presbyterian Church's building to serve the needs of the community, we believe that all financial assets should be directed toward the maintenance and upkeep of the property, management of the tenants, and in order to sustain a strong basis on which the community center may grow and become self-sustaining. The remaining financial assets of the church can be used to ensure a steady staff presence. The sale of the manse can be used to renovate and upgrade the building to address the many needs before it. A detailed financial report can be found below.

Motion 2c: That the Trustees sell the manse connected to the property of Forest Hill Presbyterian Church, as a residential dwelling, directing income from the sale towards renovation of the church property.

There is a single-family home (former manse) on the property of Forest Hill Presbyterian Church that has been rented out for tenants for several years. This building is separately titled from the rest of the

campus. It has been a wonderful resource and site of extra income. However, tenant management is a difficult process to maintain, and with the interest in developing a community center, there may be a better use of that resource.

Therefore, we recommend that the house be sold (estimated at \$576K), and the profit be utilized to renovate and improve the building of Forest Hill Presbyterian Church. Based on a recent Facility Condition Assessment, this amount could not only help address short term deferred maintenance items, but could meet the capital reserve needs of the property for 10 years. The sale could also provide some working capital to temporarily fund staff positions of a community center.

Motion 2d: That the ownership of the building and property of Forest Hill Presbyterian Church be retained by the Presbytery of the James for at least one year, while the task force has time to develop their detailed proposal.

We urge that for at least a year, this POJ task force commits to developing a community center. Things take time, and we are poised for exciting new ministry. Giving this task force a year will allow them to be thoughtful and considerate in this process. This time will further allow the task force to be good landlords to the tenants, who have been anxious about the future of this campus since this process began.

Motion 3 Rationale

Motion 3: That the POJ Trustees populate a task force, including 6 members of Presbytery (preferably 3 REs and 3 TEs), and 3 members of the Forest Hill Community, to assist in management of tenants, oversight of staff, management and oversight of the building, and the formulation of a long-term structure to retain the property as a community center.

Property in the possession of the Presbytery is under the supervision of the Trustees. They meet bi-monthly to report to the Mission Council concerning the status of owned real estate. They are not in a position to act as property managers of such property for the long term. For this reason, it is their usual practice to sell the real estate of closed churches. (Frequently, if another worshipping community is interested in buying the church, the Trustees will reach a lease-to-own arrangement while the interested purchaser raises the funds needed to buy. But in those cases, the tenant is the “managing boots on the ground” in the property.)

In the case of the Forest Hill campus, however, we have a very special situation. During its active life, the Forest Hill congregation created a vibrant community-oriented space that houses over a dozen different non-profit organizations, detailed in the above introduction. The community has continually expressed a desire to utilize the space for its many community groups, and especially for the Child Care center - an anchor in that community. Beyond this, we have heard interest in the development of a new worshipping community, that would be anchored in this building, that would be formed, organically, out of the community.

The Administrative Commission strongly believes this is the time to create a new ministry in this space. We believe a task force, populated by members of presbytery and members of the community, under the oversight of the presbytery, would best manage the needs of this community center. Current assets make this community center financially feasible, which we list in the financial summary below. The goal of this task force will be to achieve a self-sustaining entity.

The current and former members of the Administrative Commission see this community-based activity as a wonderful example of Matthew 25 in action and believe it fits under the Presbytery’s vision of a mission. Therefore, we are recommending that the POJ *not* put the campus up for sale, but rather create for the campus an operational structure to manage the facility for the benefit of the community.

Motion 3a: That the POJ trustees arrange staffing for on-site building administration to maintain the building, communicate with tenants, manage finances, and serve as the liaison between the community center and the Presbytery of the James.

Currently, Forest Hill Presbyterian Church is paying a part-time church administrator, who oversees finances, manages tenants, and assists in communication needs. We also have a building supervisor, who is on-site to attend to building needs as they arise. Neither are long-term solutions.

As the Forest Hill Community Center takes shape, a new staffing model will be necessary to ensure that these tasks are managed. We believe these tasks can be managed by one person, who is on-site for designated hours each day. They will be able to attend to immediate building needs, manage the tenants, and oversee finances on behalf of the Trustees. There are enough financial assets in the church to seed this position for 2-3 years at least.

Motion 3b: That the mission council populate a new church development task force to begin exploring the potential of a new church development on the Forest Hill campus.

With the dissolution of Forest Hill Presbyterian Church, there will no longer be a PC(USA) community presence in the neighborhoods of Forest Hill, Westover Hills, or anywhere south of the James in Richmond City. In our community listening sessions, we found a desire for a faith community that may start afresh in the building of Forest Hill Presbyterian Church, rebirthing the legacy of that church in new and exciting ways.

A dedicated team would be best equipped to begin this work of exploration, prayer, and discernment. There are a great many resources and funds available for this purpose, in the POJ, and PC(USA) that may be used to further this process.

It's likely that this new church community would not be responsible for once again taking over the management of the property, if a community center has this in their purview. The church would be free to anchor in that space, and to do direct ministry to those with whom it has connected.

Motion 4 Rationale

Motion 4: That the current Forest Hill Presbyterian Church Administrative Commission be dissolved by the Presbytery of the James with appreciation and gratitude for the work that it completed.

Many folks have worked very hard over the course of the AC's life, and all deserve a great deal of gratitude for their work.

FINANCIAL SUMMARY

Forest Hill runs a relatively balanced budget, despite not having any pledged income from church members in 2026. Currently, Forest Hill Presbyterian Church makes \$10-15,000 a month in income, primarily from tenants, including \$4,000/mo. from an AT&T cell tower that is located inside the steeple. Our current annual budgeted income is at \$130,000. Administration, operations, and maintenance expenses are currently budgeted at \$130,000 for a balanced budget. However, we anticipate these expenses to rise with a change in the staffing model.

In terms of assets, Forest Hill Presbyterian Church maintains around \$40,000 in checking. There is \$2,800 in the Second Mile Endowment Fund Checking and \$51,500 in a Flexible CD.

The Second Mile Endowment Fund has a current balance of \$302,281. The designated principal is \$103,042.

The utilization of these funds, along with anticipated income of around \$576,000 from the sale of the former manse, would be sufficient to upgrade the campus and maintain a community center until a more sustainable model is established.

BUILDING STATUS

Forest Hill Presbyterian Church is a larger facility primarily comprised of a sanctuary and fellowship hall built circa 1946 and a two-story education wing built circa 1957. The church is located in the Forest Hill Historic District (FHHD) on the National Register of Historic Places (NRHP) and is listed as a contributing resource to the FHHD. Due to this classification, the Virginia Department of Historic Resources would need to be consulted prior to any exterior architectural changes, significant renovations, or demolition. The exterior is comprised of masonry and stone and it is primarily covered by a slate roof. Many of the interior finishes have reached the end of their useful lives and are in need of updates, but the layout and amenities (offices, kitchen, etc.) are generally suitable for on-going use as a place of worship or community center.

In April, 2026, the AC commissioned a Facility Condition Assessment (FCA) performed by a Professional Engineer (PE) to develop a general description of the improvements and create a 20-year Capital Needs budget. A review of the FCA indicates that the facility is in good to fair condition for its age. The financial tables on page 49 of the report show the anticipated cost for capital needs over the next 20 years. The consultant concluded that ~\$500k is needed over the first ten years which would include core electrical upgrades, replacement of all HVAC systems, replacement of the flat roofs, and the on-going maintenance associated with the slate and masonry exterior components. Based on our review of the FCA, the facility is not significantly burdened by deferred maintenance and benefits from being initially constructed of long-wearing materials like masonry and slate. As previously mentioned, sale of the manse would provide sufficient funding to meet the capital needs of the main church for approximately 10 years. A review of the full 20-year budget indicates that \$50k per year in today's dollars is a reasonable estimate for the annual capital budget spend over time.

However, the capital needs budget does not include upfits or modernization of the second-floor education areas, bathrooms, kitchen, etc. as that was beyond the scope of the assessment which focused on replacement of material in-kind. Programmatic planning for the building will need to include space planning and renovation costs of areas such as the kitchen and the classrooms. Areas such as the sanctuary and fellowship hall will need minor repair and refresh of finishes like paint and floor covering.

The campus of Forest Hill Presbyterian Church is an incredible asset for the community. The work to update it is achievable with the current assets and will go a long way toward allowing new ministry to flourish.

COMPARABLE EXAMPLES OF COMMUNITY CENTERS

1. Sunset Ridge Collective: <https://sunset-ridge.org/about-us>
2. Bryant Neighborhood Center: <https://www.bryantneighborhoodcenter.org/>
3. Friendship Community Place: <https://www.friendshipcommunityplace.org/>
4. The Center at West Park: <https://www.centeratwestpark.org/history>

Respectfully Submitted - The Forest Hill Administrative Commission

Report of the Commission on Ministry

Presbytery of the James

June 2026

(January, February, March, April, May)

I. The Commission Reports the Following Actions:

- A. Received Ministers Into the Presbytery: none
- B. Dismissed Members to Other Presbyteries:
 - a. Flo Barbee-Watkins to Charlotte Presbytery
 - b. Sarah Schutte to Charleston Atlantic Presbytery
 - c. Patrick Lane to Western Kentucky Presbytery.
- C. Approved Terms of Call for Incoming Pastoral Relationships:
 - a. Southminster Presbyterian Church and Mary Kay Scott.
- D. Declined to approve Proposed Changes to Terms of Call:
 - a. The proposed revised terms of call between Louisa Presbyterian Church and Sandra Goehring are not approved for the reason that they are below the presbytery's minimum terms of call and are therefore contrary to the *Book of Order* (G-2.0804).
- E. Approved Validated Minister Outside of a Congregation:
 - a. Chris Burton, Director of the Leadership Institute, Union Presbyterian Seminary
 - b. Sam Ziegler's position as [Head Pastor at Gayton Road Christian Church](#) (Disciples of Christ) approved as a validated ministry, subject to completion of the ordination process.
- F. Approved Requests to Labor Beyond the Bounds of the Presbytery
 - a. None
- G. Approved the Following Commissions:
 - a. Approval of CRE Commissioning for Barbara Flynt at the Brandermill Church.
- H. Approved Member at Large status:
 - a. None
- I. Granted Exemptions to Policies:
 - a. To Stephen Cobb, Ken Davis, and Tom Lowman, each Retired, an exemption from the Boundaries Training Mandate Policy per section VII.C.5.
- J. Received Covenant of Closures:
 - a. Between Carson Rhyne and Summit Presbyterian Church
 - b. Between Bon Air Presbyterian Church and Rebekah Tucker-Motley
 - c. Between Chester Presbyterian Church and Gordon Mapes
- K. Completed Exit Interviews:
 - a. With Carson Rhyne (Summit Presbyterian Church)
 - b. With Rebekah Tucker-Motley (Bon Air Presbyterian Church)
 - c. With Gordon Mapes (Chester Presbyterian Church) and the session of Chester Presbyterian Church

- L. Approved Retired Status:
 - a. Johan (Jock) O'Connell, from Southminster Presbyterian Church, Chesterfield, effective July 1, 2026
 - b. Robert Johnson, from New Hanover Presbyterian Church, effective June 30, 2026
 - c. Steve Starzer, from Fairfield Presbyterian Church effective December 31, 2025.
 - d. Karen H. Allamon, from Madison Presbyterian Church, effective January 25, 2026.

- M. Approved Dissolution of the Pastoral Relationship:
 - a. Patrick Lane and Mitchells Presbyterian Church on April 15, 2026

- N. Approved Pastor Emeritus status:
 - a. Rev. Dr. Wayne Bernardo and Culpeper Presbyterian Church

- O. Approved Covenant Pastor Agreements:
 - a. Approved Covenant (renewal) of Jeff Butler and Woodlawn PC 1/1/26-12/31/26.
 - b. Approved Covenant of Matthew Messenger and Bethlehem PC 1/1/26-12/31/26.
 - c. Approved Covenant (renewal) of Susan Steinberg and Providence PC 10/17/25-10/16/26.
 - d. Approved Covenant with William Jason Leonard and Blackstone PC.
 - e. Approved Covenant with Ed Kross and Amphill PC.
 - f. Approved Covenant with John D. Grotz and Kirk O' Cliff.
 - g. Approved Covenant with William Jason Leonard and Blackstone PC.
 - h. Approved Covenant Lord Jesus Korean Church and Sai Hyung Lee.
 - i. Approved Covenant with Woodville PC and Peggy Fox.
 - j. Approved Covenant with Tappahannock PC and Shannon Hendricks.
 - k. Approved Covenant with Laurel PC and Ann Cherry.
 - l. Approved Covenant Agreement with Ulysses Payne and Westminster Petersburg.
 - m. Approved Covenant Agreement with Kelly Kauffman and Tabor PC
 - n. Approved Covenant Agreement with Chad Rhodes and Pryor Memorial PC
 - o. Approved Covenant Agreement with Gary Hatter and Waddell PC.
 - p. Approved Covenant Agreement with Dr. James Goodloe, IV and Mattoax Pine Grove PC.
 - q. Approved Covenant Agreement with Byrd Presbyterian and Daniel Mensah-Awuah and Byrd PC.

- P. Approved Interim Pastor/ Associate Pastor Agreements:
 - a. Approved Arch Wallace and Chester PC of Interim Covenant 1/19/26-1/31/27.
 - b. Approved Interim Covenant (renewal) of Mary Kay Scott and Gayton Kirk 12/15/25-12/31/26.
 - c. Approved Covenant with Tom Lovell and Culpepper PC 1/1/26 as Interim
 - d. Approved Interim Covenant Agreement with Jewell-Ann Parton and Madison PC.

- Q. Approved Bridge Pastor Agreements:
 - a. None

- R. Approved Covenant Pastor Parish Associate:
 - a. Approved Parish Associate Covenant with Fred Holbrook and Olivet PC 12/1/25-11/30/26.

- b. Approved Parish Associate Covenant with Levi Bannerman and Olivet PC 12/1/25-11/30/26.
 - c. Approved Parish Associate Covenant with Jay Morgan and Second PC, Richmond 2/22/26-12/31/26.
 - d. Approved Parish Associate Covenant with Dr. Nelson Reveley and Grace Covenant PC.
 - e. Approved Parish Associate Covenant with Nicole Bell and First PC, Richmond.
 - f. Approved Parish Associate Covenant with Mark Ramsey and First PC, Richmond.
- S. Approved Termination of Covenant:
- a. None
- T. Approved Grants from the Pastoral Care Discretionary Fund
- a. \$850
- U. Approved a request to lay aside ordination:
- a. Granted the request from Lauren Voyles to lay aside her ordination.
- V. Appointed Session Moderators:
- a. Approved Keith Johnston to moderate First PC-Hopewell.
 - b. Approved Shelly Barrick Parsons and Kelly-Ann Rayle to moderate Holy Trinity Presbyterian Church.
 - c. Approved Walter Winegar to moderate at Milford PC.
 - d. Approved Dr. Jewel-Ann Parton to moderate at Madison PC.
 - e. Approved Wayne Bernado to moderate at Mitchells PC.
- W. Approved to preach more than three times in three months in one congregation:
- a. Approved Dr. Jewel-Ann Parton to preach more than 3 times in three months at Madison PC.
- X. Received Annual Reports for 2025 from Members at Large:
- a. Jacobus Greyling
 - b. Stephen Hitchcock
 - c. Thomas Nichols Jr.
 - d. Robert G. Shenk
 - e. Karen Witt
- Y. Received Annual Reports for 2025 for those in Validated Ministries Beyond the Congregation:
- a. Diana C. Brawley
 - b. E. Harold Breitenberg
 - c. Madison Cody
 - d. Colleen Earp
 - e. Frances Taylor Gench
 - f. Gina Maio
 - g. James Morgan
 - h. Lauren Ramseur
 - i. Igmara Sanchez Prunier
 - j. Samuel Shields
 - k. Mark Valeri
- Z. Received [2026 Terms of Call](#) as noted in the attached spreadsheet:

- AA. Rescinded the portion of the June 2025 action that suspended Safwat Marzouk from the pulpit supply list for one year.
- BB. Approved for Pulpit Supply List, and/or to other list for which they have applied
- | | |
|------------------------|------------------|
| a. Keith Johnston | |
| b. Barbara Flynt | g. Tom Coye |
| c. Keli Shipley Cooper | h. Russ Kerr |
| d. R. Charles Grant | i. Madison Cody |
| e. Albert Connette | j. Louie Andrews |
| f. Karen Allamon | k. Vicki Murdock |
- CC. Removed from Pulpit Supply List:
- Patrick Lane
 - T. Wes Moore
 - Kerra English
- DD. Approved a request from Westminster Charlottesville to invite the Clerk of Session to complete the information form in CLC and form the Search Committee for a non-ordained Coordinator of Campus Ministry position.
- EE. Approved Request to form a PNC or APNC after review of submitted Mission Study:
- None
- FF. Received recommended Mission Study Report:
- Grace Covenant Mission Study
- GG. Approved Commissioned Ruling Elder agreements:
- CRE Agreement between Barbara Flynt and Brandermill
 - CRE Agreement for Peggy Fox and Woodville
 - CRE Agreement for Barry Parks & Byrd
- HH. Certified Ready to receive a Commission:
- None
- II. Recognized completion of work as Commissioned Ruling Elder:
- None
- JJ. Approved Ministry Discernment Profile:
- None
- KK. Report for information:
- 2026 Liaison Assignments [2026 Liaisons](#)
 - Pastoral Care Fund:** Balance as of April 30, 2026 was \$19,711.12.

LL. Guidelines for internal COM practices:

- a. CRE paperwork in good standing* can move from annual submission and covenants to bi-annual. CRE paperwork in good standing can move from bi-annual to tri-annual if it has remained in good standing for the bi-annual period of time.
**Good standing as a CRE would mean that background checks are complete and in good order, boundary training has been completed, sexual misconduct form signed and submitted, ARC training completed (once ready), and annual documentation (Annual Report, supervisor report, mentor report, and annual agreement are submitted on time.*
- b. CREs shall be required to preach before the Presbytery and then be commissioned at the presbytery meeting should the way be clear.
- c. CREs complete an internship at a church with an installed Minister of Word and Sacrament during one of the high seasons of the church (Lent & Easter or Advent & Christmas).
- d. CREs be included as one of the persons asked to preach during one of the POJ Stated Meetings each year.

II. **Consent Agenda Recommendations:**

- a. That presbytery conduct the final step of the ordination examination of Candidate [Cate Jobe](#) (Presbytery of New Harmony) so that she may serve as a covenant pastor at First Presbyterian Church, Richmond.
- b. That presbytery conduct the final step of the ordination examination of Candidate [Samantha “Sam” Ziegler](#) (Shenango Presbytery), so that she may serve as pastor at Gayton Road Christian Church.
- c. That the [Proposed Minimum Terms of Call for 2027](#) be approved.
- d. That Ruling Elders in active service on COM be authorized by the presbytery to serve as moderator of a meeting of a congregation. [Per G-1.0505]
- e. That COM be authorized by the presbytery to exercise the presbytery’s authority to make provision for a moderator of a congregational meeting if there is no installed pastor, or the installed pastor is unable to moderate or name another moderator. [Per G-1.0505]

Rationale: The Book of Order in G-1.0505 (quoted below) provides (1) that persons other than Ministers of Word and Sacrament may moderate congregational meetings when authorized by the presbytery, and (2) that the presbytery shall make provision for a moderator if the pastor is unable to moderate or name another moderator. At present this presbytery has no process to implement either of these. The recommended actions would address this process gap.

G-1.0505 Moderator

The installed pastor shall ordinarily moderate all meetings of the congregation. If it is impractical for the pastor to preside, he or she shall invite another minister of the Word and Sacrament who is a member of the presbytery or a person authorized by the presbytery to serve as moderator. If there is no installed pastor, or the installed pastor is unable to moderate and/or to name another moderator, the presbytery shall make provision for a moderator.

III. **Recommendations: None**

Contact COM at com@presbyteryofthejames.org

Statement of Faith: Cate Henderson Jobe

I believe in one triune God, Father, Son, and Holy Spirit, who creates, redeems, sustains, rules, and reconciles all things. God is holy and loving and continues to work in the world.

I believe God created all things out of nothing and made all humankind in their image. I believe God made us to live in relationship with God and with one another.

I believe that Jesus Christ is God's only son and is the incarnate Word of God, fully human and fully divine. I believe Jesus was killed and buried but defeated death and was resurrected on the third day. Through Jesus's life, death, and resurrection, we will have eternal life.

I believe in the Holy Spirit and the Spirit's presence in our daily lives. The Holy Spirit moves within us, shapes our hearts, and restores us in faith and community. The Spirit leads us into truth, comforts us in sorrow, and calls us to lives of justice, compassion, and hope.

I believe that the Holy Scriptures, consisting of the Old and New Testaments, are the inspired Word of God. The Scriptures show us how the writers encountered and related to the divine in their historical and cultural contexts, bearing faithful witness to God's activity in the world. The Scriptures guide and shape us to live the Christian life.

I believe that salvation is a gift of God's grace and is not something we earn. In response to God's unmerited favor, we live with gratitude through the Holy Spirit at work, renewing, empowering, and equipping believers to live as Christ's disciples in the world.

I believe that God calls the Church to be the body of Christ—a community of hope, reconciliation, and service that confesses its failures and trusts in God's continued faithfulness. Through worship, we are both glorifying God and being nurtured so that we may share God's love in the world.

I believe that in baptism, we are claimed by God's grace, united with Christ, and incorporated into the community. In the Lord's Supper, we are nourished in faith, remembering Christ's life, death, and resurrection, and anticipating the joyful feast of the coming reign of God.

I believe in the ultimate triumph of God's grace. I trust in the resurrection of the dead, the renewal of all creation, and the promise that nothing can separate us from the love of God.

Statement of Faith: Sam Ziegler

I believe in the triune God

Creator, by whose power all life was spoken into being and by whose mercy all life continues to be, for whose revelation all creation sings.

Redeemer, the entry of God into human living- incarnation Jesus, Son of Mary- experiencing all the joy and suffering of human life from birth to death teaching in word and action until human death by human hands on a cross.

By the power of God eternal he was raised again to life on the third day, and through the gospel story we know him Savior from powers of sin and death- that is, all things which separate humanity from God and which we could not, except by the grace of God, overcome.

Sustainer, in the Spirit given from the hand of God to which Christ ascended, a Holy Spirit of wisdom and love to guide the people and the church until Christ comes again in glory.

I believe in communitas

The making and being of earthly community in pursuit of holy and just living, the work of the church catholic, joining in all times and places to make known the story and love of God in Christ and at work in the world in pursuit of the inbreaking Kingdom of God.

Learning together about God and living and the doing of faith from the holy Scriptures, witnesses to the revelation of God recorded and kept across the ages, read and taught in patterns of worship and praise across generations. We learn together the being of faith in our confessions, seeking to embody what we say we believe, and seeking to follow the leading of God to be the church to places and people when our words of confessions have not yet caught up to our expressions of love and mercy.

Established and welcomed into the body of the church through baptism, declaring that Christ is Lord and welcoming believers into the body of Christ by the power of Spirit, sealed with water and word.

Made known in the breaking of bread and sharing of cup, partaking of a common-but-holy meal with the church in all times and places to make a community celebrating the power of God, commemorating the life of Christ, and committing to the promises of baptism.

Following the Spirit and what we know of the nature of God and the example of Christ to seek justice, mercy, and love in our embodiment of the hands and feet of Christ in the world, trusting in the promises of resurrection and life, and seeking until the new heaven and new earth to embody the love God in welcome, word, and deed.

Head Pastor Gayton Road Christian Church Disciples of Christ Position Summary

The Head Pastor serves as the primary spiritual leader, teacher, and shepherd of the congregation. This role provides vision, pastoral care, and administrative oversight to support the church's mission, spiritual growth, and community impact. The Head Pastor leads with integrity, humility, and a collaborative spirit, equipping the congregation to live out the Gospel in meaningful and transformative ways.

Primary Responsibilities

1. Spiritual Leadership
 - Provide clear, prayerful vision aligned with the church's mission and value
 - Lead the congregation in spiritual growth and discipleship
 - Model Christ-centered leadership and personal spiritual discipline
 - Oversee the development of ministry goals and initiatives
2. Preaching & Teaching
 - Prepare and deliver 17 biblically grounded, engaging sermons per year
 - Prepare and deliver 2 biblically grounded, engaging holiday sermons per year (Christmas Eve, Christmas Day, Ash Wednesday, Palm Sunday, Easter, Good Friday, Pentecost)
 - Plan worship services in collaboration with worship leaders and staff
 - Provide theological guidance to ministry leaders

- Teach classes, Bible studies, and leadership development sessions
- 3. Pastoral Care
 - Provide counseling, visitation, and crisis support to congregants
 - Officiate weddings, funerals, baptisms, and other sacred rites
 - Develop care systems to ensure members are supported
- 4. Leadership & Administration
 - Supervise church staff and ministry leaders
 - Work collaboratively with the Church Board and committees
 - Create church bulletin by the Wednesday Prior to weekly service
 - Ensure church policies and governance structures are followed
 - Bi-Weekly check in with Ops team
 - Monthly Meeting with Pastoral Team - Other pastors, Elder Char
 - At least Quarterly Attendance at Ops team meetings
- 5. Community Engagement
 - Represent the church within the broader community
 - Develop outreach initiatives and partnerships
 - Encourage congregational involvement in service and mission
 - Attend Church activities

Qualifications

- Master of Divinity (MDiv) or equivalent theological degree required
- Ordained or eligible for ordination within the church's denomination
- Demonstrated preaching and teaching effectiveness
- Strong leadership, communication, and relational skills
- Experience in pastoral ministry (preferred 5+ years)
- Commitment to collaborative leadership and healthy church governance

Core Competencies

- Visionary leadership
- Emotional and spiritual maturity
- Conflict resolution skills
- Organizational and strategic planning ability
- Team building and mentorship
- Cultural awareness and community sensitivity

Work Environment & Expectations

- Flexible schedule including evenings and weekends
- Availability for emergencies and pastoral care needs
- Active participation in denominational life (if applicable)
- 15 hours per month in planning and execution of Outreach & Evangelism activities
- Maintain timely communication responding to routine emails and calls

Proposed 2027 Minimum Terms of Call

Summary

1. Minimum Effective Salary \$60,000 (See page 2 below). The allocation between Annual Cash Salary and Housing Allowance shall be made by the pastor in conversation with the session.
2. Benefits including medical, pension, and disability coverage for the pastor or CCE under the Board of Pensions Congregational Pastor plan or a customized health-care benefit of comparable value or intent. (See page 3 below)
 - a. **The sum of items 1 and 2 must be at least \$76,500**
3. Other elements (SECA, study leave, vacation, etc.) as in 2026:
 - a. **Self-employment Tax (SECA) Liability:** Terms of Call are required to cover at least 50%. Coverage of more than 50% is optional, and any amount over 50% is to be included as part of Effective Salary. See the Explanation on page 2.
 - b. **Vacation:** Four weeks annual paid vacation minimum.
 - c. **Study Leave:** Two weeks annual study leave with pay minimum. Funds and leave time may be accumulated up to and including three years with agreement of the Session.
 - d. **Study Leave Expenses:** Minimum \$1,000
 - e. **Reimbursable Business and Professional Expenses:** No required minimum established. (Note: This category includes only budgeting for reimbursement for expenses paid through an accountable reimbursement plan when incurred. Other allowances that are not paid through an accountable reimbursement plan are included in Effective Salary. See the Explanation on page 2.)
 - i. Automobile expenses (IRS rate)
 - ii. Books and subscriptions
 - iii. Other expenses
 - f. **Family Medical Leave:** Minimum of twelve weeks paid family medical leave per Book of Order G-2.0804.

Effective Salary Calculator (Board of Pensions Calculator)

Effective Salary Component	Amount	Explanation
Annual Cash Salary		Annual Cash Salary: Include all annual cash salary. Also include employee contributions to 403(b)(9) plans, tax-sheltered annuity plans, salary reduction contributions to flexible health spending accounts, and cafeteria plans.
Housing Allowance		Housing Allowance: Include all housing, utility, and furnishing allowances.
Employing Organization Contributions		Employing Organization Contributions: Include employing organization contributions to 403(b)(9) plans, tax-sheltered annuity plans, and equity allowances. Matching contributions to the Board's optional Retirement Savings Plan are not included in Total Annual Effective Salary.
Bonus		Bonus: Include bonuses, unvouchered professional expense allowances, gifts from employing organizations, and manse equity allowances (unless contributed to a qualified deferred compensation program). Also include year-end or other bonuses, unvouchered allowances (such as expenses that are not paid through an accountable reimbursement plan), down payment grants for the purchase of a home, savings from interest-free or interest-reduced loans (not loan principal), and gifts paid by the employing organization. (Gifts received directly from private donors or honoraria are NOT included.)
SECA		SECA: If the church or employing organization pays for or reimburses the member for more than 50% of their Self-Employment Contribution Act (SECA) tax obligations, then the amount in excess of 50% of the expense must be included in this line.
Other		Other: Include all other forms of compensation not otherwise covered in the fields above, including medical deductible and medical expense reimbursement allowances not paid through a group benefit plan, insurance premiums for additional insurance coverage provided for individual employees (premiums for group plan coverage are not included), and others.
Manse		Manse: The Manse amount must be at least 30% of the fields above for members residing in employer-provided housing.
Total (The proposed Presbytery Minimum Terms of Call require this total to be at least \$60,000)	\$ 0	Use this total in the “Decision Guide for Minister Members” (see below), having first selected “New Hire,” “2027 Coverage Year” (use 2026 until 2027 is available), “PCUSA Congregation” and “Installed”. This will show you the estimated costs for Pastor-only coverage (which is the proposed minimum required by the presbytery) as well as the additional cost to provide coverage for children, spouse, or family.

Minister Employment Status

Coverage Year

Answer these questions to see eligibility and costs for new hires.

Employer is PC(USA) congregation?

Minister
Installed (or will be)?

2026 Effective Salary

Congregational Pastors Package

Benefits Included	Annual Employer Dues
Pension	\$5,100
Death and Disability	\$600
Temporary Disability	\$300
Medical (Member-only)	\$10,500

Select your dependent coverage option and indicate employer cost-sharing.

% Employer Paid ▾

<input checked="" type="button" value="None"/>		+ \$0
<input type="button" value="Child(ren)"/>	<input type="text" value="100"/> %	\$9,950
<input type="button" value="Spouse"/>	<input type="text" value="100"/> %	\$12,250
<input type="button" value="Family"/>	<input type="text" value="100"/> %	\$22,200

Employer Net Cost	\$16,500
Employee Cost	+ \$0
Employer Total Dues	= \$16,500

As shown in this example, a presbytery-minimum Effective Salary of \$60,000 implies a cost for pastor-only benefits of \$16,500 (using the 2026 costs), bringing the total for effective salary and benefits to \$76,500, the proposed presbytery minimum for this total.

COM Liaisons

F	Bethesda Presbyterian Church	Barbara Flynt
F	Bott Memorial Presbyterian Church	Barbara Flynt
F	Burkeville Presbyterian Church	Barbara Flynt
F	Mattoax Presbyterian Church	Barbara Flynt
F	Pine Grove Presbyterian Church	Barbara Flynt
F	Lawrenceville Presbyterian Church	Cobus Greyling
C	Providence Presbyterian Church Powhatan	Cobus Greyling
B	Bethlehem Presbyterian Church	Cobus Greyling
A	Blue Ridge Presbyterian Church	Cobus Greyling
F	Olivet Presbyterian Church	Cobus Greyling
A	Tabor Presbyterian Church	Cobus Greyling
F	Amelia Presbyterian Church	Crystal Varner Parker
D	Every Table	Crystal Varner Parker
C	Laurel Presbyterian Church	Crystal Varner Parker
D	Lord Jesus Korean Presbyterian Church	Crystal Varner Parker
E	Second Presbyterian Church Richmond	Crystal Varner Parker
F	Ogden Presbyterian Church	Crystal Varner Parker
C	Overbrook Presbyterian Church	Harold Cothorn
B	Praise The Lord Presbyterian Church	Harold Cothorn
F	Rennie Memorial Presbyterian Church	Harold Cothorn
C	Sandston Presbyterian Church	Harold Cothorn
C	Three Chopt Presbyterian Church	Harold Cothorn
F	Concord Presbyterian Church	Helen Phillips
B	Hartwood Presbyterian Church	Helen Phillips
E	Rosewood Presbyterian Church	Helen Phillips
A	South Plains Presbyterian Church	Helen Phillips
C	Village Presbyterian Church	Helen Phillips
F	Blackstone Presbyterian Church	Jerry Zekert
F	Brandermill Church	Jerry Zekert
B	Milford Presbyterian Church	Jerry Zekert
C	River Road Presbyterian Church	Jerry Zekert
B	Summit Presbyterian Church	Jerry Zekert
F	Ebenezer Presbyterian Church	Jewell-Ann Parton
E	First Presbyterian Church Emporia	Jewell-Ann Parton
D	First United Presbyterian Church	Jewell-Ann Parton
D	Grace Covenant Presbyterian Church	Jewell-Ann Parton
F	Voices of Jubilee	Jewell-Ann Parton
F	South Hill Presbyterian Church	Jewell-Ann Parton
A	Cove Presbyterian Church	Jim Allison
A	Kirk O'Cliff Presbyterian Church	Jim Allison

Presbytery of the James – 123rd Stated Meeting – June 17 2026 – Virtual Meeting via Zoom – Section II

A	Louisa Presbyterian Church	Jim Allison
A	Orange Presbyterian Church	Jim Allison
A	Providence Presbyterian Church Gum Spring	Jim Allison
A	Madison Presbyterian Church	Jim Purser
A	Mitchells Presbyterian Church	Jim Purser
B	St Andrews Presbyterian Church	Jim Purser
A	Westminster Presbyterian Church Charlottesville	Jim Purser
A	Waddell Memorial Presbyterian Church	Jim Purser
D	Amphill Presbyterian Church	Joanna W. Sydnor
C	Holy Trinity Presbyterian Church	Joanna W. Sydnor
F	Salisbury Presbyterian Church	Joanna W. Sydnor
C	Tuckahoe Presbyterian Church	Joanna W. Sydnor
E	Westminster Presbyterian Church Petersburg	Joanna W. Sydnor
B	Campbell Memorial Presbyterian Church	Kelly-Ann Rayle
D	Forest Hill Presbyterian Church	Kelly-Ann Rayle
B	Milden Presbyterian Church	Kelly-Ann Rayle
B	Tappahannock Presbyterian Church	Kelly-Ann Rayle
D	Westminster Presbyterian Church Richmond	Kelly-Ann Rayle
E	Covenant Presbyterian Church	Mary Jane Winter
B	Fairfield Presbyterian Church	Mary Jane Winter
E	Rivermont Presbyterian Church	Mary Jane Winter
F	Southminster Presbyterian Church	Mary Jane Winter
F	Swift Creek Presbyterian Church	Mary Jane Winter
B	Ashland Presbyterian Church	Mike Watson
B	King's Chapel Presbyterian Church	Mike Watson
B	New Hanover Presbyterian Church	Mike Watson
B	Salem Presbyterian Church	Mike Watson
B	St James Presbyterian Church	Mike Watson
D	All Nations Presbyterian Fellowship	Peggy Fox
D	Eastminster Presbyterian Church	Peggy Fox
E	Hawkins Memorial Presbyterian Church	Peggy Fox
F	Oak Grove Presbyterian Church	Peggy Fox
F	Zion Hill Presbyterian Church	Peggy Fox
A	Culpeper Presbyterian Church	Ronda Williams
A	First Presbyterian Church Charlottesville	Ronda Williams
A	Meadows Presbyterian Church	Ronda Williams
A	Rockfish Presbyterian Church	Ronda Williams
A	Scottsville Presbyterian Church	Ronda Williams
D	All Souls Presbyterian Church	Rosalind Banbury

Presbytery of the James – 123rd Stated Meeting – June 17 2026 – Virtual Meeting via Zoom – Section II

F	Bon Air Presbyterian Church	Rosalind Banbury
E	Providence Forge Presbyterian Church	Rosalind Banbury
E	Woodlawn Presbyterian Church	Rosalind Banbury
D	Woodville Presbyterian Church	Rosalind Banbury
F	Thyne Memorial Presbyterian Church	Rosalind Banbury
E	Aberdour Presbyterian Church	Shady Clark
E	Colonial Heights Presbyterian Church	Shady Clark
F	First Presbyterian Church Chase City	Shady Clark
E	First Presbyterian Church Hopewell	Shady Clark
E	Gregory Memorial Presbyterian Church	Shady Clark
F	Pryor Memorial Presbyterian Church	Shelly Barrick Parsons
B	Brett-Reed Memorial Church	Shelly Barrick Parsons
E	Chester Presbyterian Church	Shelly Barrick Parsons
D	First Presbyterian Church Richmond	Shelly Barrick Parsons
C	The Gayton Kirk	Shelly Barrick Parsons
C	Byrd Presbyterian Church	Shelly Barrick Parsons
C	Genito Presbyterian Church	Todd Davidson
D	Ginter Park Presbyterian Church	Todd Davidson
C	Hebron Presbyterian Church	Todd Davidson
E	Second Presbyterian Church Petersburg	Todd Davidson
B	The Presbyterian Church	Todd Davidson

2026 Terms of Call Reports

Name	Church	2026 Total Cost (Effective Salary+BoP Dues+Other Allowances)	2026 Salary	2026 Housing/Mance Equivalence	2026 Effective Salary	2025 Total Cost (Effective Salary+BoP)	2025 Salary	2025 Housing	2025 Effective Salary	Difference	% Difference
*Presbytery Minimum	*POJ	\$73,000.00				\$73,000.00				\$0.00	
Adam, Liz	Tabor	\$126,215.00	\$20,608.00	\$58,289.00	\$78,897.00	\$115,001.00	\$20,008.00	\$56,591.00	\$76,599.00	\$2,298.00	3.00%
Andrzejewski, Josh	Richmond, First	\$138,008.00	\$51,840.00	\$46,080.00	\$97,920.00	\$131,039.00	\$49,608.00	\$44,096.00	\$93,704.00	\$4,216.00	4.50%
Canter, Walter	Blue Ridge	\$83,971.38	\$16,920.00	\$36,000.00	\$52,920.00	\$81,678.00	\$24,920.00	\$28,000.00	\$52,920.00	\$0.00	0.00%
Cooper, Keli Shipley	Tuckahoe	\$132,914.00	\$28,464.00	\$52,575.00	\$81,039.00	\$128,972.00	\$27,770.00	\$51,000.00	\$78,770.00	\$2,269.00	2.88%
Davidson, Denton Todd	Sandston	\$83,453.00	\$31,500.00	\$22,000.00	\$53,500.00	\$83,453.00	\$31,500.00	\$22,000.00	\$53,500.00	\$0.00	0.00%
Forney, David	Charlottesville, First	\$228,095.00	\$110,040.00	\$58,000.00	\$168,040.00	\$226,751.00	\$95,000.00	\$56,000.00	\$151,000.00	\$17,040.00	11.28%
Fouts, Scott	Hartwood	\$128,560.72	\$46,552.00	\$34,800.00	\$81,352.00	\$128,070.51	\$46,552.00	\$34,800.00	\$81,352.00	\$0.00	0.00%
Frost, David	Swift Creek	\$138,420.00	\$63,600.00	\$36,600.00	\$100,200.00	\$137,057.00	\$63,600.00	\$36,600.00	\$100,200.00	\$0.00	0.00%
Gheen, Anna	Westminster - Richmond	\$120,320.00	\$44,000.00	\$36,000.00	\$80,000.00	\$120,320.00	\$44,000.00	\$36,000.00	\$80,000.00	\$0.00	0.00%
Goodrich, Thomas A	Meadows	\$187,699.32	\$79,110.60	\$39,455.64	\$118,566.24	\$178,382.25	\$76,918.57	\$38,381.03	\$115,299.60	\$3,266.64	2.83%
Keyes, Carla Pratt	Ginter Park	\$154,569.00	\$69,529.00	\$26,000.00	\$95,529.00	\$150,266.00	\$66,747.00	\$26,000.00	\$92,747.00	\$2,782.00	3.00%
Kim, Hyung	Lord Jesus Korean	\$130,360.00	\$54,000.00	\$32,640.00	\$86,640.00	\$130,360.00	\$54,000.00	\$32,640.00	\$86,640.00	\$0.00	0.00%
King, Jim	Salisbury	\$194,594.00	\$96,004.00	\$38,160.00	\$134,164.00	\$195,373.00	\$90,844.00	\$38,160.00	\$129,004.00	\$5,160.00	4.00%
Kurtz Burch, Linda	Cove	\$116,412.00	\$35,000.00	\$45,000.00	\$80,000.00					\$80,000.00	
Lovell, Seth	Olivet	\$151,524.00	\$38,888.00	\$65,453.00	\$104,341.00	\$148,856.00	\$34,310.00	\$66,000.00	\$100,310.00	\$4,031.00	4.02%
Manchester, Inger	Rockfish	\$132,366.00	\$29,505.00	\$56,500.00	\$86,005.00	\$126,399.00	\$27,000.00	\$56,500.00	\$83,500.00	\$2,505.00	3.00%
Morgan, Joel	Campbell Memorial	\$116,798.00	\$45,000.00	\$35,000.00	\$80,000.00	\$112,420.00	\$45,000.00	\$35,000.00	\$80,000.00	\$0.00	0.00%
Morgan, Noah	Hebron	\$132,996.00	\$55,703.00	\$24,000.00	\$79,703.00	\$115,934.00	\$54,023.00	\$24,000.00	\$78,023.00	\$1,680.00	2.15%
Parker, Crystal Varner	Providence Forge	\$115,628.06	\$35,940.00	\$40,500.00	\$76,440.00	\$104,394.00	\$46,800.00	\$26,000.00	\$72,800.00	\$3,640.00	5.00%
Sugg, Laura	South Plains	\$112,636.00	\$36,725.00	\$34,000.00	\$70,725.00	\$110,575.00	\$36,725.00	\$34,000.00	\$70,725.00	\$0.00	0.00%
Swart, Mark	Summit	\$151,543.00	\$70,000.00	\$32,000.00	\$102,000.00				\$0.00	\$102,000.00	
Sydnor, Calvin and Joanna	Grace Covenant	\$122,454.00	\$43,942.00	\$43,942.00	\$87,884.00	\$120,136.00	\$43,080.00	\$43,080.00	\$86,160.00	\$1,724.00	2.00%
Taylor, Nate	Salisbury	\$125,884.00	\$46,800.00	\$34,320.00	\$81,120.00	\$119,167.00	\$45,000.00	\$33,000.00	\$78,000.00	\$3,120.00	4.00%
Thompson Orfield, Rachel	Charlottesville, First	\$116,053.00	\$35,000.00	\$50,000.00	\$85,000.00				\$0.00	\$85,000.00	
Tweel, Christopher	Three Chopt	\$162,355.00	\$60,000.00	\$40,000.00	\$100,000.00	\$106,911.00	\$34,980.00	\$32,500.00	\$67,480.00	\$32,520.00	48.19%
	25 Average	\$133,724.17	\$49,786.82	\$40,692.59	\$90,479.41		\$48,108.44	\$38,652.18	\$79,530.57	\$13,586.60	4.54%
	Median	\$129,460.36	\$45,000.00	\$38,160.00	\$85,000.00		\$45,000.00	\$35,500.00	\$80,000.00	\$2,401.50	2.86%

Report of the Committee on Preparation for Ministry

Presbytery of the James

May 13, 2026

Report includes information from committee meetings held February 2026 through May 2026.

I. The committee reports the following for information:

- A. Of the 17 persons under care on May 13, 10 are inquirers and 7 are candidates. Of the candidates, 2 are certified ready pending a call.

II. The committee reports the following actions:

- A. Interviewed Inquirer Praveen Pulukuri and approved him to be interviewed by presbytery for candidacy.
- B. Interviewed Inquirer Tessa Schuman and approved her to be interviewed by presbytery for candidacy.

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

- A. The committee recommends inquirer Praveen Pulukuri (Ginter Park) for candidacy for the ordered Ministry of the Word and Sacrament.
- B. The committee recommends inquirer Tessa Schuman (Salisbury) for candidacy for the ordered Ministry of the Word and Sacrament.

When inquirers seek to become candidates, the presbytery examines them in person with respect to their faith in Jesus Christ and experience of God's grace, their sense of call and motives for seeking the ministry, and forms of Christian service undertaken.

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

Contact CPM at cpm@presbyteryofthejames.org

Report from the Committee on Representation (COR) for the June 17, 2026 Meeting of the Presbytery of the James

MEMBERS: Crystal Varner Parker, moderator; Todd Davidson, Donna Kelley, Ashley Diaz Mejias, Barbara Parks

- I. **The Committee Reports the Following Actions:** none
- II. **Recommendations:** none
- III. **Report:**
 - A. Many thanks to Mission Council for accepting our recommendation to collect representation information during presbytery meeting registration.
Many thanks to presbytery members for completing it!

- B. We have heard your positive feedback regarding sharing representation information about speakers at presbytery meetings. We will resume collecting this information during the June presbytery meeting.

We continue to encourage teaching elders to allow space for our ruling elders to speak and for ruling elders to feel empowered to speak. Teaching elders, encourage the ruling elders from the congregations to speak. Both ruling and teaching elders have voice and vote at presbytery meetings, so use your voice as the Holy Spirit is moving you. In the PCUSA we believe in the priesthood of all believers, which means we all bring various gifts to the work of ministry to the Presbytery of the James. Let us use those gifts for the glory of God in all that we say and do.

- C. We have a new email for communications with the Committee on Representation (COR): cor@presbyteryofthejames.org. Please use this for any correspondence with the COR team.

New Worshiping Communities Report

June 17, 2026

New Worshiping Communities is the primary source of the Presbytery of the James for developing new congregations and other worshiping bodies. A number have emerged in recent years. Several with immigrant roots. Others with the creative leading of God's Spirit. This report highlights their current status and the unique witness that each offers to the Presbytery.

Voices of Jubilee:

The many accomplishments of Voices of Jubilee will be celebrated at the June Presbytery meeting as part of the New Worshiping Communities (NWC) report. [Ashley Diaz Mejias](#) and [Lauren Ramseur](#) and their staff will discuss the wonderful journey they have been on leading to their recognition as a 501(c)(3). For a full written report please see the [February 21, 2026](#), NWC document in the MAST report.

Every Table:

[Rev Jess Cook](#), Community Chaplain of Every Table writes, "Every Table is leaning into the thrust of the Spirit as we move through this time of radical transformation. We are learning what it means to live life together, to provide and be supportive by one another as we co-create this growing spiritual community.

Our **House Parties** continue to be spaces of refuge for people seeking a spiritual home that can hold them. We are learning what it means to be community through shared meals and light programming, gathered together in the welcome of a home.

In March we held our first **24 Hour Meditation for Peace**. Drawing from the wisdom that a small group, consistent in practice, can change a room, and that room can change a neighborhood, we spent 24 hours focused on what will look like when Richmond is a hub of peace for healing the world. We will be hosting our second 24-hour Meditation for Peace at www.quarryrva from June 20 at sunset – June 21 at Sunset.

We continue to look for a space that will be a home for a yoga studio to also serve as a spiritual hub for the community."

Holy Trinity Presbyterian Church:

With the leadership of Rev. Eric Amoah and the grace of God, Holy Trinity is strong and growing. It is no longer a “new worshipping community” but a recognized congregation in the Presbytery of the James. In addition to Sunday activities, they offer Wednesday night Bible studies and Thursday prayer meetings. In conjunction with an emphasis on financial awareness, they are currently studying the Book of Nehemiah.

Recently the church purchased Bibles for the Youth Sunday School and encouraged the children to take the Bibles home for study during the week to assist them in their spiritual growth. Because many of the members of Holy Trinity immigrated from Ghana, the culture of their West African roots is blended into most church activities. Experiencing a worship service is very joyful.

All Nations:

All Nations no longer holds services, and its members have moved to other churches including New Hanover. The [food pantry ministry](#) continues at Westminster Richmond under the leadership of [Barbara Parks](#).

New 1001 Community:

Under the leadership of [Wendy Steeves](#), a member of Blue Ridge Presbyterian Church who has completed her candidacy process, an effort is underway to form a new community in the Western edge of our Presbytery with an emphasis on God, his creation and our respect for that creation.

Voices of Jubilee Newsletter



At Bon Air Juvenile Detention Center 2018

Voices of Jubilee began as a Gospel Choir at the Bon Air Juvenile Detention Center through the ministry of Bon Air Presbyterian Church and the Gospel Choir at East End Fellowship in Church Hill in October of 2018. In February 2020, we became an official New Worshipping Community of the Presbytery of the James. We are so grateful for all of the support, encouragement, guidance, financial support and partnership that has come through the Presbytery of the James. In the fall of 2025 we became a 501c3 and our board discerned that we would move to become a Validated Ministry Partner of the Presbytery of the James. Our liturgy and

congregation look different than most of the churches in our Presbytery, but like the other New Worshipping Communities across the PCUSA we are breaking new ground in adaptive ministry and worship. We continue to experience that what we are doing is church. Each week we enter the detention center with prayer and the liturgy begins. We share snacks and break bread with the youth as we sit in a circle together and remember what we are grateful for and the love of God that has brought us together. We read scripture and talk about what it means for our lives. We pray for families, and the passing of tests and for homecomings. And as our benediction, we go out walking backwards, remembering the children who are locked inside until all of us are free.



At Chesterfield Juvenile Detention Center in 2026

We are so grateful to the Presbytery of the James and all our churches who continue to partner with us in the ministry of release to the captives and visiting the prisoner as Jesus calls us to do. We invite all our congregations to continue to partner with us in accompanying children in detention and prison in Virginia. Rev. Ashley Diaz Mejias and Rev. Lauren Ramseur are both available for preaching and teaching opportunities. We invite your church to host a

Christmas in July collection for Voices of Jubilee, make an annual donation to support this vital and unique ministry of our presbytery, or reach out to find out the many ways your community can be connected and partner with us in this hope-building ministry!! We are grateful to be part of the Presbytery of the James and look forward to what we can do together!!



Let us hear from you!

www.voicesofjubilee.org

info@voicesofjubilee.org

804-546-7228

Rev. Lauren Ramseur

Rev. Ashley Diaz Mejias

Report from the Antiracism Committee

for the June 17, 2026 meeting
of the Presbytery of the James
[Laura S. Sugg](#), Moderator



Repent. Repair. Relate. Rejoice.

Greetings POJ friends,

Like many worthwhile activities, antiracism work can be **challenging and it can be very life-giving**.

As followers of Christ, let us show grace to one another as we step out in vulnerability and curiosity following the Holy Spirit. No need to be perfect, only faithful in the hope that everyone in the Presbytery of the James (POJ) may be led ever closer to the Beloved Community God intends. The members of the Antiracism Committee (ARC) are not paragons of antiracism, but we are trying to get the word out about antiracism resources and initiatives already happening in the POJ and to offer or spark additional ones. No congregation or individual needs to re-invent the wheel but can tailor programs and activities to fit their context.

Life circumstances led to some changes in the Committee. Last winter, after the October meeting of the POJ, co-moderator Joslyn Shipman needed to step away from her role as ARC leader and member. She remains on the email list and will re-engage with the work when that is feasible.

Antiracism Committee members: *Liz Hulme Adam, Shady Clark, Kerry Foster (ex officio POJ), Peggy Fox, Lamar Lockhart, Laura Sugg (moderator), Marsha Summers, Christopher Tweel, and Mary Jane Winter.*

ARC is excited to have **time on the docket** to offer a taste of a resource and open the doors for more communication. ARC will show a **short clip of the documentary, Mending Walls** (available for free on YouTube - <https://www.youtube.com/watch?v=IPmhudTQdbM>) about **artist Hamilton Glass**'s challenge to 30 artists from different cultural backgrounds to paint 16 murals in Richmond. The organization website is <https://www.mendingwallsrva.com>. Next at the meeting, we will have **Zoom breakout rooms** for small groups to share briefly about what their congregations have been doing or would like to do around antiracism. Soon after the meeting—or by the time we meet—ARC will have a brief **curriculum** about the documentary for **congregations** to use to discuss it (thank you, Christopher Tweel!). The hope is to bring Hamilton Glass or another representative to the **October meeting of the Presbytery** so that there will be more time for sharing, including an optional discussion over lunch. Stay tuned for details!

Many thanks to Leah Tweel from the POJ for developing a **logo** for the Antiracism Committee. She and ARC will also be working to establish a **page for ARC on the POJ website**. Among the resources on the page will be the opportunity to fill out a google form to share with the Presbytery a **brief description and a contact person for antiracism initiatives from your congregation** in the past 5 years or so—local congregational relationships across cultural difference, book studies that have been helpful, outings, travel are just a few possibilities. The page will then share that information so that congregations of different sizes and demographics can learn from one another. Also look for **occasional antiracism information in the Current**—the logo should help make that easier to find.

Thank you to Christopher Tweel for connecting with Joel Morgan about the development of an **application process** for grants from the Presbytery's Reparative Action Fund. I believe that may be on the docket at the June meeting. Another goal of ARC is to offer a **template that congregations may choose to use** as they write their **antiracism policy**.

ARC does a lot of its work via phone calls and email. The next ARC meeting is scheduled for **July 22, 2026 at 2 PM in person in the Richmond area (Zoom available) with an optional BYO Lunch at about 1 PM**. Contact any member of the Committee if you'd like to help with this liberating work. You can share ideas, volunteer for a particular aspect of the work, and/or to join the Committee itself.

Camp Hanover

Report to Presbytery May 22, 2026

“Let me give you a new command: Love one another. In the same way I loved you, you love one another. This is how everyone will recognize that you are my disciples—when they see the love you have for each other.” John 13:34-35, The Message

INTRODUCTION

Can you hear it? Listen closely for their voices...

“And they’ll know we are Christians

By our love, by our love

Yes, they’ll know we are Christians by our love...”

Those voices, and the scripture above, form the basis of the theme we’ll explore and live out at Camp Hanover this summer, “They’ll Know We Are Christians By Our Love.”

The melody you hear faintly drifting through the woods could be the sound of the 35 or so young adults from across the Commonwealth and beyond who have been called to serve as counselors and lifeguards and archery instructors and unit directors.

They began arriving at Camp Hanover over Memorial Day weekend. Over the next few weeks, they’ll spend their time training, learning, and growing together as they prepare to nurture and care for this summer’s campers.

Maybe the sound you hear as you read this are the hundreds of campers who will have started arriving at Camp Hanover on Sunday, June 14. At the start of their time at Camp, they will be very much like the disciples when Jesus first called them to follow him. Some will know each other, and many will not. Over time, they will come together, learn to care for one another, support each other, depend on each other. And in the end, they will go out into the world, walking hand in hand, working side by side, and put the love they’ve experienced at Camp into action.

UPDATES AND HAPPENINGS

Good things are happening at your Camp. It has been a full and fruitful spring season. Throughout March, April and May, Camp Hanover provided respite, renewal and sacred space for POJ congregations including **Three Chopt Presbyterian** and **The Presbyterian Church** (Fredericksburg), and ministry partners including the **ASK Childhood Cancer Foundation**. We also welcomed and offered hospitality to multiple school and university groups, pastors on personal retreats, hosted the **Spring Women’s Retreat** and **Camp Tomato** (Camp Hanover’s environmental education retreat for 4th graders).

The **Camp Hanover Fun Day on April 26th** drew a wonderful crowd of nearly 300 people, who ventured out to the woods to learn about this summer’s upcoming programs and activities. Visitors roasted marshmallows, hiked, scaled the Climbing Wall, did craft activities, practiced their archery skills and had the opportunity to fish and boat on the lake. More importantly, they got to meet our amazing staff and get a feel for what a summer stay at camp would be like. This is an opportunity for not just the prospective camper to get a feel for the environment, but for parents to know what their child will be experiencing and to develop trust in the program and staff.

In mid-May, first-time camper families and experienced veteran camper families gathered for a fantastic **Family Camp** Weekend filled with lake time, sing-alongs, worship, and fire-building

challenges. Participation was strong with over 40 participants, some traveling from as far away as South Carolina and New Jersey. And once again, the Children bested the Adults in the annual Kickball Tournament.

The turnout for Fun Day and Family Camp mirrors the strong trend we're seeing with Summer Camp registrations, with enrollment outpacing the last three seasons by more than ten percent. This is a welcome development, as across denominations, the summer camp industry as a whole has still not recovered to the level of camper participation seen prior to the 2020 Covid pandemic, Camp Hanover included. Sessions for elementary-aged campers are proving to be the most popular, which is consistent with recent trends. While some sessions have wait-lists, there are still a few spaces available each week across all age groups, so spread the word. Campers can register online at www.camphanover.org/register.

Please remember to share the invitation to join us at summer camp with the young people in your life who could serve as camp counselors and activity leaders, honing their talents as servant leaders. We have a few more spots on the summer staff team we need to fill, and the gift of a summer experience at Camp is one that is remembered and cherished for a lifetime.

STAFF TRANSITIONS

Due to financial constraints, the Camp Hanover Board of Directors moved to eliminate the Associate Director for Environmental Stewardship and Education position earlier this year. And so, in April, we bid a bittersweet farewell to long-time staff member, **Reilly McNamara**. We are grateful for the service and contributions Reilly has made during her time at Camp Hanover in the role and are excited to see what God has in store for her next as she transitions to a new position with a Nature School in New Orleans.

In addition, the Guest Experience Specialist role previously held by **Breona Thornton**, and the Communications Specialist positions held by **Kelley Hope**, have also been restructured. Kelley will now serve as **Guest Services and Communication Manager**. We are grateful for Breona's service to Camp over the past year and will deeply miss her joyful presence on the Camp Hanover team.

BOARD BUSINESS

The Camp Hanover Board of Directors continues to focus on furthering the mission and vision of Camp, specifically through connection. The definition of connection states - "the act of joining, a relationship between people, ideas or things." Summer Camp is the epitome of the meaning of connection, it is a place where we arrive as individuals, engage in common experiences, and leave bonded as a community. The PC(USA) is also a connectional body, and over the past few months, we have had opportunities to renew, re-establish and deepen connections with POJ congregations. Join us in this effort by connecting! Please consider inviting the Camp Hanover staff and Board members to join you for worship, a fellowship event, or a mission committee or session meeting.

HOW CAN YOU SUPPORT YOUR CAMP?

- **Spread the Word!**

Tell friends, family, and your church community about our summer camp programs. We rely on you, our camp community and supporters, to get the word out about this vital ministry.

- **Get Involved!**

Join the Camp Hanover team and serve on the Board, one of the Camp committees, or as a volunteer. Reach out to **Doug Walters** (doug@camphanover.org) or **Erin Davidson** (boardpresident@camphanover.org), or fill out the interest form at <https://www.camphanover.org/volunteer-committee-board-interest/>

UPCOMING EVENTS

- Homecoming Weekend: September 4 – 7
- Fall Women’s Retreat: September 25 – 26
- Fall Youth Retreat: September 26 – 27
- Hanover Christmas: December 11 & 12
- Winter Camp: December 28 – 30

Learn more about each event and register by visiting www.camphanover.org/events

OH, THERE’S ONE MORE THING...

Your Camp was just recognized as the “Best Summer Camp in Central Virginia” By Virginia Living Magazine... for the 6th straight year in a row!

This recognition would not be possible were it not for the tremendous support, guidance and leadership the Presbytery of the James has provided over many years and continues to provide. We are grateful for this partnership. Thank you for all you do!

Respectfully submitted,
[Erin B. Davidson](#), Board President
[Doug Walters](#), Executive Director

Mission and Service Team Report

Our presbytery is at work in beautiful ways building the beloved community!

WORLD MISSION MINISTRY

Contact: Mary Jane Winter, mjwinter@comcast.net

In the Presbytery of the James, eight members have answered the call to join God’s people in **Guatemala** in a remarkable ministry with our Presbyterian mission partner, CEDEPCA (Protestant Center for Pastoral Education in Central America), that trains pastors and empowers women and much more! A grant from our Hunger Committee to CEDEPCA provides seeds for gardens and egg-laying chickens to struggling families, building a better future.



The team will join CEDEPCA in its ministry to bring clean water by delivering lifesaving Eco-water filters and in caring for creation by working in a reforestation project. They will also visit a group that has recently received a grant from Self-Development of People (SDOP) to build fuel-efficient stoves.

How can you help? Every water filter, which costs \$50, saves the lives of children, who are the most vulnerable to disease. The factory provides them at cost to CEDEPCA. **A contribution of \$50 will purchase a water filter** that our team will deliver to an extended family of 12-18. Write a check payable to CEDEPCA USA and send it to the presbytery office. Please join this effort to bring life and health as a witness to God’s love!

Pray for those who will represent our presbytery July 13-20 from four of our churches: James and Marsha Lockett (Tuckahoe); Cheryl Borgman, Bill Hamre, Stan Scott (Rockfish), Sandi Goehring (Louisa); Heidi Campbell and Mary Jane Winter (Second Richmond). They will be joined by others in the Presbytery of the Peaks in this joint mission partnership trip.

A World Mission consultation was held in March at Union Presbyterian Seminary, organized by James Taneti a member of presbytery's world mission ministry and the director of the Center for Global Mission. It brought together former mission co-workers, mission leaders, and representatives of the denomination to explore the future of the church's global commitments and values, especially in light of the overtures to the General Assembly which were passed in October by this presbytery, asking for a review of the recent action to close World Mission and calling for the development of a missiological document to guide the church.

The Young Adult Volunteer (YAV) Program connects young people with God's work both globally and locally. Please share this information with your congregation. Is there someone who is not sure what to do after college? Or high school? Or is looking for more meaningful work. Consider a year of service. Applications are open for the 2026-27 year. There are 5 countries and 4 sites in the United States! Scholarship support is available from the Presbytery. Designed for young adults ages 19-30, several in this presbytery, including Collen Earp, have served as YAVs.

Self-Development of People

Contact: Lamar Lockhart, lamarala@yahoo.com

The SDOP Ministry looks forward to hosting grassroots workshops in 2026 with the local YMCA, and announcements with dates and locations will be listed in the [Current Newsletter](#). The first Community and Grassroots Workshop, for 2026 was hosted on January 13, 2026, at the Chesterfield County Central Library, and it was a success!

Every year the SDOP of the Presbytery of the James provides grants up to \$10,000 and can assist community groups in applying for the national SDOP grant for \$15,000. Please help us spread the word!

Again, the SDOP Ministry is blessed to have the opportunities to meet with POJ church leaders, church ministries, community leaders in the POJ , non-profits and others in 2026.

HUNGER MINISTRY



More than 1 in every 4 people worldwide struggle to get enough to eat! As people of faith, we can do something! Your presbytery is responding. Grants are made both worldwide to our mission partners and locally to partners here.

Agricultural training is happening in Congo through PRODEK, a ministry where Ruth Brown served. Seeds are given to farmers in Haiti where Cindy Corell served. Presbyterian partners in Guatemala are providing food to hungry pastors who come to classes with nothing to eat, and to children who work on the street and go to school in the afternoon, on any empty stomach.

In our presbytery, grants are made to food pantries like the one initiated by All Nations at Westminster Richmond, and to Madison Presbyterian and Rockfish that help provide food to children in need over the weekend. We have hungry people on the streets of Richmond and churches are working together to offer meals and the hospitality of Christ. Join them!

Whether it is agricultural training, or grants or advocacy for needed legislation, your presbytery and your national church are working together to address hunger and eliminate its causes. Your personal support. Your church support is needed to bring change. Please give to the Presbytery's Hunger



Fund. Every gift, like a young boy's lunch of two barely loaves and fish, can be multiplied. If a member of the Hunger Ministry can speak to your church, let us know!

Justice and Advocacy



Virginia Interfaith Center for Public Policy

Become a Congregational Liaison: Liaisons serve as the bridge between VICPP and their faith community. They help spread the word about opportunities to get involved in the work of justice.

Liaisons are invited to a monthly online Lunch and Learn and receive resources. If you're interested, please email Sheila at: Sheila@virginiainterfaithcenter.org

Volunteer for VICPP's Summer of Service We need your help. Join us as a volunteer for our Summer of Service program. You will be helping our team advocate for justice. You can volunteer virtually or work in our Richmond office : 804-643-2474

Advocacy Works! We are overjoyed to share a landmark victory for working families across the Commonwealth: Governor Abigail Spanberger has signed legislation into law that guarantees Virginia workers up to 5 paid sick days per year, making Virginia the first state in the South to require businesses to offer this essential benefit.

Disaster Relief Team

Contact: Brown Pearson- cbpearson3@erg-homes.com

The Disaster Relief Team of the POJ has put together 4 trips since Hurricane Helene hit in 2024, from Western North Carolina to Augusta, Georgia. Reach out to join our next team!

If you are a new volunteer with us, I promise you 4 things –

1. We will do manual labor (at your own pace), and you might just develop a skill you never thought you would have
2. You will have one of the most positive experiences of your lifetime
3. You will be making a huge difference in the lives of a number of very grateful people.
4. You will have FUN!

Leadership Connection Team Report

During the past six months, LCT has offered courses for officer training. In the fall, we had two classes with 43 people registered; the winter term had 20 registrations; and the spring term has 13 registrants. In addition, Clerk of Session training was conducted on May 17 with 25 people registered. In all, some 20-25 congregations have participated in the training offerings. Plans are being made for the 2026-2027 education year to offer the course again.

In addition, LCT provides Elder and Deacon training in the *Book of Order* for an entire session if there is interest. The class is approximately 2.5-3 hours in length and is held at your congregation.

All of the officer training (for Elders and Deacons) are called "Polity 101" and do not substitute as officer training required by the *Book of Order* but supplement the training which is provided by the Session. If interested, be in touch with [Carson Rhyne](#).

[Carson Rhyne](#), Moderator, LCT

Presbyterian Women Report June, 2026

- I. Presbyterian Women, Leadership Connection Team
- II. [Katheryn M Peebles](#), Moderator Presbyterian Women of the James
- III. Spring Gathering -was held April 25, 2026 at First Presbyterian Richmond. The next Coordinating Meeting will be on September 12, 2026.
- IV. Information:

The 2026 Spring Gathering was held at Richmond First Presbyterian Church on April 25, 2026. We had 17 churches represented, 35 Presbyterian Women and 5 guests.

Our Spring Gathering Mission offering was Presbyterian Disaster Assistance for Western North Carolina, victims of Hurricane Helene. We had Brown Pearson from Southminster Presbyterian as the Keynote speaker sharing his experience with Disaster Relief throughout Western Carolina/eastern Georgia are hit by Helene, for a total of 4 trips including a February, 2026 trip. He shared the extent of the need still, as well as the gratitude of those who were helped.

Currently looking for a host church for the Fall Gathering, November 7, 2026.

The Coordinating team continues to search for individuals who would like to join in supporting the PW of the James. Two members of our Coordinating team, Jayne Sneed and Patricia Langfit, are planning to attend the Synod Summer Gathering at Massanetta Springs this June. We continue to encourage support of the Building A Place for All, Massanetta Springs' Capitol Campaign.

Pace Center Report

To the Presbytery of the James,

The Spirit is alive and well at The Pace Center for Campus Ministry at Virginia Commonwealth University (VCU) in Richmond! At the time of this report, VCU students have completed final exams, and Graduation celebrations are underway. We celebrated with over 30 graduates on Wednesday, April 29th for our Graduation Celebration. We are looking forward to our upcoming Graduation Brunch (Saturday, May 9th). Second Presbyterian (Richmond) will assist in providing breakfast casseroles for over 25 attendees.

***REFERRAL SEASON!** * Do you have a high school graduate in your congregation attending a college or university in the fall? Please refer them to a PC(USA) supported campus ministry. How do you do that? Ukirk.org/ministries or email me, Rev. Russ Kerr (community@thepacecenter.com) and I am happy to help.

What have our Pace staff and students been up to since our last Stated Meeting, February of 2026?

During the Spring 2026 semester, over 550 students engaged in Pace's community. Pace was home to dozens of weekly ministries including Walk-A-Dog, Bible Study, and Stories & Lunch. A big thank you to the Gayton Kirk Presbyterian church that prepared two meals for more than 60 and ate with our students.

A unique offering this semester is a small group of students had the opportunity to meet with Jacq Lapsley (President of Union Pres. Seminary) for a time of Bible study and reflection over Genesis 1.

Often, I am asked, ‘**Russ, what will you do over the summer?**’ And this is a great question. Pace does host Student Events during the summer for those who are on campus including our weekly community service opportunities we uplift to students including at Second Presbyterian (Richmond), Belmont Community Resource Services, and Grace & Holy Trinity Red Door Ministry. If your youth (and/or missions) group is looking for a service project over the summer, I lift them up to you as well.

This summer I will connect with local PC(USA) congregations by guest preaching (Tuckahoe - June 28th). I will connect with college-aged students at Camp Hanover during their staff training. For continuing education, I will attend the Ukirk National Gathering at Zephyr Point in July. I will collaborate with Pace staff to continue to assess our Asset-Based Community Development (ABCD) curriculum we teach to college-aged students and churches. I will take vacation time. I will prepare for the new semester which begins August 17th.

For more information about ways your congregation can get involved in the life of Pace, please visit our website (<https://www.thepacecenter.com/support-pace>). 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

Campus Christian Community Report (CCC) at University of Mary Washington Report

The CCC at UMW continued a one-year "trial" partnership with Arise Campus Ministry (George Mason University), led by Rev. Drew Ensz, this past semester. Drew and Arise staff helped lead a weekly Bible study on the book of Matthew, coordinated Thursday TableTalk dinners and programming, and met regularly with the CCC student Ministry Team. CCC students strengthened relationships with each other and Arise students on retreats as well as other fellowship opportunities throughout the school year.

Joining with Arise gave both ministries real-world lessons in shared ministry, and sharing the load of campus ministry is vital in these days of budget cuts and reduced funding from partner congregation and supporters. However, the CCC Board discerned together with Drew and Arise that now is not the right time for this partnership. The scope and size of campus ministry at George Mason University is in a different place than the current CCC – not to mention the distance and hours spent going up and down I-95 . . . We are keeping the door open to possibly partnering in the future, but for now the students and the board feel led to exploring shared ministry with our more immediate community.

The CCC Board has begun meeting with local clergy and representatives from the POJ, VAUMC, and the Episcopal Diocese. Our hope is to continue to find ways to share in ministry together at UMW and in the Fredericksburg area. The students elected two new members to the Student Ministry Team (MT) for next fall, and three of MT’s graduating seniors have committed to helping the new MT members transition and plan for the year ahead. We are still working out the details and exploring

what makes sense for the students, the gathering spaces, and the support needed for continuing a vibrant ministry to college students, faculty and staff, and community at the University of Mary Washington. We look forward to what God has in store for these ministries in this place and time and are grateful for the steadfast support of the POJ.

More to come!

[Jen Rowe](#), Board Chair

Campus Christian Community at the University of Mary Washington