

REPORT OF THE STATED CLERK

PRESBYTERY OF THE JAMES
February 18, 2012

I. NOMINATIONS

- | | | |
|----|--------------------|------------------|
| A. | Temporary Clerks | Region A |
| | | Region B |
| B. | Courtesy Committee | Salisbury Church |

II. COMMUNICATIONS

A. All readers of presbytery minutes for the October, 2011, Stated Meeting have given approval. Copies are at the Stated Clerk's desk or will be e-mailed to people who request them. Commissioners from Regions A and B will be asked to read minutes of this meeting.

B. The Stated Clerk is maintaining a list of program groups, affinity groups, or special interest groups in the presbytery. To date, the Stated Clerk is aware of these groups or organizations:

Covenant Network: Stephen Pfleiderer, Moderator

Clergy and Laity United: Carl Matthews, President

If there are other groups or organizations with leadership and regular meetings, please contact the Stated Clerk to have them included in the listing.

C. The Stated Clerk is required (cf: D-5.0206b) to provide annually a roster of former members of the Permanent Judicial Commission. In order of service are the following nine persons: Bill Millsaps, Barbara Powell, Donald Steele, James Baker, Denis McCarthy, Nancy Squire, Rosalind Banbury, Wayne Bernardo, Janet James.

III. COMMISSION REPORTS:

A. THE COMMISSION OF THE PRESBYTERY OF THE JAMES

APPOINTED TO INSTALL David G. Forney as Pastor of First Presbyterian Church, Charlottesville, met Sunday, October 16, 2011 at 9:15 AM at the church. A quorum was present consisting of the following:

MINISTERS: Rev. Kim Wells (Charlottesville First), Preaching
Rev. Doug Hicks (Richmond Second), Liturgist
Rev. Kathryn Korbon (POJ), Liturgist

ELDERS: Elder Jocelyn Schauer (First Charlottesville), Charge to Congregation
Elder Kitty Pettit (Meadows), Constitutional Questions to the Pastor
Elder Steve Allred (Richmond Second), Constitutional Questions to the
Congregation

GUESTS: Rev. Liz Forney (Middle Tennessee Presbytery), Charge to Pastor
Elder Terry Forbes (First Charlottesville), absent due to family illness

1 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of THE BOOK OF
2 ORDER, David Forney was installed as Pastor, First Presbyterian Church, Charlottesville, VA.
3
4

5 **B. THE COMMISSION OF THE PRESBYTERY OF THE JAMES**
6

7 APPOINTED TO ORDAIN and INSTALL Candidate Stephen Hitchcock as Chaplain of The
8 Haven in Charlottesville met Sunday, October 23, 2011 at 2:00 PM at The Haven, 1st and
9 Market Streets, Charlottesville. A quorum was present consisting of the following:
10

11 MINISTERS: Rev. Tina Cox (POJ), Welcome, Constitutional Questions to The Haven.
12 Rev. Tom Goodrich (Meadows), Homily, Scripture Reading
13 Rev. Sarah Nave (Covenant), Declaration of Ordination and Installation,
14 Charge to the Minister
15 ELDERS: Elder Johanna Chase (First Charlottesville), Scripture Reading
16 Elder Gary Greene (First Charlottesville), Statement of Purpose,
17 Constitutional Questions to the Candidate
18 Elder Ben Thompson (Meadows), Prayer of Installation
19

20 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of THE BOOK OF
21 ORDER(including subscription to Ordinary Questions), Rev. Stephen Hitchcock was ordained
22 with prayer and the laying on of hands by the Presbytery and installed as Chaplain of The
23 Haven Day Shelter in Charlottesville.
24

25 **C. THE COMMISSION OF THE PRESBYTERY OF THE JAMES**
26

27 APPOINTED TO ORDAIN and INSTALL Candidate Inho Kang as Designated Associate
28 Pastor of Lord Jesus Korean Church, Richmond, met Sunday, October 30, 2011 at 5:00 PM at
29 the church. A quorum was present consisting of the following:
30

31 MINISTERS: Rev. Hyunchan Bae (Lord Jesus), Moderator
32 Rev. Synghman Rhee (UPSem), Preaching
33 Rev. Cindy Kissel-Ito (UPSem), Charge to the Pastor
34 Rev. Davis Yeuell (POJ), Constitutional Questions to the Candidate
35
36 ELDERS: Elder Peter Ro (Lord Jesus), Constitutional Questions to the Congregation
37 Elder Warra Foster (Eastminster), Scripture Reading
38 Elder Kenna Payne (Westminster Richmond), Charge to the Congregation
39

40 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of THE BOOK OF
41 ORDER(including subscription to Ordinary Questions), Rev. Inho Kang was ordained with
42 prayer and the laying on of hands by the Presbytery and installed as Designated Associate
43 Pastor of Lord Jesus Korean Presbyterian Church.
44
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46

1
2 **D. THE COMMISSION OF THE PRESBYTERY OF THE JAMES**
3

4 APPOINTED TO ORDAIN and INSTALL Candidate Peter Tulane Atkinson as Pastor of
5 Gordonsville Church, Gordonsville, met Sunday, November 13, 2011 at 2:30 PM at the church.
6 A quorum was present consisting of the following:
7

8 MINISTERS: Rev. Robert Bluford (POJ), Charge to the Pastor
9 Rev. LoAnn Fairman (Providence Gum Spring), Charge to the Pastor
10 Rev. H. Carson Rhyne, Jr. (POJ), Prayer of Installation, Charge to the
11 Congregation

12 ELDERS: Elder Diane Atkinson (New Hanover), Constitutional Questions to the
13 Candidate, Declaration of Installation
14 Elder Charles Haydon (Campbell Memorial), Scripture Reading
15 Elder William Scott (All Souls), excused absence
16 Elder Gerri Wyer (Gordonsville), Constitutional Questions to the
17 Congregations
18

19 GUEST: Rev. Robert Gustafson (PEVA) - Sermon
20

21
22 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of THE BOOK OF
23 ORDER(including subscription to Ordinary Questions), Rev. Peter Tulane Atkinson was
24 ordained with prayer and the laying on of hands by the Presbytery and installed as Pastor of
25 Gordonsville Presbyterian Church.
26

27 **E. THE COMMISSION OF THE PRESBYTERY OF THE JAMES**
28

29 APPOINTED TO ORDAIN Allison Unroe as Associate Pastor of River Road Church met
30 Sunday, January 15, 2012, at 2:00 PM at Bon Air Presbyterian Church. A quorum was present
31 consisting of the following:
32

33 MINISTERS: Rev. Pete Smith (Blackstone), Welcome, Prayer of Ordination and
34 Laying on of Hands
35 Rev. Beverly Bullock (POJ), Reaffirmation of Baptism
36 Rev. Rebekah Johns (Bethlehem), Moderator, Constitutional Questions
37

38 ELDERS: Elder Martha Singdahlsen (Bon Air), Charge to the Congregation
39 Elder Heather Jenkins (River Road)
40 Elder Lisa VanderPloeg (Bethlehem)

41 GUESTS: Bob Pryor (POJ), Charge to the Minister
42 Rev. Gordon Mapes (Bon Air), Preaching
43 Terry Gau, Presentation of Symbols of Ministry
44

45
46 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of THE BOOK OF
47 ORDER(including subscription to Ordinary Questions), Rev. Allison Unroe was ordained with

1 prayer and the laying on of hands by the Presbytery and installed as Associate Pastor of River
2 Road Church.

3
4 **F. THE COMMISSION OF THE PRESBYTERY OF THE JAMES**

5
6 APPOINTED TO INSTALL Rev. Allison Unroe as Associate Pastor of River Road Church met
7 Sunday, January 22, 2012 at 6:00 PM at River Road Presbyterian Church. A quorum was
8 present consisting of the following:

9
10 **MINISTERS:** Rev. Bob Ratchford (River Road), Moderator
11 Rev. Sylvester Bullock (POJ), Preaching
12 Rev. Elaine Bowen (Ashland), Constitutional Questions

13
14 **ELDERS:** Elder Shel Thomas (River Road), Charge to the Congregation
15 Elder Beth Unroe (Bon Air)
16 Elder Jean Derrenbacker (New Covenant), Clerk of Commission
17 Elder Leigh Anne Ring (River Road), Charge to the Minister

18
19 **GUESTS:** Hunter Ball, Call to Worship
20 Mason Daly, Prayer of Confession
21 Abby Manchester
22 Will McGhee

23
24 Pursuant to the assignment of Presbytery and the provisions of W-4.4000 of THE BOOK OF
25 ORDER, Allison Unroe was installed as Associate Pastor of River Road Church, Richmond.

26
27 **G. TAPPAHANNOCK PRESBYTERIAN CHAPEL COMMISSION** (see pages
28 below)

29 **H. THIRD PRESBYTERIAN CHURCH, PETERSBURG, COMMISSION** (see pages
30 5-6)

31
32 **IV. CONSENT DOCKET RECOMMENDATIONS:**

33 A. That the minutes for the October 15, 2011, stated meeting be approved.

34
35 **V. THE STATED CLERK MAKES A RECOMMENDATION.**

36 A. That the Listening Teams be given the power of G-3.0108a, General Administrative
37 Review, in their work with Sessions seeking dismissal from the PCUSA.

38
39 **Tappahannock Chapel Administrative Commission**

40 Minutes - February 21, 2011

41
42
43 The meeting of the Tappahannock Chapel Administrative Commission was held at the Tappahannock
44 Chapel location on February 21, 2011 at 8:00 p.m. Rev. Tom Coye, Moderator, convened the meeting
45 with prayer. Members of the Commission were also present for the February meeting of
46 Tappahannock Chapel Steering Committee held earlier in the evening of February 21st.

1
2 Members of the Commission present were:
3

4 Rev. Don Langfitt, H.R.; Rev. Nancy Summerlin, Brett-Reed Church; Rev. Tom Coye, St. Andrews;
5 and Elder Jill Hand, Wesley Church. Elder Mary Stewart, St. Andrews; Elder Walther Fidler, Mildens
6 Church, and Elder Mickey Kirby, Campbell Memorial were absent.
7

8 Commission members expressed their gratitude to the Tappahannock Chapel for the wonderful dinner
9 and fellowship that preceded the meeting.
10

11 It was noted by the Steering committee that Tappahannock Chapel had received six new members in
12 2010. They were as follows:

13 Susan Hillyer, Jessica Sisk, Scott Martin
14 Bryan Hudnall, Lori Hudnall, Robbie Tavenner
15

16 It was also noted that there were five losses. One member was lost due to death. Four members were
17 moved to the inactive roll.
18

19 It was also noted that there were four baptisms for the year.
20

21 A motion was made to approve the reception of the memberships. This motion was seconded and
22 unanimously approved.
23

24 There was a discussion about the vitality of Tappahannock Presbyterian Chapel in light of the changes
25 in the New Church Development Committee changes. The new role that the commission might play
26 because of those changes was discussed.
27

28 There being no other business for the Commission to consider, the meeting was adjourned with prayer.
29 The next meeting will be in February 2012.
30

31 Respectfully submitted,
32 Jill Hand
33 Clerk
34
35

36
37
38 **REPORT OF**
39 **POJ ADMINISTRATIVE COMMISSION**
40 **FOR**
41 **THE DISSOLUTION OF PETERSBURG THIRD PRESBYTERIAN**
42 **TO PRESBYTERY OF JAMES**
43 **FEBRUARY 18, 2012 MEETING**

44 The commission has met two times, once on October 27, 2011 and once on December 7, 2011.

- 1 • The process of creating a non-profit foundation from the sale of Petersburg Third is well
- 2 underway and on schedule. The distribution of the properties of the congregation has been
- 3 completed.
- 4 • The Pastor, the Rev. Louis Williams, is requesting Member-at-large status beginning January 1,
- 5 2012.
- 6 • The spot-check audit of the financial records is in process and will soon be completed.
- 7 • The commission has approved the transfer of all active members to Petersburg Second
- 8 Presbyterian Church.

9
10 The process is proceeding decently and in order. The moderator of the Commission anticipates
11 dissolution of the administrative commission to take place at the June 19, 2012 stated meeting of POJ.

12
13 The Rev. Daniel E. Hale,
14 Moderator
15

16 **Consent Docket Instructions**

17
18
19 The Consent Docket is for recommendations which appear to be routine...realizing, of course,
20 that "routine" is a judgment call on the part of the persons putting the docket and presbytery packet
21 together.

22
23 We are only "voting" any items found on these pages. Other recommendations from Teams and
24 Committees will be considered during the particular Team or Committee report time.

25
26 If any person wishes to ask a question, discuss, debate or clarify any matter related to any
27 recommendation on the Consent docket, the person is to be recognized by the Moderator, and request that
28 Recommendation "x" be removed. There is no need for a second or for a reason to remove the item
29 from the Consent Docket. Any recommendations removed will be considered as part of that particular
30 Team or Committee's regular report; hence, the reason for the Consent Docket early in the meeting day.

31
32 Once no more items are removed from the Consent Docket, the Moderator will call for a vote
33 (without discussion) to approve all the remaining items on the Consent Docket.
34

35 **Consent Docket**

36 Presbytery of the James, Stated Meeting #80
37 Grace Covenant Presbyterian Church
38

39 **I. THE STATED CLERK MAKES THE FOLLOWING RECOMMENDATION:**

- 40 a. That the minutes for the October 15, 2011, stated meeting be approved.
- 41
42
-

1
2 **Committee on Preparation for Ministry**

3 Region A, Ruling Elder, Class of 2012

4 Region E. Ruling Elder, Class of 2013

5
6 If you are interested in any of these opportunities for service, please contact John Flournoy, Moderator-
7 Committee on Nominations, johnoflournoy@comcast.net.

8
9 The following vacancies exist on Committees that are filled by the Communication and Coordination
10 Team:

11
12 **Committee on Representation**

13 Member-At-Large, Layperson, Class of 2014

- 14
15 • “Laypersons” need not be ordained

16
17 If you are interested in this opportunity for service, please contact John Storey, Moderator-
18 Communication & Coordination Team, johnstorey@madisonpresbyterian.com.

19
20 In addition to these *elected* positions, POJ members may serve on Purpose Groups. Please see the
21 Home Page on our website, www.presbyteryofthejames.org, and directly contact a Purpose Group of
22 your choice.

23
24 **III. . COMMITTEE RECOMMENDATIONS:**

- 25 A. That the Presbytery elect the following persons to serve as Region Representatives on various
26 boards and committees.

27 **Committee on Preparation for Ministry**

28 Ruling Elder	Region F	Kathy Culley	Salisbury
29 Teaching Elder	Region F	Rod Spencer	Pryor Memorial

- 30
31 B. That the Presbytery certify two potential Theological Student Advisory Delegates to the next
32 General Assembly. The two students come from POJ churches and the General Assembly has
33 requested this endorsement:

34 Douglas Friesema, Columbia Seminary, designated Delegate, Charlottesville First
35 Andy Morgan, Union Presbyterian Seminary, alternate Delegate, Richmond Second

38
39 **REPORT OF THE COMMUNICATION**
40 **AND COORDINATION TEAM (C&C TEAM)**

41
42 **Presbytery of the James Meeting, February 18, 2012**

43 *(Actions with an * beside them indicates the Team was acting as the Trustees of the Presbytery of the James, Inc.)*

44
The Team Reports this Information:

- 1
- 2 1. Team Meetings: 3rd Wednesdays of January, May, and September, 10-12 noon, POJ.
- 3 2. Concurred with the Committee on Preparation for Ministry's proposed changes in relationship
- 4 to the new Form of Government
- 5 3. Will contact the Stated Clerk of the Evangelical Presbyterian Church to indicate that the
- 6 Victoria Church is in default of the rental agreement between the congregation and the
- 7 Presbytery of the James.
- 8 4. Considering how the sale of the Great Creek Property Funds (\$3,500) might be used for care of
- 9 the cemetery on the church's property.
- 10 5. Heard from Rev. Robert Ratchford concerning the decline in membership of POJ for the past
- 11 decade. Decided to communicate the information to the presbytery in an appropriate manner.
- 12 6. Jeff Chapman, RBC Wealth Management, reports the returns on our investments as of
- 13 December 31, 2011: one year return net of fees was 6.53% versus the benchmark of -3.46%.
- 14 Also, the value of the Presbytery investments is currently \$4,258,171 versus an investment of
- 15 \$3,094,080. The value of the Presbytery Office Park Sale is \$1,834,094 versus an investment
- 16 of \$1,591,665.
- 17

18 **The Team Reports The Following Actions Meeting as a Commission:**

- 19 1. Approved the extension of the loan for New Hanover with Wells Fargo through December 31,
- 20 2011.*
- 21 2. Approved the refinancing of and combining of two loans for New Hanover Church with First
- 22 Market Bank, 15 year amortization, 5 year balloon note, resulting in approximately \$2,000 per
- 23 month savings.*
- 24

25 **The Team Reports Taking the Following Actions:**

- 26
- 27 1. Approved a statement guiding a Planned Giving program for the presbytery.
- 28 2. Voted to increase 2012 Staff Salaries by 3% (except General Presbyter/Stated Clerk and
- 29 Assistant Director, Camp Hanover)
- 30 3. Elected Patrick Dennis and Glenda Hollingshead to Personnel Committee, class of 2014
- 31 4. Elected Pat Valentine as the 2012 Moderator of the Personnel Committee and Clay Macaulay as
- 32 2012 vice-moderator.
- 33 5. Heard a report concerning a Conservation Easement proposal from Camp Hanover Purpose
- 34 Group and authorized an appraisal of the property as the first step in consideration of the
- 35 proposal.*
- 36 6. Voted to list for sale 13 acres of land known as the Stafford County Courthouse Road
- 37 Property.*
- 38

39 **The Team Places This Action on the Consent Docket for Consideration: None**

40

41

The Team Makes the Following Recommendations:

- 1 1. That the Docket for February 18, 2012, Presbytery meeting be approved.
2 2. That the Presbytery approve the revised Presbytery Manual (pages 12 - 19) so that it is in
3 conformity with the new Form of Government.
4 3. That Rev. Katherine Nguyen's terms of call be changed to reflect a 3% increase for 2012.
5 4. That Rev. H. Carson Rhyne, Jr's, terms of call be changed to reflect the following, effective
6 July 1, 2012:

	2011	2012
7 i. Salary	\$46,800	\$52,136
8 ii. Housing	\$27,543	\$28,500
9 iii. SECA	\$ 5,687	\$ 6,168
10 iv. Con Ed	\$ 2,000	\$ 2,000
11 v. BOP	\$25,439	\$26,327
12 vi. Med Reimb	\$ 1,000	\$ 1,000

- 13
14
15 5. That the Presbytery approve the Contract to purchase 3218 Chamberlayne Avenue for the
16 Presbytery office. (See pages 20-25).
17 6. That the *Guidelines for the Presbytery of the James to Consider a Request*
18 *From a Congregation to be Dismissed to Another Denomination* be amended (see pages 25 -
19 29)
20
21
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INFORMANT—A New Publication

Below is a new publication from the presbytery highlighting upcoming events. Each brief description will be hyperlinked to more information or registration forms as may apply. This is being done in order to minimize the number of communications from the presbytery office. It will be emailed to ministers, clerks and educators on the first Thursday of each month. If you have something to be included the deadline is noon on the first Wednesday of each month. cliftonedwards@pbyjames.org.

INFORMANT

It's New, It's for YOU!
It's a brief listing of the upcoming events and programs of the presbytery.
Follow the hyperlinks for more details.

- Jan. 21—[IT TAKES TWO](#)—9 am-4 pm, Salisbury Presbyterian Church. "Keys to a Rewarding Relationship." A workshop for all couples: nearly, newly or long-term married.
- Jan 26—[DEMENTIA SEMINAR](#)—, 10 am-2 pm, Westminster Canterbury Richmond Roof Garden, \$20, lunch included. The physiology of dementia.
- Feb. 5—[SOUPER BOWL OF CARING](#)—"Doing something good has never been so easy." Join the POJ's attack against hunger. Participate with us in the nationwide Souper Bowl of Caring Event.
- Feb. 7—[PRESBYTERIAN PUBLIC POLICY ADVOCACY AT THE VIRGINIA GENERAL ASSEMBLY](#). 8:30 am-2 pm. Gather at Second Presbyterian Church and go as a group.
- Feb 24-26—[CONFIRMATION RETREAT](#)—Camp Hanover, Friday 6:30 pm-Sunday noon. \$87, youth (Grades 6,7,8) or adult.
- Feb. 25—[PRESBYTERIAN ASSOCIATION OF MUSICIANS](#)—Regional Gathering, Westminster Presbyterian Church, Greenville, SC. "What Was, and Is, and Is To Come in Music for Reformed Worship."
- Feb. 20-21—[UPSEM THE ENVIRONMENT AND HUMAN AGENCY: ARTISTIC, THEOLOGICAL, AND ECOLOGICAL PERSPECTIVES](#)—Early Center, Richmond Campus, the first 100 to register will receive a free copy of the journal, *Interpretation*, the October 2011 issue, on the topic "Creation Groaning."

PRESBYTERY OF THE JAMES ~ www.presbyteryofthejames.org

1 To that end, our vision as disciples of Jesus Christ is to be involved in mission, leadership, and
2 coordination and communication efforts serving our Lord. Specifically, the Presbytery of the James
3 will fulfill its obligations and responsibilities under the Constitution of the Presbyterian Church (USA)
4 and be guided by our vision. The following are ways through which we will be faithful:
5

6 **Mission and Service:** seeking ways to be involved in mission and service to Jesus Christ as a
7 presbytery.

8 **Leadership Connections:** seeking ways to develop leaders in our congregations and in our
9 presbytery to be more faithful disciples.

10 **Coordination and Communication:** seeking ways to share among our congregations and
11 members the rich resources God has provided and empowering persons and congregations to network
12 with one another in our common mission.

13 **Constitutional Committees:** seeking ways to fulfill constitutional responsibilities in accordance
14 with the **Book of Order** through the required committee structure.
15

16 **B. Policies and Guidelines:**

17 1. Policies: Teams and Constitutional Committees of the Presbytery may develop policies. All
18 policies which carry the force of law within the Presbytery must be approved by a majority vote of the
19 Presbytery. Policies of Teams and Constitutional Committees may be altered or changed by a majority
20 vote of the Presbytery.

21 2. Guidelines: Each Team or Constitutional Committee may develop operational guidelines
22 consistent with the requirements of the **Book of Order** which do not necessitate vote and approval by
23 the Presbytery.
24

25 **C. Articles of Agreement:** As a member Presbytery of the Synod of Mid-Atlantic, the
26 Presbytery of the James is subject to the covenant commitments of the Articles of Agreement for the
27 Presbyteries of Blue Ridge, Fincastle, Hanover, Norfolk and Southern Virginia approved on February
28 20, 1988.
29

30 **SECTION TWO**

31 **MEETINGS OF THE PRESBYTERY**

32

33 **A. Time and Place of Meetings:** The dates for the Stated Meetings of the Presbytery shall be
34 the Third Saturday in February; Third Tuesday in June; and Third Saturday in October. Special
35 Meetings may be called in accordance with Section ~~G-11.0201~~ **G-3.0304** of the **Book of Order**. **The**
36 **Moderator shall call a special meeting at the request of three Teaching Elders and three Ruling**
37 **Elders from three different congregations.**

38 **B.** Invitations from Sessions to host Presbytery should be sent to the Stated Clerk for
39 presentation to the Communication and Coordination Team.

40 **C. Membership:** The members of the Presbytery shall consist of the following:

41 1 **Teaching Elders** ~~Ministers of the Word and Sacrament~~ who have been received
42 into membership in the Presbytery;

43 2. **Ruling Elders** who are:

44 a. Elected by each Session in accordance with the **Book of Order**, G-
45 11.0101. **G-3.0301**

46 b. Proposed each year by the Stated Clerk to insure equal balance between

1 **Teaching Elder** ~~Minister~~ members and **Ruling** Elder Commissioners to Presbytery
2 meetings.

3 c. **Certified Christian Educators who are Elders and member of a POJ**
4 **congregation.**

5 d. A ~~n~~ **Ruling** Elder serving as Moderator of Presbytery or as Moderator of
6 a Presbytery Team or Constitutional Committee.

7 e. Commissioned **Ruling Elder** ~~Lay Pastor~~ serving a POJ congregation.
8

9 **D. Other Participants:**

10 1. Other Certified Lay Employees: ~~In accordance with the Book of Order, G-~~
11 ~~4.0803 all~~ Certified lay employees shall have the privilege of the floor but not vote at
12 Presbytery meetings;

13 2. Corresponding Members: Ecumenical representatives and Minister members of
14 other Presbyteries or denominations who are supplying churches of the Presbytery are
15 invited and encouraged to attend meetings of the Presbytery and may enjoy privilege of the
16 floor but not vote at those meetings.

17 3. Members of Teams and Constitutional Committees:
18 **Ruling** Elders and other lay persons who are members of Teams and Constitutional
19 Committees of the Presbytery, but who are not commissioners to Presbytery, shall have
20 privilege of the floor without vote.
21

22 **D. Quorum:** A quorum shall be ~~ten~~ **twelve Teaching Elders** ~~Ministers~~ and ~~ten~~ **twelve Ruling**
23 Elders, assembled at the time and place appointed provided that at least ten churches are represented by
24 Elders.
25

26 **E. Docket:** The docket for meetings of the Presbytery shall be prepared by the Communication
27 and Coordination Team (C& C Team). The proposed docket with reports and recommendations of
28 Teams and Constitutional Committees shall be distributed to **Teaching Elders** ~~Ministers~~, **Ruling** Elder
29 commissioners and Christian Educators at least two weeks before Presbytery meets.
30

31 **F. Overtures:** Overtures to Presbytery by Church Sessions shall be submitted to the Stated Clerk
32 in writing at least eight weeks prior to a meeting of Presbytery. The C& C Team shall consider each
33 overture and make a recommendation to Presbytery at its next stated meeting. In cases of emergency
34 an "Overture of the Day" may be submitted at the Presbytery meeting and docketed for discussion as
35 new business by a majority vote of the Presbytery. Ordinarily the C & C Team shall meet to consider
36 such an overture prior to action by the Presbytery.
37

38 **G. Presbyterian Order:** Presbytery shall be governed in its meetings by the Book of Order and
39 this Manual, and where neither of these applies, by the latest edition of Robert's Rules of Order, Newly
40 Revised.
41

42 **SECTION THREE**
43 **OFFICERS OF THE PRESBYTERY**
44

45 The officers of the Presbytery of the James, elected by the Presbytery, shall be the Moderator and
46 the Stated Clerk.

1 A. The Moderator: A Moderator shall serve for one calendar year, and may concurrently serve on
2 an elected team, commission or constitutional committee. At the Summer stated meeting, the
3 Committee on Nominations shall announce a nominee for moderator, to be elected at the Fall stated
4 meeting. At the Fall stated meeting, the floor shall be open for other nominations. Any person being
5 nominated shall have been notified prior to nomination and shall have given his or her consent to such
6 nomination. The moderator elected at the Fall stated meeting shall be installed and begin serving at the
7 Winter stated meeting. In the absence of the Moderator, the most recent, past moderator being present
8 shall moderate. The Moderator shall perform his or her duties according to the Book of Order and the
9 Manual of the Presbytery of the James. The Moderator shall be responsible for conducting the
10 meetings of Presbytery.

11
12 B. The Stated Clerk: The Presbytery shall elect a Stated Clerk for a term of office not to exceed
13 three years. He/she shall be eligible for re-election. The General Presbyter may be elected as Stated
14 Clerk. The Stated Clerk shall perform his or her duties according to the **Book of Order**, the Manual,
15 Presbytery of the James, and the approved position description. Presbytery may elect a Recording
16 Clerk whose duties shall be performed according to the Manual of the Presbytery and under the
17 supervision of the Stated Clerk

18
19
20 **SECTION FOUR**

21
22 **THE CORPORATION AND TRUSTEES**

23
24 A. The Corporation: The name of the corporation is Trustees of Presbytery of the James, Inc.
25 The Presbytery shall elect Trustees to the Corporation which is incorporated under the laws of the
26 Commonwealth of Virginia. Its charter shall be subject to approval and modification from time to time
27 by the Presbytery. The Communication and Coordination Team of the Presbytery shall serve as the
28 Trustees of the Presbytery.

29 B. Membership: The Trustees shall be nine in number consisting of one member from each
30 Nominating Region, Moderator and Vice-Moderator of Communication and Coordination Team, and
31 the Presbytery Moderator. Members are elected for three (3) year terms and may serve no more than
32 six consecutive years. The Trustees shall elect their own officers at their annual meeting. The General
33 Presbyter and Staff Accountant shall ordinarily serve as ex officio members of the Trustees and may be
34 elected as Secretary and Treasurer.

35 C. Duties: The Trustees shall act in accordance with their charter.

36 The Trustees are empowered by the Presbytery to act as a Commission between presbytery
37 meetings with the powers of section ~~G-8.0501 and G-8.0502~~ **G-4.0206 a, b** of the **Book of Order**.
38 The commission powers granted to the Trustees shall not include authority to authorize the
39 presbytery's trustees to incur new debt (as guarantor, co-obligor or otherwise) for amounts in excess of
40 \$50,000, or to sell or encumber presbytery assets not held by particular churches. Such authority is
41 reserved to the whole presbytery. The commission powers granted to the Trustees shall only be
42 exercised by the Trustees if at least two-thirds of the Trustees voting determine that the timing of
43 presbytery meetings would negatively affect a congregation's property needs significantly and
44 unavoidably. The Trustees shall give annually a written account of all assets entrusted to them at a
45 stated meeting of the Presbytery.

1 **SECTION FIVE**
2 **THE WORK AND STRUCTURE OF THE PRESBYTERY**
3

4 The work and mission of the Presbytery of the James shall be planned and carried out through
5 Teams and Constitutional Committees which shall be directly responsible to and report directly to the
6 Presbytery at regularly stated meetings. Each Team or Constitutional Committee may establish sub-
7 committees and/or task forces to help plan and carry out its work.

8 A. Election, Quorum, Membership and Term on Teams and Constitutional
9 Committees/Commissions. All members of Teams (except Nominations and Committee on
10 Representation), and Constitutional Committees shall be placed in nomination by the Committee on
11 Nominations and elected by the Presbytery. All persons nominated to and who serve on any team or
12 constitutional committee of the Presbytery of the James must be a member in good standing of a
13 congregation or a **Teaching Elder** ~~minister~~ member of the Presbytery. After reviewing the
14 qualifications of the persons who have been suggested, the Committee on Nominations shall
15 recommend the nominees to the Presbytery for election. Moderators and Vice Moderators of Boards
16 and Constitutional Committees shall be members at large.

17 Members of the Committee on Nominations and Committee on Representation shall be nominated
18 by the C & C Team and elected by the Presbytery.
19

20 Unless otherwise stated, a quorum for Teams and Constitutional Committees of the Presbytery
21 shall be as prescribed in Robert's Rules of Order, Newly Revised, which is "...a majority of the
22 members."

23 Election to a Team or Constitutional Committee of Presbytery is viewed as a call to service in the
24 church. Team and Constitutional Committee members are expected to carry out their responsibilities in
25 faithfulness. If a Team or Constitutional Committee member has an unexcused absence from three
26 consecutive meetings, the Committee on Nominations may nominate a replacement if requested by the
27 Moderator of the Team or Constitutional Committee.

28 Each member of a Team or Constitutional Committee of Presbytery shall serve, unless otherwise
29 provided herein, a term of three years and may not serve more than six successive years. Service for a
30 part of a calendar year shall be counted as a full year of service. The Moderator and the Vice-
31 Moderator of a Team or Constitutional Committee shall serve term(s) not to exceed six successive
32 years and ordinarily the Vice-Moderator shall succeed the Moderator.

33 The Committee on Nominations shall arrange to stagger the terms of the members of Teams and
34 Constitutional Committees so that ordinarily no more than one third of the membership of the body
35 will be required to retire at the same time. The Committee on Nominations shall ensure that all
36 Nominating Regions are represented equally on the Teams and Constitutional Committees.

37 Team and Constitutional Committees may elect Co-opted members to assist in their work. Such
38 members will serve one year terms which may be renewable and are limited to six consecutive years.
39 Co-opted members shall have privilege of the floor but without vote at the Team or Constitutional
40 Committee level. They may also have vote at subcommittee level.

41 B. Conflict of Interest Policy

42 All entities of the Presbytery of the James are entrusted by the members of the Presbytery with
43 responsibilities which affect the whole of the Presbytery. Therefore, it is important that all persons
44 related to the Presbytery honor that trust. This requires honesty, competence and care in managing the
45 financial arrangements of the entities. No elected or appointed member of any entity or its Teams or
46 Constitutional Committees shall accept any gift, gratuity, service or any special favor from any person

1 or persons, agents, or businesses which provide or receive goods and services or which seek to provide
2 or receive goods and services to or from the entities of the Presbytery of the James.

3 No elected or appointed member shall be eligible during the term for which he or she is elected or
4 appointed to become an employee of or otherwise render compensable services to that entity unless
5 approved by the Communication and Coordination Team and the Presbytery. However, members of
6 Presbytery entities may apply for staff positions within the Presbytery that come open.

7 C. Nominating Regions

8 The Presbytery of the James shall be divided into six Nominating Regions for the purpose of
9 electing persons to Teams and Constitutional Committees.

10 D. Teams and Constitutional Committees of the Presbytery

11 The structural design of the Presbytery of the James provides for the following Teams and
12 Constitutional Committees: **The Communication and Coordination Team, Mission and Service
13 Team, Leadership Connections Team, Committee on Ministry and Committee on Preparation
14 for Ministry. In addition, there are mandated Constitutional Committees: Committee on
15 Nominations, Committee on Representation, Permanent Judicial Commission.**

16 1. Communication and Coordination Team

17 The purpose of the Communication and Coordination Team is to facilitate effective and efficient
18 communication between the various teams, purpose groups and members of the Presbytery and to
19 provide for coordination of the operations of the Presbytery. The Communication and Coordination
20 Team consists of a representative from each Nominating Region and a Moderator and a Vice-
21 Moderator ("at-large" positions.) and the Presbytery Moderator. The responsibilities of the
22 Communication and Coordination Team include:

23 (a) Oversight of Presbytery personnel and Presbytery office operations;

24 (b) Budget development and oversight;

25 (c) Preparing the docket for Presbytery meetings;

26 (d) Annual review of session records;

27 (e) Nominating to Presbytery members of the Committee on Representation and all members of
28 the Committee on Nominations;

29 (f) Receipt and forwarding of overtures to the Presbytery;

30 (g) Arranging for votes on matters referred by the General Assembly to the Presbytery.

31 The Communication and Coordination Team shall also serve as the Trustees of the Corporation of
32 the Presbytery of the James, Inc.

33
34 2. Leadership Connections Team

35 The Leadership Connections Team will encourage, support and review progress of purpose groups
36 that develop leadership skills among people in the Presbytery of the James, including: **Teaching
37 Elders ministers**, lay persons and recognized groups that are part of the Presbytery's strategic plan. The
38 Team shall consist of a representative from each region and a Moderator and a Vice- Moderator.

39
40 3. Mission and Service Team

41 The purpose of the MAST is to inspire, equip, and connect individuals and congregations with
42 missional ministries, working within all areas of the Presbytery of the James, the Commonwealth of
43 Virginia, and the world. The Team shall consist of a representative from each region and a Moderator
44 and a Vice-Moderator.

1 4. Committee on Ministry: The ~~purpose~~ **function** of the Committee on Ministry is set
 2 forth in **G-3.0303** ~~G-11.0502~~ of the Book of Order. It shall consist of an elder and a minister from
 3 each Nominating Region, a Moderator, a Vice-Moderator and as many as two **Ruling** elders and two
 4 **Teaching Elders** ~~ministers~~ serving as members-at-large. The Stated Clerk shall be an advisory
 5 member. The Committee shall maintain a manual of operations which shall contain all duties and
 6 powers delegated to it by the Presbytery.

7
 8 5. Committee on Preparation for Ministry: The ~~purpose~~ **function** of the Committee on
 9 Preparation for Ministry is set forth in ~~G-14.0300~~ **G-2.06** of the Book of Order It shall consist of an
 10 elder and a minister from each Nominating Region, a Moderator and Vice-Moderator and as many as
 11 **Ruling** elders and two **Teaching Elders** ~~ministers~~ serving as members-at-large.

12
 13 6. The Committee on Nominations: The purpose of the Committee on Nominations is to
 14 nominate persons for election by the Presbytery to the various Teams and Constitutional Committees of
 15 the Presbytery. The responsibilities of the Committee include, but are not limited to, nominating to the
 16 Presbytery, for election, members of Teams and Constitutional Committees of the Presbytery;
 17 moderators and vice moderators of Teams and Constitutional Committees of the Presbytery;
 18 Commissioners to the Synod and General Assembly; and other nominations as may be requested by
 19 Presbytery from time to time. The Committee shall consist of a representative from each Nominating
 20 Region and a Moderator and Vice-Moderator. (Members are nominated to the Presbytery by the C & C
 21 Team)

22
 23 7. The Committee on Representation: The purpose of the Committee is to ensure that the
 24 principles of inclusiveness as outlined in the Book of Order are implemented (~~G-9.0105 & 11.0302~~) **G-**
 25 **3.0103** ~~and its composition is specified by the Book of Order.~~ The Committee shall consist of a
 26 Moderator, Vice-Moderator, and its other members shall be divided into three classes of one person per
 27 class. (Members are nominated to the Presbytery by the C & C Team).

28
 29 8. Permanent Judicial Commission: The purpose and role of the Permanent Judicial Commission
 30 and its organization are provided for in Chapter V of the Rules of Discipline **and G-3.0301c** and other
 31 relevant sections of the Constitution. The Permanent Judicial Commission of the Presbytery shall
 32 consist of nine members whose term of office shall be for six years. The Commission shall elect its
 33 own moderator and clerk as provided for in the Book of Order. (D-5.0201)

34
 35 E. The Presbytery Budget: Each year, the Budget Committee of the C & C Team shall develop a
 36 consolidated line item budget with underlying line item details, for review, amendment, and action by
 37 the Presbytery. The budget process is outlined in the Financial Operating Procedures.

38
 39 F. Commissioners to the General Assembly and Synod: Commissioners to the General
 40 Assembly and Synod are to be elected at the Fall meeting of Presbytery preceding the next meeting of
 41 the higher governing body. Ordinarily persons elected as alternate commissioners shall be nominated
 42 as Commissioners to the following meeting of the higher governing body. In choosing persons for
 43 nomination the Committee on Nominations shall follow the policy established by the Presbytery.

1 **G. Administrative Commissions: Administrative Commissions elected by the Presbytery**
2 **shall consist of at least three Teaching Elders and three Ruling Elders from three different**
3 **congregations and authorized by the Presbytery with specific powers from the Book of Order.**
4

5 **SECTION SIX**
6 **PRESBYTERY STAFF**
7

8 In accord with the Book of Order ~~G-11.0303~~ **(G-3.0110)** the Presbytery may authorize the
9 administrative services of a General Presbyter and other staff as needed to assure that Presbytery's
10 adopted aims and programs are fulfilled. The role of Presbytery staff persons shall be to facilitate and
11 enable the entire work of the **Council Governing Body**. They are expected to serve in ways which
12 shall enable the parts of the interdependent system to work together.
13

14 Personnel Policies: Policies and procedures related to the employment, classification, work,
15 supervision, rights and benefits of all staff members are defined in the Personnel Policies of the
16 Presbytery of the James. The Personnel Policies of the Presbytery of the James can be amended by a
17 majority vote of the C & C Team upon recommendation from the Personnel Committee. Changes are
18 to be reported to the next Stated Meeting of the Presbytery.
19

20 **SECTION SEVEN**
21 **AUTHORITY DELEGATED BY THE PRESBYTERY**

22 From time to time, the presbytery delegates authority to various persons, Teams, and/or
23 Constitutional Committees. These authorities are contained in Appendix I of the Manual.
24

25 **SECTION EIGHT**
26 **AUTHORITY, AMENDMENTS AND SUSPENSIONS**
27

28 The Manual establishes the basic organization of the Presbytery of the James for its functions both
29 during and between meetings of the **Council Governing Body**.
30

31 The Manual may be amended as follows: A proposed amendment shall be presented in writing to
32 the Stated Clerk of the Presbytery who shall in turn refer it to the C & C Team which shall submit its
33 recommendation in writing to the next meeting of the Presbytery. Proposed amendments are presented
34 as a first reading at a meeting of Presbytery for discussion, amendment and preliminary approval. To
35 become effective they must be approved after a second reading and further amendment if necessary, at
36 a subsequent meeting. Both approvals shall be by a majority of those present and voting. Any
37 particular provision of the Manual may be suspended for a meeting of the Presbytery by a two thirds
38 vote of members present at that meeting of the Presbytery.
39
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CONTRACT OF PURCHASE AND SALE

This Contract of Purchase and Sale (this “Contract”) is dated this ___ day of February, 2012 by and among **Synod of the Mid-Atlantic of the Presbyterian Church USA**, a _____ (the “Synod”) and **Union Presbyterian Seminary**, a _____ (“Union”) (the Synod and Union are collectively referred to herein as “Sellers”) and **Trustees of Presbytery of the James, Inc., a Virginia corporation** (“Buyer”).

RECITALS

A. Sellers own that certain Property (as defined below) located in the City of Richmond, Virginia.

B. Sellers desire to sell the Property to Buyer and Buyer desires to purchase the Property from Sellers on the terms and conditions set forth hereinafter.

AGREEMENT

NOW, THEREFORE, in consideration of the mutual covenants and agreements herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby mutually acknowledged, the parties hereto covenant and agree as follows:

1. Approval Conditions: This Contract and Buyer’s performance hereunder is subject to the review and approval of the Presbytery of the James (the “Presbytery”). Buyer agrees to use commercially reasonable efforts to obtain such approval, however, Sellers recognize that Buyer cannot guarantee such approval. Any terms or conditions of this Contract requiring Buyer approval shall be deemed to also require approval by the Presbytery. Likewise, execution of this contract by Sellers is subject to prior approval from the Synod’s Executive Committee and the Union’s Board of Trustees, respectively, and this Contract shall not be binding on Sellers until such time that this Contract has been properly executed on behalf of the Synod and on behalf of Union after receiving those approvals as outlined herein. The Synod and Union each agree to use commercially reasonable efforts to obtain such approvals, however, Buyer recognizes that neither Union nor the Synod can guarantee that such approvals will be obtained. In the event this Contract has not been executed by Buyer and Sellers prior to February 29, 2012, either party may terminate the Contract as provided herein.

2. Property: The Property shall be the land located at 3218 Chamberlayne Avenue, Richmond, Virginia, together with all improvements thereon and appurtenances thereto, including an approximately 6535 square foot structure situated thereon. The Property is further described in that deed recorded on July 1, 1990 and recorded in the Clerk’s Office of the Circuit Court for the City of Richmond in Deed book 231, page 2099.

3. Sale and Purchase: Subject to the terms and conditions hereof, Sellers shall sell and Buyer shall purchase the Property. The date upon which this Contract is executed by all parties shall be hereinafter referred to as the “Effective Date”.

1 4. Purchase Price/Deposit: The purchase price (the “Purchase Price”) for the Property
2 shall be **Two Hundred Twenty Thousand and 00/100 Dollars (\$220,000.00)**. Buyer shall deposit
3 with Harrison and Bates Incorporated (“Escrow Agent”) a deposit in the amount of **Five Thousand**
4 **and 00/100 Dollars (\$5,000.00)** (the “Deposit”). The Deposit shall be held by the Escrow Agent in
5 conformity with applicable laws, rules and regulations and pursuant to the terms and conditions of this
6 Contract. The Deposit shall be held without interest thereon and shall be applied against the Purchase
7 Price at Closing. The Deposit shall be fully refundable to Buyer in the event the Buyer terminates this
8 Contract in writing during the Feasibility Period (as hereinafter defined), the Zoning Contingency
9 (defined below) fails, or as otherwise described in this Contract. The Deposit shall be applied to the
10 Purchase Price at Closing. The Deposit shall be retained by Sellers as liquidated damages and as its
11 sole remedy if Buyer defaults under this Contract.

12
13 5. Due Diligence Period; Zoning Contingency:

14
15 The Buyer shall have sixty (60) days from the Effective Date (the “Feasibility Period”)
16 to complete any and all investigations Buyer deems necessary in its sole and absolute discretion for the
17 acquisition of the Property. Within five (5) days of contract execution, Sellers will be required to
18 deliver to Buyer all of the reports and records in Sellers’ possession or control and pertaining to the
19 Property, to include: certificates of occupancy, appraisals, property or real estate tax records, ALTA
20 surveys, environmental reports, mechanical and electrical warranties, copy of Sellers’ title insurance
21 policy, leases, easements, and other related materials that Buyer may deem reasonably necessary to its
22 evaluation of the Property. The Buyer shall have full and immediate access to the Property during the
23 Feasibility Period for its investigations, subject to the terms of this Contract, and will repair any
24 damage caused by such investigations or Buyer’s (or its agents’) access on the Property. Buyer shall
25 indemnify, defend and hold the Sellers harmless from and against any and all claims, losses, liabilities,
26 damages, causes of action, costs or expenses (including without limitation reasonable attorney’s fees)
27 arising in connection with any inspections performed by or on behalf of Buyer, or in connection with
28 Buyer’s (or its agents’) access on the Property. If Buyer is not satisfied in its sole discretion for any
29 reason, Buyer may terminate this Contract with written notice to Sellers delivered at any time prior to
30 the expiration of the Feasibility Period, in which case the Deposit shall be returned to Buyer without
31 further action required and this Contract shall be deemed null and void.

32 The Property currently is subject to a special use permit issued by the City of Richmond
33 that allows the Property to be used for offices by the Synod. Buyer intends to use the Property for
34 office uses related to Buyer’s operations and for religious and other non-profit organizations (the
35 “Intended Uses”). Sellers shall cooperate with Buyer in its efforts to obtain a new special use permit
36 for the Property that allows Buyer to use the Property for the Intended Uses. Such cooperation shall
37 include signing any applications, including any powers of attorney, necessary for Buyer to file the
38 special use permit application with the City of Richmond, provided that Buyer shall be responsible for
39 all fees related to filing and prosecuting the special use permit application. Buyer shall have the
40 obligation to diligently pursue approve of the special use permit, which diligent pursuit shall include
41 (i) engaging McGuireWoods LLP as counsel for the permitting process and (ii) making diligent efforts
42 to meet with the Ginter Park Resident’s Association to address any concerns that the association may
43 have with regard to the special use permit. Buyer’s obligation to purchase the Property shall be
44 contingent on issuance of a special use permit that is reasonably satisfactory to Buyer (the “Zoning
45 Contingency”).

1 6. Title and Survey.
2

3 (a) Within ten (10) business days of the Effective Date, Buyer shall order from a
4 title insurance company licensed to do business in the Commonwealth of Virginia (the “Title Insurer”)
5 a commitment for title insurance on the Property (“Commitment”), including all relevant backup
6 documents and exception documents (“Title Documents”). The Commitment shall designate Buyer as
7 the intended insured party. Within thirty (30) days after Buyer’s receipt of the Commitment and Title
8 Documents, Buyer shall cause to be prepared an ALTA/ACSM Land Title Survey of the Property (the
9 “Survey”), which Survey shall include the dimensions of the wetlands delineation for the Property as
10 approved by the Army Corps of Engineers as required by Section 2 above. Upon completion, Buyer
11 shall deliver a copy of the Survey to the Title Insurer so that the Commitment can be updated to include
12 any matters disclosed by the Survey.

13 (b) Within ten (10) days after the Commitment is updated to include matters
14 disclosed by the Survey and such updated Commitment is delivered to Buyer, Buyer shall give written
15 notice to Sellers (the “Objection Notice”) of any matters disclosed in the Commitment and/or the
16 Survey that are not acceptable to Buyer in its sole discretion (“Objections”). Within ten (10) days
17 following Sellers’ receipt of the Objection Notice, Sellers shall give written notice to Buyer (“Sellers’
18 Response”) stating which Objections Sellers will attempt to cure (if any). Within ten (10) days
19 following Buyer’s receipt of Sellers’ Response, Buyer may elect, in its sole discretion, to waive any
20 Objection Sellers have declined to cure, or to terminate this Contract whereupon Buyer shall receive a
21 return of the Deposit, and no party shall have any further rights or obligations under this Contract.
22 Notwithstanding any provision hereof to the contrary, Buyer shall not be required to object to any
23 mortgage, deed of trust, or other lien securing a monetary obligation, all of which shall be satisfied and
24 released by Sellers at or prior to Settlement. Buyer shall be liable for all costs associated with the
25 Commitment, including the premium for the final owner’s title insurance policy issued by the Title
26 Insurer (the “Title Policy”), and Buyer shall be liable for all costs associated with preparation of the
27 Survey.

28 7. Closing: The closing of the sale of the Property (the “Closing”) shall occur within thirty
29 (30) days following fulfillment of the Zoning Contingency or one hundred eighty (180) days following
30 the Effective Date, whichever occurs first, unless such date is extended per the mutual agreement of the
31 parties. Possession of the Property shall be delivered to Buyer at Closing.
32

33 8. Responsibilities: Sellers assume the expense of preparing the Deed (defined below). All
34 expenses incurred by Buyer in connection with the purchase of the Property, including without
35 limitation title examination, survey, inspections, recordation costs and Buyer’s attorney fees shall be
36 borne by Buyer. Real estate taxes, assessments, utility charges and other apportionable items, if any,
37 shall be prorated as of the date of Closing.
38

39 9. Closing Deliveries: The Synod and Union each shall convey their respective interests in
40 the Property by Special Warranty Deed (the “Deed”) subject to any rights, privileges or easements or
41 other encumbrances, whether located above, upon, or under the surface, whether presently in use or of
42 record and shall quitclaim any other interests that each may have in the Property. If requested by the
43 Buyer, Sellers shall deliver to Buyer documentation to confirm that any leases, service agreements or
44 other, similar agreements, have been or will be terminated at Closing. Sellers shall also deliver to
45 Buyer any affidavits and other documentation reasonably requested by the Title Insurer.

1
2 10. Property Condition: The Property will be conveyed by Sellers in its “AS IS, WHERE
3 IS, WITH ALL FAULTS” condition except as otherwise provided herein. Sellers make no
4 representation or warranty with regard to the condition, value or permitted use of the Property, or with
5 regard to the presence on the Property of any toxic or hazardous substances or materials of any nature.
6

7 11. Property Damage: Except as provided in Section 5.a., all risk of loss of damage to the
8 Property, of any part thereof by fire or other casualty or cause shall remain upon the Sellers until
9 Closing.
10

11 12. Notice: Any notice which a party to this Contract is required or may desire to give the
12 other party shall be in writing, addressed as provided below, and may be personally delivered or given
13 by prepaid United States registered or certified mail, return receipt requested, or nationally recognized
14 overnight mail service. Notices shall be deemed made and complete when personally delivered or
15 mailed as stipulated, to
16

17 Sellers: Synod of the Mid-Atlantic of the Presbyterian Church USA
18

19 _____

20 _____

21 Attention: _____

22 Union Presbyterian Seminary
23

24 _____

25 _____

26 _____

27 Attention: _____
28

29
30 Buyer: Trustess of Presbytery of the James, Inc.
31 1728 N. 28th Street
32 Richmond, VA 23223
33

34 with copy to:

35 McGuireWoods LLP
36

37 901 East Cary Street

38 Richmond, Virginia 23219

39 Attention: D. Brennen Keene
40

41 or such other address or contact person as Sellers may direct in writing., or such other address or
42 contact person as Buyer may direct in writing.
43

44 13. Assignment: Buyer may not assign this Contract without the prior written consent of
45 Sellers, which consent shall not be unreasonably withheld, conditioned or delayed. This Contract shall
46 be binding on the heirs, personal representatives, successors in interest and permitted assigns of the

1 parties.

2 14. Agents and Commissions. Sellers and Buyer each warrant to the other that neither has
3 dealt with any agent, broker, or finder with respect to the transaction contemplated by this Contract
4 except Caitlin E. "Kit" Tyler Jr., Vice Chairman, Grubb & Ellis (who has represented Sellers), and Mr.
5 Tyler shall be paid a commission by Sellers in accordance with a separate agreement. In the event that
6 any claim for commission or finder's fee is brought by any other person or entity as a consequence of
7 the transaction contemplated hereby and as a result of any action or omission of either Sellers or Buyer,
8 then Sellers or Buyer (the party responsible for such action or omission), as the case may be, shall hold
9 harmless the other party against any loss, cost or expense of any nature (including attorneys' fees)
10 arising as a consequence of the claim for the commission or fee.

11 15. Condemnation: In the event of condemnation or threat of condemnation of any part of
12 the Property prior to Closing, Buyer shall have the option, in its sole discretion, to (i) terminate this
13 Contract or (ii) proceed to Closing without decrease in the purchase price conditioned upon any
14 condemnation award being paid, credited or assigned, as appropriate, to the Buyer at Closing. Upon
15 decision of the Buyer to terminate this Contract due to condemnation, the Buyer will provide written
16 notice of such termination to the Sellers, prior to Closing, in which event this Contract shall then be
17 deemed null and void. Each party shall be obligated for its share of any engineering, legal, and
18 associated costs up to that time. None of the parties shall then have any further obligation to any other
19 party hereto, except to the extent any obligation survives termination, and the Escrow Agent shall
20 return the Deposit in full to the Buyer, without interest.

21
22 16. Default: In the event of any default, the non-defaulting party shall be entitled to pursue
23 any remedies at law or in equity in connection with the default of the other party. If Buyer defaults
24 hereunder, Buyer shall forfeit, at a minimum, Buyer's deposit to Sellers. The election to terminate this
25 Contract, to the extent such is permitted under the terms hereof, shall not constitute a default.

26
27 17. Counterparts. This Contract may be signed in one or more counterparts, each of which
28 is deemed to be an original and all of which together shall constitute one and the same instrument.
29 Documents obtained via facsimile machines shall also be considered as originals.

30
31 18. Contract: This Contract constitutes the entire agreement between Sellers and Buyer and
32 may be amended or modified only by written agreement between the parties hereto. This Contract
33 shall be construed and enforced in all respects according to the laws of the Commonwealth of Virginia.

34
35 Witness the following signatures:

36
37
38 FOR THE SELLERS:

39
40
41 SYNOD OF THE MID-ATLANTIC OF THE PRESBYTERIAN CHURCH USA

42
43 By: _____

44 Name: _____

1 Title: _____
2 Date: _____, 2012
3
4 UNION PRESBYTERIAN SEMINARY
5
6 By: _____
7 Name: _____
8 Title: _____
9 Date: _____, 2012

10
11

12
13 FOR THE BUYER:

14

15 TRUSTEES OF PRESBYTERY OF THE JAMES, INC.

16

17 By: _____
18 Name: _____
19 Title: _____
20 Date: _____, 2011

21
22

23

24

25

26 **Guidelines for the Presbytery of the James to Consider a Request**
27 **From a Congregation to be Dismissed to Another Denomination**

28

29 These guidelines begin with fervent prayer that they will never be needed. If they should be, then
30 both the congregation making the request and the Presbytery of the James (“Presbytery”) will have
31 failed in their shared responsibility to achieve the reconciliation and the unity to which scripture calls
32 us.

33

34 Nevertheless, in a time of uneasiness, rumors, and strongly held convictions, we must recognize
35 human frailty and the reality of sin in all of us. We may fail to realize our high calling and find
36 ourselves faced with the unpleasant and tragic necessity of negotiating a separation between sisters and
37 brothers in Christ.

38

39 Should that time come, we would have also failed our vows if we did not carry out that process
40 “decently and in order,” with as little dishonor to the Church of Jesus Christ as possible. These
41 guidelines are a means for the presbytery to consult with the congregation about what is best for the
42 mission and direction of the church in a particular geographic area. To that end, the following
43 guidelines have been prepared.

44

- 45 1. At any time, individual members of a particular church may move their membership to another
church, for any reasons of their choosing.

46

1
2 2. A congregation may be dismissed only by the governing body of original jurisdiction, and in
3 consultation with the receiving denomination's appropriate governing body. (*Book of Order G-*
4 *3.0303b*)
5

6 When the leadership of the Presbytery becomes aware, either through formal congregational action or
7 through informal contacts with church leaders or members, that a congregation is in serious
8 disagreement with the governance of the denomination or other issues relating to the denomination, the
9 General Presbyter will offer a pastoral visit by a Listening Team. ~~The leadership of the Presbytery,~~
10 ~~including the Moderator of the Presbytery, the Moderator of the Committee on Ministry ("COM"), and~~
11 ~~the General Presbyter will select the Listening Team members.~~ ***The leadership of the Presbytery,***
12 ***including the Moderator of the Presbytery ("MP"), the Moderator of the Committee on Ministry ("MCOM"),***
13 ***and the General Presbyter ("GP") (collectively, the "Selection Team") will select the Listening Team***
14 ***members; provided, however, if the GP, MP and/or the MCOM is a member of a congregation for which a***
15 ***Listening Team is being or has been appointed and such GP, MP or MCOM intends to leave his and/or***
16 ***her membership with such congregation, then he and/or she shall not be a member of the Selection***
17 ***Team, and they shall be replaced on the Selection Team by the immediate past Moderator(s) of the***
18 ***Presbytery who are not also members of a congregation for which a Listening Team is being or has***
19 ***been appointed.***

20 3.—
21

22 The purpose of this Listening Team is to engage the Session and the congregation as a whole (as
23 circumstances suggest) in a time of prayer and dialogue aimed at understanding the areas of
24 disagreement and conflict, and, if possible, fostering reconciliation.
25

26 The Listening Team shall consist of 3 to 7 members, including Elders and Ministers of the Word
27 and Sacrament. These persons shall be chosen for their listening skills and their gifts for mediation
28 and conflict resolution.
29

30 If the Listening Team after meeting with the session of the congregation wishing to withdraw
31 ("Session") or the congregation wishing to withdraw ("the Congregation") determines that progress
32 can likely be made toward reconciliation through continued dialogue, the Listening Team will
33 report findings to the COM as quickly as possible and seek ways to continue the dialogue with the
34 Congregation and its leaders.
35

36 The Listening Team will remain in tact if possible through the process. If this process leads to
37 reconciliation, no further action will be required and the Listening Team will report to the COM
38 that its work is complete and ask to be dissolved.
39

40 In the event that the Listening Team's efforts are unsuccessful and the Session and Congregation
41 continue to take steps toward separation from the denomination, the Listening Team will make a
42 full report to the COM, including its recommendations as to appropriate action to take. The COM
43 will then request that as soon as possible Presbytery establish and empower an Administrative
44 Commission to take the next steps with the Congregation. The Administrative Commission may
45 include members of the Listening Team and others, as the COM recommends and Presbytery
46 elects.
47

1 4. a. Having met with the Listening team, if the Session determines that it will press forward with
 2 withdrawal from the PCUSA, the Session shall call a special congregational meeting in accordance
 3 with Book of Order (G-1.0502) This meeting shall be held no sooner than one month after the
 4 Presbytery appoints an Administrative Commission. If the Congregation has more than 150 members
 5 at least 33% of the active membership must be present and if the Congregation has 150 members or
 6 less then 50% of the active members as shown on the Congregation's rolls must be present to establish
 7 a quorum. Members of the Administrative Commission and the Stated Clerk must be present and shall
 8 have the privilege of the floor. The question to be discussed is: "Shall the _____ Presbyterian
 9 Church request Presbytery of the James to dismiss it to _____?" Ample time shall be given
 10 to both those who favor and those who oppose such an action. No official vote of any kind shall be
 11 taken at this meeting, but at its conclusion, a non-binding, written "straw poll" will be taken upon this
 12 question: "Shall the _____ Presbyterian Church request Presbytery of the James to dismiss it to
 13 _____?" If the vote is greater than 50% then the Session will meet with members of the
 14 Administrative Commission to discuss possible arrangements for a dismissal, should the Session later
 15 call a congregational meeting for formal consideration (see item e below).

16
 17 b. These discussions between the Session and members of the Administrative Commission shall
 18 proceed with these guidelines:

- 19 • The Presbytery, in this process of negotiating issues of conscience and property with the
 20 Congregation, will seek to reflect the Presbytery's primary concern for the ongoing mission
 21 and vitality of Christian witness in the area impacted by ministry of that Congregation.
- 22 • In this regard the Presbytery has an abiding interest in and responsibility for the location
 23 and facilities of the member churches, since they are an expression of the missions of the
 24 larger Church (G-4.0203).
- 25 • Even so, the Presbytery will recognize that "the church" in a particular area is not its
 26 building or financial assets, but the members of the congregation.
- 27 • The Presbytery will be mindful both of congregation members who, for
 28 reasons of conscience, desire that their congregation be dismissed to
 29 another denomination, and also those congregation members who wish to remain within
 30 the Presbyterian Church (U.S.A.).
- 31 • If a group desires to remain within the Presbyterian Church (USA)
 32 and a group desires to be dismissed to another Reformed body, the Session and the
 33 Administrative Commission will make an effort to enable both congregations to be as
 34 healthy as possible in the aftermath of separation.

35
 36 c. If the negotiations between the Administrative Commission and the Session fail to reach an
 37 agreement, then the Administrative Commission will make a recommendation to the Presbytery
 38 about how to respond to the Congregation's request to be dismissed.

39
 40 d. The Session, no sooner than three months and no later than six months after the first
 41 congregational meeting, may call a second special congregational meeting. If called, all active
 42 members shall be notified by mail, at least 30 days in advance of the meeting. The notice shall
 43 include the nature and purpose of the meeting. The presbytery recommends that a congregation
 44 with over 150 members, have at least 33% of its active members present, and a congregation with
 45 150 members or less have at least 50% of its active members as shown on the church rolls present.

1 Due diligence will be exercised to ensure that only those eligible to vote are allowed to do so. No
 2 member who is not present may be represented by proxy. (G-1.0501).
 3

4 e. The question to be put before the congregation is: “Shall the _____ Presbyterian Church
 5 request the Presbytery of the James to dismiss it to _____, according to the terms negotiated by
 6 the Presbytery and the Session?” Ample time will be provided for those on both sides of the
 7 question to speak. Representatives appointed by the Presbytery (the Administrative Commission
 8 and staff acting on its behalf) shall have the privilege of the floor. Following discussion and
 9 prayer, a vote on the motion shall be by written ballots. The ballot choices shall be; “Request
 10 Dismissal”, “Do Not Request Dismissal”, or “Abstain”. The results of the vote shall be reported to
 11 the presbytery for its consideration.
 12

13 5. If the Administrative Commission brings a recommendation to consider the request for dismissal,
 14 the presbytery shall proceed as follows. At the meeting of Presbytery, which may be either a stated
 15 or a called meeting, to consider a request for dismissal, the Presbytery shall proceed in the follow
 16 manner:
 17

18 a. Before the vote they shall:

- 19 ▪ hear from members of the congregation requesting dismissal;
- 20 ▪ hear from members of the congregation opposing dismissal;
- 21 ▪ hear from members of the Administrative Commission who were present at the second
 22 congregational meeting and who may have a recommendation to present to the Presbytery;
- 23 ▪ be informed of any financial contributions or obligations related to this Congregation
 24 through its relationship with any governing body of the PC (USA);
- 25 ▪ hear whether the denomination to which this church wishes to be dismissed is in conformity
 26 with the *Book of Order* for a denomination to which the Presbytery may dismiss a
 27 congregation and whether the Presbytery has met all of its obligations in such dismissal.
 28 (*Book of Order* G-5.0201, G-3.3030 b);
- 29 ▪ be informed of how this congregation’s dismissal would affect the mission and ministry of
 30 this Presbytery;
- 31 ▪ receive a proposal, if any, for a financial and other settlement between the Presbytery and
 32 the Congregation.
 33

34 b. If the Session and the Administrative Commission have negotiated a proposed settlement
 35 regarding financial and other matters, then after discussion and prayer, the Presbytery shall
 36 vote by written ballot on this question, “Shall the _____ Presbyterian Church be dismissed
 37 to _____ based on the following terms and conditions of a settlement between the Church
 38 and the Presbytery:

- 39 ▪ [Insert Terms of proposed settlement]
- 40 ▪ Original copies of session minutes and other historical documents related to the church’s
 41 life as a church in the Presbyterian Church (USA) or its predecessors will be turned over to
 42 the Presbytery for transmission to The Presbyterian Historical Foundation, and the
 43 Presbytery and departing church will receive copies.
 44

45 c. The votes cast shall be “yes”, “no”, or “abstain”.

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6. If title to the Congregation's property is not transferred to the Congregation or the new denomination at the time of the Congregation's dismissal from Presbytery, then during the period between its dismissal and the transfer of the title to the Congregation or the new denomination, as appropriate, the Administrative Commission on behalf of the Presbytery may rent the property to the dismissed Congregation pursuant to a lease requiring that the Congregation will maintain property and casualty insurance sufficient to protect the Congregation and the Presbytery from any liabilities or losses relating to the property that may be incurred during the interim period. While the Administrative Commission will be gracious in establishing the rental fees for the property, in no case shall the rent be less than any encumbrances or mortgages upon the property.
7. If representatives of the dismissed body file suit in any secular court to claim the real property involved in the dismissal, the actions taken by the Presbytery regarding the dismissal shall be held in abeyance for possible reconsideration by the Presbytery after a determination by the secular court.
8. In negotiating and discussing any financial arrangements with the representatives of the Congregation, the Administrative Commission will consider whether a viable continuing congregation loyal to the PC (USA) exists which may make use of the property and what provisions have been made for their care if that should not be the case.
9. Failure to follow these guidelines may result in the Presbytery appointing an Administrative Commission in place of the Congregation's Session and its assumption of original jurisdiction in accordance with *Book of Order* G-3.0303e

The intent in any dispute within the life of the church is to achieve reconciliation. The Presbytery of the James wishes to make clear our intention to continue to seek that goal. We assure any congregation that should separate from us of our continuing prayers for them and a willingness to welcome them back to that part of God's family known as the Presbyterian Church (USA).

	POJ		
	(Unrestricted Net Assets)		
	Jan - Dec	Budget	\$ Over Budget
<i>Income</i>			
Shared Mission Support/Per Capita	683,857.21	696,351.00	-12,493.79
General Assembly Shared Mission Support/Per Capita	283,568.24	281,408.00	2,160.24
Checking Account Interest	23.47	20.00	3.47
Endowment-Church Dev/Redev Proj.	117,493.00	108,200.00	9,293.00
Insurance Dividend Income - Brotherhood	0.00	210.00	-210.00
Other Designated Income	20,620.07	16,500.00	4,120.07
	1,105,561.99	1,102,689.00	2,872.99
Camp Hanover Income	547,464.94	625,000.00	-77,535.06
TOTAL POJ/CAMP HANOVER INCOME	1,653,026.93	1,727,689.00	
<i>SYNOD AND GENERAL ASSEMBLY</i>			
Synod Support	18,816.00	18,816.00	0.00
GA Support			
Per Capita	166,259.00	166,259.00	0.00
Shared Mission Support	115,149.00	115,149.00	0.00
TOTAL SYNOD AND GENERAL ASSEMBLY	300,224.00	300,224.00	0.00
<i>CONSTITUTIONAL COMMITTEES:</i>			
COMMITTEE ON MINISTRY			
5600 - Student Indebtedness Program		0.00	0.00
5601 - Committee on Ministry Admin.	3,430.82	4,500.00	-1,069.18
5602 - Training Events	461.30	500.00	-38.70
Total COMMITTEE ON MINISTRY	3,892.12	5,000.00	-1,107.88
COMMITTEE ON PREP FOR MINISTRY			
5701 - Scholarships	22,000.00	22,000.00	0.00
5702 - Psychological evaluations	784.00	2,000.00	-1,216.00
5703 - Comm on Prep for Min Admin	651.84	1,250.00	-598.16
5710 - Travel	504.58	1,250.00	-745.42
Total COMMITTEE ON PREP FOR MINISTRY	23,940.42	26,500.00	-2,559.58
COMMITTEE ON REPRESENTATION			
5900 - NOMINATIONS COMM			
5901 - Admin. Expenses	85.61	500.00	-414.39
5903 - GA Alternate Commissioners			0.00
Total 5900 - NOMINATIONS COMM	85.61	500.00	-414.39
5950 - PERMANENT JUDICIAL COMMISSION	9.11	1,000.00	-990.89
TOTAL CONSTITUTIONAL COMMITTEES	27,927.26	33,000.00	
<i>COMMUNICATION & COORDINATION TEAM</i>			

5102 - Communications	27,923.35	30,000.00	-2,076.65
POJ Staff			
5104 - Salaries	158,695.49	157,025.00	1,670.49
Proposed Possible Staffing	5,480.00	20,000.00	
5105 - Housing Allowances	27,543.00	27,543.00	0.00
5106 - Payroll Taxes	13,823.42	13,354.45	468.97
5107 - Auto expense-Gen Pres	2,517.59	2,500.00	17.59
5110 - Pension/medical expense	47,751.24	37,368.00	10,383.24
5117 - Staff Professional Expenses	277.18	600.00	-322.82
5117-1 - Professional Exp. - Rhyne	976.29	2,000.00	-1,023.71
5118 - Medical Reimbursement	6,470.84	7,000.00	-529.16
Total POJ Staff	263,535.05	267,390.45	-3,855.40
5120 - Presbytery Meeting Expenses	650.35	1,000.00	-349.65
5271 - Land Purchases for New Church Develop.	59,657.95	50,000.00	9,657.95
Presbytery Office Expense			
5502 - Insurance	3,932.10	4,600.00	-667.90
5505 - Office supplies	2,621.05	4,000.00	-1,378.95
5506 - Postage	1,987.58	3,500.00	-1,512.42
5507 - Telephone	9,884.41	6,000.00	3,884.41
5509 - Equipment Maintenance/Purchase		500.00	-500.00
5511 - Audit	16,200.00	10,500.00	5,700.00
5512 - Payroll expense	672.66	600.00	72.66
5515 - Xerox-meter usage	4,321.20	5,000.00	-678.80
5541 - Rent Expense	29,590.66	35,640.00	-6,049.34
Total Presbytery Office Expense	69,209.66	70,340.00	-1,130.34
5540 - General Presbyter Expenses	448.79	500.00	-51.21
5560 - Communication & Coordination Admin. Expenses	948.19	850.00	98.19
5530 - Capital Replacement Transfer Expense	7,500.00	7,500.00	0.00
Total C & C Team	429,873.34	427,580.45	
LEADERSHIP CONNECTION TEAM :			
Administrative Expenses for Team		850.00	
Acts 16:5		0.00	**
Black Caucus	1,222.74	3,000.00	-1,777.26
Camp Hanover (POJ Subsidy)	81,715.57	135,000.00	-53,284.43
Camp Hanover ()			
Collegiate Ministries	60,700.00	60,700.00	0.00
Older Adult	701.05	1,500.00	-798.95
Presbytery Purpose Group		0.00	0.00
Resource Center	3,750.00	4,000.00	-250.00
Retired Church Workers		0.00	0.00
Small Church	521.00	1,000.00	-479.00
Small Church Summer Intern	8,650.60	12,000.00	-3,349.40

SPIM	461.87	3,000.00	-2,538.13
Youth Ministry	12,493.79	15,470.00	-2,976.21
TOTAL LEADERSHIP CONNECTION	170,216.62	236,520.00	
MISSION AND SERVICE TEAM:			
Administrative Expenses for Team	40.58	850.00	
African Immigrant Fellowship	3,000.00	4,000.00	-1,000.00
Disaster Relief Team		0.00	**
Eastminster Presbyterian Church	14,625.00	14,625.00	0.00
First Things First	1,125.00	1,125.00	0.00
Friends of Forman College	8,750.00	8,750.00	0.00
Haiti		0.00	
Hunger		0.00	**
New Church Development	57,835.40	58,200.00	-364.60
Piedmont PG	2,000.00	2,000.00	0.00
Presbytery Women	4,500.00	4,500.00	0.00
Public Policy	7,043.07	7,500.00	-456.93
World Mission	4,612.18	7,000.00	-2,387.82
TOTAL MISSION AND SERVICE	103,531.23	108,550.00	
Camp Hanover Expenses net of subsidy	625,000.00	625,000.00	
 TOTAL EXPENSE:	 1,656,772.45	 1,730,874.45	
 TOTAL NET INCOME:	 -3,745.52	 -3,185.45	

** : has own funding source

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January 25, 2012

Church/Location	2010 membership	2011 Intent	2012 Intent	UNDESIG	POJ Budget	PER CAP	DES	ECO	Other	TOTAL
totals										
Aberdour, Emporia	46	1,320.00								0.00
All Souls, Richmond	132	1,850.00								0.00
Amelia, Amelia	88	760.00								0.00
Amphill, Richmond	69	6,000.00	5,000.00	5,000.00						5,000.00
Ashland, Ashland	93	3,000.00								0.00
Bethany, Charles City	3	700.00	500.00		500.00					500.00
Bethesda, Nottoway	35	0.00								0.00
Bethlehem, Mechanicsville,	146	7,800.00								0.00
Beulah, Mechanicsville	62	0.00								0.00
Blackstone, Blackstone	164	5,600.00								0.00
Blue Ridge, Ruckersville	107	3,500.00								0.00
Bon Air, Richmond	596	39,300.00	39,800.00	36,600.00			1,500.00		1,700.00	39,800.00
Bott Memorial, Dewitt	59	2,000.00								0.00
Brandermill, Midlothian	500	0.00								0.00
Brett-Reed, West Point	67	5,000.00	5,000.00				5,000.00			5,000.00
Burkeville, Burkeville	65	2,000.00	2,000.00	2,000.00						2,000.00
Byrd, Goochland	85	3,400.00	3,900.00	2,400.00					1,500.00	3,900.00
Campbell Memorial, Weems	193	12,000.00	10,700.00	5,800.00			3,900.00		1,000.00	10,700.00
Charlottesville First, Charltsvl.	1,016	25,000.00								0.00
Chase City First, Chase City	12	100.00								0.00
Chester, Chester	686	33,000.00	29,658.60	25,000.00		4,658.60				29,658.60
Christ, Richmond	88	0.00	600.00		600.00					600.00
Christian Arabic Church, Richmond	99	3,800.00								0.00
Colonial Heights, Col. Heights	92	8,090.00	8,200.00		8,200.00					8,200.00

Concord, McKenney	65	3,000.00	3,000.00	800.00	2,200.00					3,000.00
Cove, Coveseville	57	4,000.00								0.00
Covenant, Petersburg	82	3,750.00								0.00
Crestwood, Richmond	910	0.00								0.00
Culpepper, Culpepper	441	12,000.00	12,000.00		9,000.00		3,000.00			12,000.00
Eastminster, Richmond	61	5,300.00	5,300.00	5,300.00						5,300.00
Ebenezer, Kenbridge	34	250.00	1,350.00	250.00			200.00		900.00	1,350.00
Emporia First, Emporia	109	4,825.00	4,775.00	4,000.00		775.00				4,775.00
Fairfield, Richmond	413	7,200.00								0.00
Forest Hill, Richmond	106									0.00
Fredericksburg, Fredericksburg	934									0.00
Gayton Kirk, Richmond	135	2,625.00	3,000.00	3,000.00						3,000.00
Genito, Powhatan	53		2,400.00	2,400.00						2,400.00
Ginter Park, Richmond	307	23,750.00								0.00
Gordonsville, Gordonsville	63	1,400.00	1,400.00	1,400.00						1,400.00
Grace Covenant, Richmond	401									0.00
Greenwood, Chesterfield	80	400.00								0.00
Gregory Memorial, Prince George	129	5,000.00								0.00
Hartwood, Hartwood	146	3,600.00								0.00
Hawkins Memorial, Dewitt	62	300.00	300.00	300.00						300.00
Hebron, Manakin-Sabot	226									0.00
Hopewell First, Hopewell	90	1,000.00								0.00
Kings Chapel, Doswell	40	4,000.00	4,000.00	4,000.00						4,000.00
Kirk O'Cliff, Mineral	51	4,000.00								0.00
Lakeside, Richmond	172	0.00								0.00
Laurel, Glen Allen	108	4,800.00	4,800.00	4,800.00						4,800.00
Lawrenceville, Lawrenceville	12	0.00								0.00
Lord Jesus Korean, Richmond	359	18,000.00	19,000.00	19,000.00						19,000.00
Louisa, Louisa	51									0.00

Madison, Madison	168	8,000.00							0.00
Mattoax, Amelia	35	266.00	260.05			260.05			260.05
Meadows, Charlottesville	329	13,000.00	13,000.00	13,000.00					13,000.00
Mechanicsville, Mechanicsville	199	2,000.00							0.00
Milden, Sharps	119	4,890.00							0.00
Milford, Milford	43	1,980.00	2,100.00	1,698.00		402.00			2,100.00
Mitchells, Mitchells	134	1,800.00	1,800.00	1,800.00					1,800.00
Montrose, Richmond	40	500.00	500.00	500.00					500.00
New Covenant, Richmond	79	2,500.00	1,000.00	1,000.00					1,000.00
New Hanover, Mechanicsville	916								0.00
Oak Grove, Amelia	33	550.00	550.00	183.00		183.00	184.00		550.00
Ogden, Broadnax	23								0.00
Olivet, Charlottesville	414	27,000.00							0.00
Orange, Orange	187	6,700.00							0.00
Overbrook, Richmond	181								0.00
Petersburg Second, Petersburg	177								0.00
Petersburg Third, Petersburg	55	490.00							0.00
Pine Grove, Amelia	9								0.00
Praise the Lord (Ju-Chan-Yang	88	0.00	600.00		600.00				600.00
Providence Forge, Prov. Forge	213		8,000.00	4,000.00				4,000.00	8,000.00
Providence, Gum Spring	57	3,000.00							0.00
Providence, Powhatan	54	2,000.00							0.00
Pryor Memorial, Crewe	77		1,500.00	300.00			300.00	900.00	1,500.00
Rennie Memorial, Amelia	23	800.00	500.00	500.00					500.00
Richmond First United, Richmond	115								0.00
Richmond First, Richmond	1,387	125,000.00							0.00
Richmond Second, Richmond	719								0.00
Richmond Third, Richmond	1,332	16,500.00							0.00
River Road, Richmond	674	30,000.00							0.00

Rivermont, Chester	63	750.00							0.00
Rockfish, Nellysford	223	14,175.00							0.00
Rosewood, Hopewell	38								0.00
Salem, Studley	38	2,300.00							0.00
Salisbury, Midlothian	1,111	55,000.00							0.00
Sandston, Sandston	133	5,000.00							0.00
Scottsville, Scottsville	35	500.00	500.00	500.00					500.00
South Hill, South Hill	78	2,000.00							0.00
South Plains, Keswick	162	5,550.00	6,950.00	2,200.00	500.00		3,100.00	1,150.00	6,950.00
Southminster, Richmond	376	13,500.00	13,500.00	13,500.00					13,500.00
Spotsylvania, Fredksburg	714	0.00	0.00						0.00
St. Andrews, Kilmarnock	227	15,680.00							0.00
St. Giles, Richmond	492								0.00
St. James, King William	29								0.00
Summit, Stafford	323								0.00
Swift Creek, Richmond	403	13,500.00	13,500.00		9,500.00		4,000.00		13,500.00
Tabor, Crozet	80	2,000.00							0.00
Tappahannock, Tapphannock	49	13,952.00	15,328.00	10,407.00				4,921.00	15,328.00
Three Chopt, Richmond	458	23,050.00							0.00
Thyne Memorial, Chase City	22	600.00							0.00
Trinity, Richmond	57	1,000.00							0.00
Tuckahoe, Richmond	462	33,800.00							0.00
Village, Richmond	43	2,340.00	2,340.00	2,340.00					2,340.00
Waddell Memorial, Rapidan	23	750.00	750.00	750.00					750.00
Wesley, Weems	79								0.00
Westminster, Charlottesville	824	76,500.00	76,500.00	76,500.00					76,500.00
Westminster, Petersburg	63	750.00	750.00	500.00		250.00			750.00
Westminster, Richmond	210	7,000.00	7,000.00	7,000.00					7,000.00
Woodlawn, Hopewell	108	2,700.00							0.00

Woodville, Richmond	85	4,200.00	3,500.00	3,500.00						3,500.00
Wyliesburg, Wyliesburg	40	700.00								0.00
Zion Hill, Amelia	31	125.00								0.00
TOTALS	25,159	817,818.00	337,111.65	262,228.00	31,100.00	6,528.65	21,184.00	0.00	16,071.00	337,111.65

2011

2011 Giving by Congregations

Church/Location	Intent	UNDESIG	DES	PER CAP	ECO	POJ %	OTHER	Actual 12/31/11
Aberdour, Emporia	1,320.00	800.00		520.00		924.00		1,320.00
All Souls, Richmond	1,850.00	0.00				0.00		0.00
Amelia, Amelia	760.00			760.00		532.00		760.00
Amphill, Richmond	6,000.00	6,000.00				4,200.00		6,000.00
Ashland, Ashland	3,000.00	2,250.00		750.00		2,100.00		3,000.00
Bethany, Charles City	700.00	700.00				490.00		700.00
Bethesda, Nottoway		250.00				175.00		250.00
Bethlehem, Mechanicsville,	7,800.00	2,000.00	4,360.00			4,452.00		6,360.00
Beulah, Mechanicsville		0.00				0.00		0.00
Blackstone, Blackstone	5,600.00	2,797.00	1,825.15	977.85		3,920.00		5,600.00
Blue Ridge, Ruckersville	3,500.00	3,500.00				2,450.00		3,500.00
Bon Air, Richmond	39,300.00	36,100.00	1,500.00			26,320.00	1,700.00	39,300.00
Bott Memorial, Dewitt	2,000.00	2,000.00				1,400.00		2,000.00
Brandermill, Midlothian		46,115.85				32,281.10		46,115.85
Brett-Reed, West Point	5,000.00	6,250.00				4,375.00		6,250.00
Burkeville, Burkeville	2,000.00	2,000.00				1,400.00		2,000.00
Byrd, Goochland	3,400.00	2,400.00				1,680.00		2,400.00
Campbell Memorial, Weems	12,000.00	6,300.00	4,200.00			7,350.00	1,000.00	11,500.00
Charlottesville First, Charltsvl.	25,000.00	25,000.00				17,500.00		25,000.00

Chase City First, Chase City	100.00	100.00				70.00		100.00
Chester, Chester	33,000.00	27,786.40		5,213.60		23,100.00		33,000.00
Christ, Richmond		600.00				420.00		600.00
Christian Arabic Church, Richmond	3,800.00	3,000.00	800.00			2,660.00		3,800.00
Colonial Heights, Col. Heights	8,090.00	7,280.00				5,096.00	810.00	8,090.00
Concord, McKenney	3,000.00	800.00		2,200.00		2,100.00		3,000.00
Cove, Coveseville	4,000.00	800.00				560.00		800.00
Covenant, Petersburg	3,750.00	3,750.00				2,625.00		3,750.00
Crestwood, Richmond	0.00	2,000.00	2,000.00			2,800.00		4,000.00
Culpepper, Culpepper	12,000.00	9,000.00	3,000.00			8,400.00		12,000.00
Eastminster, Richmond	5,300.00	5,300.00				3,710.00		5,300.00
Ebenezer, Kenbridge	250.00	250.00				175.00		250.00
Emporia First, Emporia	4,825.00	4,000.00		775.00		3,342.50	50.00	4,825.00
Fairfield, Richmond	7,200.00	3,000.00				2,100.00		3,000.00
Forest Hill, Richmond		0.00				0.00		0.00
Fredericksburg, Fredericksburg		51,600.00	8,227.00		2,000.00	43,278.90	2,500.00	64,327.00
Gayton Kirk, Richmond	2,625.00	2,625.00	200.00			1,977.50		2,825.00
Genito, Powhatan		2,400.00				1,680.00		2,400.00
Ginter Park, Richmond	23,750.00	15,000.00	11,526.00			18,568.20		26,526.00
Gordonsville, Gordonsville	1,400.00	1,400.00				980.00		1,400.00
Grace Covenant, Richmond		2,500.00				1,750.00		2,500.00
Greenwood, Chesterfield	400.00	400.00				280.00		400.00
Gregory Memorial, Prince George	5,000.00	4,500.00	600.00			3,570.00	200.00	5,300.00
Hartwood, Hartwood	3,600.00	3,600.00				2,520.00		3,600.00
Hawkins Memorial, Dewitt	300.00	300.00				210.00		300.00
Hebron, Manakin-Sabot		0.00	1,100.00			770.00		1,100.00
Hopewell First, Hopewell	1,000.00	1,000.00				700.00		1,000.00
Kings Chapel, Doswell	4,000.00	4,000.00				2,800.00		4,000.00
Kirk O'Cliff, Mineral	4,000.00	3,400.00		600.00		2,800.00		4,000.00

Lakeside, Richmond	0.00	0.00				0.00		0.00
Laurel, Glen Allen	4,800.00	4,800.00				3,360.00		4,800.00
Lawrenceville, Lawrenceville	0.00	0.00				0.00		0.00
Lord Jesus Korean, Richmond	18,000.00	18,000.00				12,600.00		18,000.00
Louisa, Louisa		400.00				280.00		400.00
Madison, Madison	8,000.00	8,000.00				5,600.00		8,000.00
Mattoax, Amelia	266.00	266.00				186.20		266.00
Meadows, Charlottesville	13,000.00	14,000.00			173.85	9,921.70		14,173.85
Mechanicsville, Mechanicsville	2,000.00	1,000.00	1,000.00			1,400.00		2,000.00
Milden, Sharps	4,890.00	4,890.00				3,423.00		4,890.00
Milford, Milford	1,980.00	1,980.00				1,386.00		1,980.00
Mitchells, Mitchells	1,800.00	1,800.00				1,260.00		1,800.00
Montrose, Richmond	500.00	500.00				350.00		500.00
New Covenant, Richmond	2,500.00	1,000.00				700.00		1,000.00
New Hanover, Mechanicsville		0.00				0.00		0.00
Oak Grove, Amelia	550.00	183.00	184.00		183.00	385.00		550.00
Ogden, Broadnax		0.00				0.00		0.00
Olivet, Charlottesville	27,000.00	14,000.00	4,000.00			12,600.00	9,000.00	27,000.00
Orange, Orange	6,700.00	6,000.00	900.00			4,830.00		6,900.00
Overbrook, Richmond		10,224.40	3,401.00	1,375.60		10,500.70		15,001.00
Petersburg Second, Petersburg		0.00				0.00		0.00
Petersburg Third, Petersburg	490.00		606.00			424.20		606.00
Pine Grove, Amelia		0.00				0.00		0.00
Praise the Lord (Ju-Chan-Yang	0.00	0.00						0.00
Providence Forge, Prov. Forge		8,000.00				5,600.00		8,000.00
Providence, Gum Spring	3,000.00	500.00		500.00		700.00	2,000.00	3,000.00
Providence, Powhatan	2,000.00	2,453.75				1,717.63		2,453.75
Pryor Memorial, Crewe		0.00		300.00		210.00		300.00
Rennie Memorial, Amelia	800.00	800.00				560.00		800.00

Richmond First United, Richmond		0.00	0.00			0.00		0.00
Richmond First, Richmond	125,000.00	113,000.00	12,000.00			87,500.00		125,000.00
Richmond Second, Richmond		40,000.00	9,147.00			34,402.90		49,147.00
Richmond Third, Richmond	16,500.00	8,000.00	2,500.00			7,350.00	6,000.00	16,500.00
River Road, Richmond	30,000.00	30,000.00				21,000.00		30,000.00
Rivermont, Chester	750.00	750.00				525.00		750.00
Rockfish, Nellysford	14,175.00	12,075.00				8,452.50	2,100.00	14,175.00
Rosewood, Hopewell		700.00				490.00		700.00
Salem, Studley	2,300.00	3,144.98				2,201.49		3,144.98
Salisbury, Midlothian	55,000.00	49,000.00	5,000.00			37,800.00	1,000.00	55,000.00
Sandston, Sandston	5,000.00	5,000.00				3,500.00		5,000.00
Scottsville, Scottsville	500.00	500.00				350.00		500.00
South Hill, South Hill	2,000.00	2,000.00				1,400.00		2,000.00
South Plains, Keswick	5,550.00	2,486.73	1,750.00			2,965.71	1,350.00	5,586.73
Southminster, Richmond	13,500.00	13,500.00				9,450.00		13,500.00
Spotsylvania, Fredksburg	0.00	0.00				0.00		0.00
St. Andrews, Kilmarnock	15,680.00	7,300.00	3,203.00			7,352.10	5,177.00	15,680.00
St. Giles, Richmond		0.00				0.00		0.00
St. James, King William		0.00				0.00		0.00
Summit, Stafford		13,500.00				9,450.00		13,500.00
Swift Creek, Richmond	13,500.00	9,500.00	4,000.00			9,450.00		13,500.00
Tabor, Crozet	2,000.00	2,000.00				1,400.00		2,000.00
Tappahannock, Tappahannock	13,952.00	9,461.00				6,622.70	4,491.00	13,952.00
Three Chopt, Richmond	23,050.00	23,504.00				16,452.80		23,504.00
Thyne Memorial, Chase City	600.00	300.00	200.00			350.00		500.00
Trinity, Richmond	1,000.00	750.00				525.00		750.00
Tuckahoe, Richmond	33,800.00	29,000.00	3,000.00			22,400.00	1,800.00	33,800.00
Village, Richmond	2,340.00	2,340.00				1,638.00		2,340.00
Waddell Memorial, Rapidan	750.00	750.00				525.00		750.00

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Wesley, Weems			75.00			52.50		75.00
Westminster, Charlottesville	76,500.00	76,500.00				53,550.00		76,500.00
Westminster, Petersburg	750.00	500.00		250.00		525.00		750.00
Westminster, Richmond	7,000.00	7,500.00				5,250.00		7,500.00
Woodlawn, Hopewell	2,700.00	1,500.00	1,200.00			1,890.00		2,700.00
Woodville, Richmond	4,200.00	4,200.00				2,940.00		4,200.00
Wyliesburg, Wyliesburg	700.00	700.00				490.00		700.00
Zion Hill, Amelia	125.00	125.00				87.50		125.00
	817,818.00	873,238.11	91,504.15	14,222.05	2,356.85	686,924.81	39,178.00	1,020,499.66

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REPORT OF THE LEADERSHIP CONNECTIONS TEAM
Presbytery of the James Meeting
February 18, 2012

The Team Reports this Information:

The Leadership Connections Team welcomes vice-moderator Tim Williams, who joins Roger Clark, Bonnie Snyder, Ron Inlow, Sandi Libhart, Glenda Hollingshead and Vicky Bethel as we work with existing LCT purpose groups and welcome new groups that will meet the leadership needs of the Presbytery of the James.

The Team Reports the Following Actions:

Formed the *Leadership Resource Purpose Group* to communicate a variety of training and education providers to congregations in the Presbytery of the James. Glenda Hollingshead will moderate the group, whose initial members are Vicky Bethel and Eric Douglass.

Reassigned Purpose Groups among Team members:

Team Member	Purpose Group	Contact Person
Vicky Bethel and Roger Clark	Camp Hanover	Bob Pryor
Vicky Bethel	Youth Ministry	Steven Goode
Glenda Hollingshead	Small Church	Todd McCoy
	Small Church Summer Intern	Kaye Steele
	Leadership Resource Purpose Group	Glenda Hollingshead
Bonnie Snyder	Collegiate Ministries	Alice Todd
Ron Inlow	Older Adult	Gordon Lindsey
	Resource Center	Louisa Yeuell
	Retired Church Workers	Davis Yeuell
Sandi Libhart	SPIM	Rod Spencer
	Acts 16:5	Ayars Lore
	Black Caucus	Joe Young
	Presbytery Purpose Group	Larry Chottiner

Nancy Crow Summerlin
 Leadership Connections Team Moderator

The Leadership Connections Team Reports Activities for the Following Purpose Groups:

REPORT OF THE COLLEGIATE MINISTRY PURPOSE GROUP

THE PURPOSE GROUP FOR COLLEGIATE MINISTRY was pleased to have touched upon each of our goals during two meetings in the fall of 2011. We developed and discussed a document that would assist us in better understanding the unique nature of each individual ministry and their needs. We invited the Directors to a luncheon meeting in December, during which we shared ideas, heard from each Director about their activities, and made plans for visits to their ministries on a regular basis. Our hope is to use the information gathered this fall to build a network among the Directors that will maximize our support to existing ministries and reveal new opportunities for expansion.

CAMPUS CHRISTIAN COMMUNITY AT THE UNIVERSITY OF MARY WASHINGTON FALL 2011 SEMESTER

Following is a brief summary of fall activities at the CCC:

---Fall Student Retreat: to welcome First year students to the group and to give them a chance to bond as a group.

---Table Talk Dinners: A weekly program with dinner provided by a supporting church, followed by a speaker or group discussion about a particular topic.

---Girls Group: Girls only in this gathering to talk about college life, social issues, and just to develop a circle of friends. Usually includes a meal and some sort of craft or other fun activity.

---Guys Group: Guys only meet together to share a meal and relax together.

---Coffeology: Meets weekly to discuss faith and issues of theology. The group makes coffee and shares together.

---Mission Trip to Honduras January 8-15: This trip offers students the opportunity to work with the people in the village of Villa Soleada. They have been renovating/building schools and a children's home. They also visit several orphanages to see the children and distribute clothing and shoes.

Director: Rev. Dr. Robert Azzarito

UNITED CAMPUS MINISTRIES AT VIRGINIA STATE UNIVERSITY FALL 2011 HIGHLIGHTS

---United Campus Ministries (UCM) continued weekly worship on Sundays at 2 PM and Wednesdays Bible Study at 7 PM. Worship has maintained an average attendance of 90 students and Bible Study about 14 students.

---UCM experienced a growth in the student music ministry known as Avodah, which is a student-led group of 25 students who lead the period of praise and worship with contemporary gospel and inspirational songs. ---New this fall, a Diaconal Ministry, led by four dedicated and committed students, assist in worship, leading the student congregation in prayers, litanies, the reading of scripture, and the serving of communion. In addition, they prepared and distributed to students after worship during mid-term and final exams what they called "encouragement packets"-- brown bags filled with goodies and snacks along with Bible verses for each day of the week.

--United Campus Ministries began the second year of a mentoring program at Ettrick Elementary School. Twelve students served as mentors to twelve boys and girls at Ettrick, meeting for seven sessions from 3:30 to 5:30 PM.

1 ---UCM participated in a 7 week project with the Tri-Cities Habitat for Humanity group in the
2 completion of 3 homes in Petersburg, one of which was for a VSU staff member employed as a
3 custodian.

4 ---UCM participated in the Downtown Churches United Walk Against Hunger, involving 18 students,
5 who made the 6.2 mile trek and raised \$471.00 in student donations.

6 ---UCM anticipates even more growth for the Spring 2012 semester, with the student-led praise dance
7 ministry known as Chara, along with the possibility of expanding the mentoring groups. In addition,
8 UCM would like to establish an interfaith council to promote cooperation with students of faith
9 traditions other than Christianity as part of President Obama's Interfaith and Campus Community
10 Service challenge. We are so thankful for the spiritual and financial support of the Presbytery of the
11 James. Thank you and God bless you for your dedicated support! Blessings, Rev. Delano Douglas,
12 Director
13

14 **REPORT OF THE OLDER ADULT MINISTRY PURPOSE GROUP**

15
16 The POJ Older Adults Purpose Group is joining forces with a team in Shenandoah Presbytery to co-
17 sponsor a spring retreat for older adults at Massanetta Springs Conference Center. The retreat will be
18 held on Thursday, April 26. The retreat's theme is: "God's Positioning System: Where Is God
19 Directing You?" The keynote speaker will be the Rev. Dr. Charles (Buzz) Myers, Chair of the
20 Religious Studies Department at Gettysburg College and a Presbyterian minister. The day's schedule is
21 not fully complete as of the time of writing. More complete information will be sent to POJ churches in
22 a few weeks. The cost of the retreat is \$15 per person.

23 **REPORT OF THE SMALL CHURCH SUMMER INTERN PURPOSE GROUP**

24 25 **History of the Program:**

26 *A pilot program of Union Presbyterian Seminary students working in smaller churches (100 or less in*
27 *average attendance) began in the summer of 1998 with two students and three churches participating.*
28 *Since then, twenty-two different small churches and fifty-eight students have benefited from the*
29 *opportunity to focus on the joys and challenges of small church ministry.*
30

31 The Small Church Summer Intern Program is a cooperative effort between Union Presbyterian
32 Seminary and the Presbytery of the James, providing intentional learning experiences for students and
33 churches. Through an interview process between students and church committees, hosted by Union
34 Presbyterian Seminary, students are called by churches to provide pastoral and/or educational
35 leadership for ten weeks. The church pastor (or, in some cases, a nearby pastor) acts as the site
36 supervisor, and a lay committee of the church offers encouragement, support and feedback. All
37 summer students meet together once prior to the summer and three times during the summer for
38 seminars with the POJ coordinators to reflect upon their ministry experiences.
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41 **REPORT OF THE RESOURCE CENTER PURPOSE GROUP**

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January 2012

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Worship Leaflets

BEING REFORMED:

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Faith, Leader's & Participant's
Books

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19

BIBLE STUDY:

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Faith & Culture:

The Gospel According to Twilight
The Gospel According to Bob Dylan

Central location in Virginia Hall on the campus of Baptist Theological Seminary at Richmond. Satellite locations in Mechanicsville and Midlothian.

The Resource Center

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Fax: 804-358-6366
E-mail:
resourcecenter@cavtel.net
Website:

www.resourcingchurches.com



1 **REPORT OF THE CAMP HANOVER PURPOSE GROUP**

2
3 The **Camp Hanover Capital Fund Campaign** is in its second year of soliciting major gifts. The
4 current total of pledges and received funds is approaching \$500,000 or 16% of the overall goal.

5 Finding donors has proven to be a challenge. We are grateful for the \$300,000 gift from Martha
6 Newell, but it is the only one thus far of this magnitude. The leadership now senses that an appeal for
7 gifts of \$10,000-\$30,00 may bear more fruit.

8
9 A new source of donors is being developed among the Camp Hanover alumni. Over the past 50+
10 years, thousands of persons have participated in Camp Hanover and its ministries. Decade captains are
11 locating alumni and spreading the word about the campaign. It is felt that a number of \$10,000-
12 \$30,000 gifts will result.

13
14 A general appeal to individuals and POJ congregations will be conducted when it is determined that no
15 more major gifts will likely be made.

16
17 Finally, the Newell gift was given for the 5th Wise Cabin (see prospectus below). Efforts are
18 underway to construct it as soon as possible.

19
20
21 Respectfully submitted,

22
23 Thomas Coye, Campaign Steering Committee Moderator
24
25

Camp Hanover Capital Campaign Goal

Project Item	Anticipated Cost/Commitment
Spiritual and Environmental Program Spaces	\$105,000
Campership Funds	\$110,000
Construction of 5th Wise Lodge area Cabin	\$375,000
Renovation of 4 existing Wise Lodge area Cabins	\$560,000
Renovation of Koinonia Lodge/4 new Cottages	\$1,850,000
 Grand Total: Campaign Goal	 \$3,000,000

26 **Other Leadership Connections Team Purpose Groups You Will Hear From Soon...**

- 27
- 28 • **ACTS 16:5 Initiative**
 - 29 - Oversees and administers the three-year initiative which began in September 2010.
 - 30 • **Black Caucus**
 - 31 - Engages the leadership of African American congregations in developing a process and approach of doing evangelism

- 1 • **Retired Church Workers and Association of Retired Ministers, Spouses, and Survivors**
- 2 – Organizes a spring and a fall fellowship event.
- 3 • **Small Church Ministry**
- 4 – Supports the ministry of smaller membership congregations by gathering at various
- 5 churches around the presbytery for mutual support, encouragement, sharing, prayer, and
- 6 meals. Also organizes one to two events a year, with guest speakers, regarding small
- 7 church ministry.
- 8 • **Southside Presbyterians in Ministry (SPIM)**
- 9 – Nurtures and supports ministry among Southside Presbyterians. Activities include
- 10 regular lunch gatherings among Southside pastors and the annual overnight Youth
- 11 Rally. Interested in expanding the opportunities of youth conferences for their youth and
- 12 combined mission activity among their congregations.
- 13 • **Youth Ministry**
- 14 – Develops and leads POJ youth events, such as the Confirmation Retreat and the ACTS
- 15 Middle School Mission Project. Also oversees the work of the POJ Youth Council,
- 16 which provides leadership opportunities for youth and models the connectional church.
- 17

MISSION AND SERVICE TEAM

21
22 Report to the 80th Stated Meeting of the Presbytery of the James (POJ): For information only

23
24 Subject: Recommendation to the Mission and Service Team on the funding of the Daughters of
25 Zelophehad (DOZ) Purpose Group

26
27 Bottom Line Up Front: As moderator of the Mission and Service Team, I found the DOZ a vital and
28 necessary organization whose mission continues to align itself with many facets of the POJ's mission
29 work. I recommend providing the requested funding and augmenting support by 25% in response to
30 their demonstrated faithfulness as modeled in the parable of the talents (MATT 25. 14-30).

31
32 This recommendation will follow the normal purpose group vetting process by the Mission and Service
33 Team before a formal funding recommendation is made to the POJ budget committee.

34
35 Background: During the 79th Stated Meeting of the Presbytery of the James, I was directed to research
36 the funding request of the DOZ and report back to the 80th Stated Meeting.

37
38 On December 1, 2011 I met with representatives of the DOZ, Reverend Paula Owens Parker, Executive
39 Director, Reverend Kelle J. Brown, Executive Director-Elect, and Mr. Roger Clark, Treasurer. We
40 discussed the recent business model changes and the organization's current financial state. The mission
41 and vision of the DOZ have not changed— to provide shelter, faith support, and to secure the future for
42 women and children in crisis situations. The DOZ changed their business model by divesting of their

1 conventional transition homes to invest in permanent housing placement for their clients, providing life
2 training through their “Healing From the Inside Out” curriculum, and pastoral counseling to assist
3 these families in their continuing community membership orientation into their own permanent
4 housing. The DOZ has established a symbiotic relationship with an apartment complex in Chesterfield
5 County to initially set aside five units for immediate occupancy for their clients. These families in
6 crisis will be offered the first month’s rent and deposit and monthly financial incentives after the first
7 month that will decrease over the course of a one-year program. These leases are in the resident’s
8 name, and over the course of the program, the now working and secure mother will be building positive
9 credit and maintaining permanent residency. These families will have the option to remain in their
10 homes upon completion of the program.

11
12 The normal funding lines for the DOZ have become scarce and are greatly reduced. There is no federal
13 or state funding and the staff has been reduced. The ongoing recession and austere financial
14 environment provided the impetus to change their business model to become as efficacious as possible
15 while pursuing the same mission. At the time of our meeting there was a thirty family waiting list for
16 placement and services and the DOZ receives at least one phone call everyday from mothers looking of
17 a place to stay.

18
19 Recommendation: I recommend the Mission and Service Team consider providing the requested
20 \$70,000 and advocate augmenting that amount by 25% increasing the recommended funding to
21 \$87,500.

22
23 Rationale: The DOZ continues to demonstrate a high level of mission competency and financial
24 responsibility by implementing a new business model in response to the austere environment and
25 apparent exponential growing need of displaced women with children. This procedural change included
26 providing new services that now revolves around establishing permanent residency as catalysis for
27 families in crisis to become functional members of the community. And the DOZ has agreed to serve
28 as the pilot in the new Partners in Ministry program where 501.c.3 non-profit organizations, upon
29 meeting specific criteria and agreement to quantitative measures of effectiveness, are in a defined
30 relationship with the POJ.

31
32 Charles Lee Holmes
33 Moderator,
34 Mission and Service Team
35
36

37 38 39 **REPORT OF THE NEW CHURCH DEVELOPMENT PURPOSE GROUP**

40 41 **The New Church Development Purpose Group Reports the Following for Information**

- 42 A. The New Church Purpose Group has met on March 31, May 26, September 28, and November
43 9, 2011 and January 11, 2012.
- 44 B. Al Moreau is the Moderator and Jay Sanderford is Vice-Moderator. Members included in
45 2011: Al. Moreau, David Berry, Nelson Ould, Jay Sanderford, George Wagoner, Glynn Bell,
-

- 1 Nancy Clarke, Fahkri Youcub, Susan Spage, Dave Jones, Kathryn Nguyen and Bill Morris.
 2 C. The NCD PG engaged the Rev. Shannon Kiser, Director of the Training Center for Innovative
 3 Church Leadership, PCUSA, Sterling, VA, as a new church development coach to guide the
 4 Presbytery’s process to launch new faith communities and churches.
 5 D. The Arabic Christian Church/ Richmond, Blue Ridge PC/ Ruckersville, and the Pump Road
 6 NCD/Richmond all continue to grow and develop as congregations.

7
 8 **The New Church Development Purpose Group Reports the Following Actions**

- 9 A. The NCD PG established operating agreements and a budget for NCD for 2011.
 10 B. NCD Purpose Group recommended to the Trustees and the POJ the purchase of property in
 11 Essex County, Tappahannock, Virginia at the corner of US 360 and VA SR 619/Kino Road for
 12 the development of a new church development.
 13 C. NCD Purpose Group recommended to the Trustees and the POJ the sale of the Courthouse
 14 Road/ Stafford property with the proceeds be used for new church development. The site no
 15 longer fits the needs of the NCD PG for a new church site in this context.
 16 D. The NCD PG met in Tappahannock, VA on November 9, 2011 to support the continuing
 17 ministry of the Tappahannock Chapel/NCD and do a Mission Site Visit.
 18 E. NCD PG voted to endorse the African Immigrant Fellowship, gathering as the Richmond Bible
 19 Study Fellowship and meeting at Trinity Presbyterian Church, Richmond.
 20 a. Ruling Elder Humphreys Muraya leads this emerging fellowship
 21 b. The African Immigrant Fellowship has the support of PCUSA Immigrant Ministries
 22 Office and the assistance of Angel Suarez of PCUSA Office of Multi-Cultural
 23 Ministries,
 24 c. The NCD PG will support this new fellowship group and encourage its developing
 25 mission.

26
 27 **The New Church Development Purpose Group’s Update on Tappahannock:**

- 28 A. During the past several months, the Tappahannock Congregation and the New Church
 29 development Purpose Group have met several times. The Purpose Group has been impressed
 30 with the faithful and effective ministry which the congregation has been doing in Essex
 31 County, Virginia. In light of this progress, the following tasks need to be completed in order
 32 to authorize the chartering of the Tappahannock Presbyterian Church:
 33 i. Obtaining signatures on “An Organizing Covenant” (BO G-1.0201) of at least 50
 34 active members devoted to chartering a new Presbyterian Church in
 35 Tappahannock and Essex County, Virginia,
 36 ii. Election, training, examining and installing Ruling Elders for Tappahannock
 37 Presbyterian Church Session.
 38 iii. Development of a detailed financial plan funding including requests for support
 39 for the next three years:
 40 1. From the Presbytery James NCD PG,
 41 2. Presbyterian Church USA Mission Program Grants

- 1 3. Supporting Presbyterian congregations
2 iv. Development of and presentation of a plan for evangelism and mission.
3 B. Upon completion of these tasks, the New Church Development Purpose Group is prepared to
4 recommend to the presbytery that the congregation be chartered as the Tappahannock
5 Presbyterian Church.
6
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9
10 **REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY**

11 PRESBYTERY OF THE JAMES

12 February 18, 2012

13 *Meetings of October 25, November 22, 2011, and January 24, 2012*
14

15 **I. THE COMMITTEE REPORTS THE FOLLOWING FOR INFORMATION:**

- 16 A. Of the 40 persons under care as of January 24, 21 are inquirers, and 19 are candidates. Of
17 the candidates, 11 are ready to be examined for ordination, pending a call.
18 B. Resignations from the committee: Rev. Gordon Pace [Nov 22]; Elder Betty Wade Jones
19 [Jan 24].
20 C. CPM defined its function in accordance with the new Form of Government with the
21 following statement [Nov 22]:
22

23 Recommendation to the Presbytery
24 RE: CPM in the POJ under nFOG
25

26 While the new Form of Government no longer requires a presbytery to have a Committee on
27 Preparation for Ministry, the presbyteries continue to have responsibility for the oversight of
28 those preparing to become teaching elders.
29

30 In considering the exercise of this responsibility, the POJ recognizes that the presbytery, acting
31 as a committee of the whole is not the best venue for exercising this power. Accordingly, the
32 presbytery has decided it is in the best interests of all concerned to continue the use of a
33 committee for ministry preparation and hereby establishes a committee entitled the Committee
34 on Preparation for Ministry (CPM) to which the presbytery delegates its authority and power for
35 the oversight of inquirers and candidates under the following guidelines:
36

- 37 1. The Presbytery's CPM shall be composed of ruling elders and teaching elders in
38 approximately equal numbers with an initial membership of eighteen (18) members, 9 of
39 whom shall be ruling elders and 9 of whom shall be teaching elders. The members shall
40 be allocated as follows: one teaching elder and one ruling elder from each of the six
41 regions (A through F); 2 ruling elder members at large (MAL); 2 teaching elder MAL; a
42 Moderator MAL; a Vice Moderator MAL. One third of the membership shall be elected
43 annually to serve a three (3) year term.
44

1 2. The Presbytery's CPM shall be delegated the following functions and powers:
2

- 3 a. To examine and enroll Inquirers (G-2.0601, G-2.0602).
4 b. To approve forms of supervised service to the church (G-2.0602).
5 c. To conduct final assessments and certify Candidates ready for examination for
6 ordination pending a call (G-2.0607).
7 d. To approve accommodations that an Inquirer or Candidate may use in the
8 taking of the standard ordination examinations, such as extended time to take an
9 ordination examination, and an oral examination supplementary to the national
10 written exam, conducted by a committee appointed by CPM.
11 e. To recommend removal from the roll of Inquirers or Candidates.
12 f. To recommend the transfer of an Inquirer or Candidate to a different
13 presbytery (G-2.0608).
14 g. To determine which documents or essays are required for inquiry, candidacy,
15 and readiness.
16 h. To require an annual consultation, and in particular a written report, by the
17 Inquirer or Candidate.
18
19 i. To develop and publish ways to determine the requirements of G-2.0607a.

20
21 3. The presbytery reserves to itself the following powers:
22

- 23 a. To examine inquirers for reception as candidates.
24 b. To examine potential candidates on the following points:
25 (1) personal faith and experience of God's grace;
26 (2) call to the ministry and motives for seeking the ministry
27 (3) ways in which one has served the church which affirm the call.
28 c. To waive one or more requirements in G-2.06, et. seq. by a three-quarters vote
29 (G-2.0610) as recommended by CPM.
30 d. To approve (by three-quarters vote) a means other than the standard
31 ordination examinations to ascertain the readiness of the candidate for ministry in
32 the areas covered by those exams (G-2.0610).
33 e. To grant an inquirer or candidate previously ordained as a ruling elder
34 authority to preside at the Lord's Supper when invited by a session (G-2.0606).
35

36 **II. THE COMMITTEE REPORTS THE FOLLOWING ACTIONS:**

- 37 A. Enrolled the following person as an inquirer: James Taneti (Ginter Park), liaison Robert
38 Johnson.
39 B. Approved the following persons' continuation in the preparation process on the basis of an
40 annual consultation: Katherine Francis, Robin Williamson [Oct 25]; Matthew Gaventa, Rothea
41 Cornelius [Nov 22].
42 C. Certified the following candidate as ready to be examined for ordination, pending a call:
43 Matthew Gaventa (Westinster Charlottesville) [Nov 22].
44 D. Amended the "Guide to the Preparation Process" to say that financial aid is available to all
45 inquirers and candidates, but priority will be given to M.Div. students [Oct. 25].
46 E. Approved a statement concerning CPM's function under the new Form of Government [Nov

1 22].

2 F. Assigned the following liaisons: Judy Holland for Patrick Ryanball; Charles Summers for
3 Jerome Bennett; George Walker for Katherine Francis, Joel Brantner, and Hee A Lee; Elizabeth
4 Gatewood for Douglass Friesema; Sherry Flournoy for Murray Withrow and Katherine Peiper;
5 Robert Johnson for Karen Rohrer and James Taneti; Amy Clark for Virginia Irby; Janet James
6 for Ann Elyse Hicks [Nov 22 and Jan 24].

7 G. Approved the transfer of inquirer Hee A Lee to the Presbytery of Alaska, when the way is
8 clear [Jan 24].

9
10 **III. CONSENT DOCKET RECOMMENDATIONS:** None.

11
12 **IV. THE COMMITTEE MAKES THE FOLLOWING RECOMMENDATIONS:**

13 A. That CPM be permitted to administer the August 2012 Exegesis examination to Susan
14 Butterworth by the alternate method, if she does not pass the exam in January [Nov 22].

15 B. That Catherine Schilling (Richmond First) be examined for candidacy for the ministry of the
16 Word and Sacrament [Nov 22].

17 C. That Lisa Salita (Three Chopt) be examined for candidacy for the ministry of the Word and
18 Sacrament [Jan 24].

19
20 *When an inquirer seeks to become a candidate, the presbytery examines him or her in*
21 *person with respect to his or her Christian faith, forms of Christian service undertaken,*
22 *and motives for seeking the ministry.*

25 COMMITTEE ON MINISTRY

26 PRESBYTERY OF THE JAMES

27
28
29 February 18, 2012

30 *(October 13, November 10, December 8, 2011; January 12, 2012 meetings)*

31
32 **I. THE COMMITTEE REPORTS THE FOLLOWING ACTIONS:**

33 A. Transferring Ministers and Educators:

- 34 1. Rev. Ben Sparks, Middle Tennessee Presbytery, HR (see pages 63-65)
35 2. Rev. Louie Andrews, Coastal Carolina Presbytery, as Pastor of Rockfish Church,
36 Nellysford (see pages 65-68).

37
38 B. Temporary Pastor Relations Covenants Concurrence:

- 39 1. Rev. Jim Goodloe and Mattoax and Pine Grove Churches, 10/1/2011 –
40 3/31/2012
41 2. Rev. Charles Brown and Rev. Walter Mann and Hebron Church, 9/15/2011 –
42 4/30/2012
43 3. Rev. Glynn Bell and King's Chapel, 10/1/2011 – 1/31/2012
44 4. Rev. Arch Wallace and Rosewood Church, 10/1/2011 – 1/31/2012
-

- 1 5. Rev. Ed Pederson and Bethany Church, 8/1/2011 – 11/30/2011
- 2 6. Rev. Steve Cobb and Rivermont Church, 10/2/2011 – 1/31/2012
- 3 7. Rev. LoAnn Fairman and Providence Gum Spring, 10/17/2011 – 2/17/2012
- 4 8. Rev. Kay Steele and Rennie Memorial, 11/1/2011 – 1/31/2012
- 5 9. Rev. Sue Cyre and Summit Church, 11/1/2011 – 1/31/2012
- 6 10. Rev. Antonio Arnold and Westminster Petersburg, 10/18/2011 – 3/11/2012
- 7 11. Rev. Ben Sparks and Chester Church, 1/1/2012 – 4/30/2012
- 8 12. Rev. Nathan Dell and All Souls Church, 1/1/2012 – 6/30/2012
- 9 13. Rev. John Herbst and Lawrenceville Church, 1/1/2012 – 4/30/2012
- 10 14. Rev. John Turner and Tappahannock Presbyterian Church, 1/1/2012 –
- 11 6/30/2012
- 12

13 C. Stated Supply Covenants:

- 14 1. Rev. Shady Clark and Eastminster, 1/1/2012 – 12/31/2012, pending
- 15 adjustment of the terms of call for an increase of \$350.
- 16 2. Rev. Kay Steele and Concord Church, 1/1/2012 – 12/31/2012
- 17 3. Rev. Ron Bullis and First Church, Hopewell, 1/1/2012 – 12/31/2012
- 18 4. Rev. Jeff Butler and Woodlawn Church, 1/1/2012 – 12/31/2012
- 19 5. Rev. Don Steele and Bott Memorial, 1/1/2012 – 12/31/2012
- 20 6. Rev. George Whipple and Hawkins Memorial Church, 1/1/2012 –
- 21 12/31/2012
- 22 7. Rev. Zolton Phillips and Trinity Church, 1/1/2012 – 12/31/2012
- 23 8. Rev. John Storey and Madison Church, 1/1/2012 – 12/31/2012
- 24

25 D. Interim Supply Covenant:

- 26 1. Rev. Mary Jane Winter and Rockfish – through 12/15/2011
- 27 2. Rev. Nancy Clark and Mechanicsville Church, 1/1/2012 – 12/31/2012
- 28

29 E. Parish Associate Covenant:

- 30 1. Rev. Douglas Hicks and Richmond Second Church, 1/1/2012 – 12/31/2012
- 31 2. Rev. Dwight Nave and Covenant Church, 1/1/2012 – 12/31/2012

32 F. Appointment of Session Moderators:

- 33 1. Rev. Judy Thompson, Wesley Church Session, October, 2011
- 34 2. Rev. Billy Craig, New Hanover Church Session, November & December,
- 35 2011.
- 36 3. Rev. Steve Starzer, New Hanover Church, January, 2012
- 37 4. Rev. Charles Clubb, Lawrenceville Church, January, 2012
- 38 5. Rev. Jeremy Cannada, Rennie Memorial Church, January, 2012

39 G. Permission to labor within/outside the bounds of POJ

- 40 1. Request from Tommy Nichols to labor outside the bounds in Central Florida
- 41 Presbytery in order to perform a wedding on January 16, 2012

42 H. Commissioned Lay Pastor Covenant Approved:

- 43 1. Ruling Elder Charles McRaven and Waddell Memorial, 1/1/2012-
- 44 12/31/2012.

45 I. Terms of Call Approved:

- 46 1. Rev. Louie V. Andrews, Pastor, Rockfish Church Cash Salary: \$33,000;

Housing and Utilities: \$27,000; Pension/Major Medical: \$18,900; SECA: \$4,590; Auto/travel: \$2,400; Study Leave expenses: \$1,000; Book Allowance, \$250; Two weeks Study Leave; Four weeks vacation.

J. Ordination/Installation Commissions Approved:

1. To install Rev. David Forney as Pastor, First Church, Charlottesville, on Sunday October 16, 2011, 10:00 AM at First Church, Charlottesville.
2. To Ordain and Install Stephen Hitchcock as Chaplain of The Haven, a multi-resource day shelter, on Sunday, October 23, 2011, at 2:30 PM at The Haven, Charlottesville, VA.
3. To Ordain and Install Candidate Inho Kang as Designated Pastor, Lord Jesus Korean Church, on Sunday October 30, 2011, at 5:00 PM at Lord Jesus Korean Church, Richmond.
4. To Ordain and Install Candidate Peter Atkinson as Pastor of Gordonsville Church on Sunday, November 13, 2011, at 3:00 PM at Gordonsville Church.
5. To Ordain Candidate Allison Unroe as Associate Pastor of River Road Church on Sunday, January 15, 2011 at 2:00 PM at Bon Air Church.
6. To Install Candidate Allison Enroe as Associate Pastor of River Road Church on Sunday, January 22, 2012 at 6:00 PM at River Road Church.

K. Permission to elect Pastor Nominating Committee (PNC)

1. Associate Pastor Nominating Committee for Salisbury Church

L. Approved funds from Pastoral Care Fund for several ministers: (a) \$500 for pastoral counseling; (b) \$1,000 for back rents; (c) \$1,500 for assistance in repaying seminary debts; (d) for medical expenses for a pastor's spouse, \$1,723.01.

M. Pulpit Supply List additions:

1. Candidate Tom Harley, Presbytery of New York City
2. Candidate Will Roberts, Presbytery of Eastern Virginia

N. Approved the closing of the position of Associate Pastor, Olivet Church, effective 1/30/11

O. Board of Pension dues for 2012 will be 32.25%, not 31%.

II. CONSENT DOCKET RECOMMENDATIONS:

- A. That Rev. Gordon Pace become Member at Large, 8/1/2011
- B. That Rev. Louis Williams become Member at Large, 1/1/2012
- C. That Rev. Mary Jane Winter become Member at Large, 12/15/2011

III. THE COMMITTEE MAKES THE FOLLOWING RECOMMENDATIONS:

- A. That the Sexual Misconduct/Harassment Policy be approved

1
2 **B. Purpose**

3 The purpose of this policy on sexual misconduct is:

4
5 To set and enforce standards of ethical behavior reflective of Scripture and consistent with secular law.

6
7 To serve and advance the peace and purity of the Church.

8
9 To develop procedures for the enforcement of these policies, fully consistent with the appropriate Rules
10 of Discipline of the *Book of Order*. And to ensure the confidentiality of issues and individuals as may
11 be necessary.

12
13 To promote the understanding of what sexual misconduct is and what the presbytery expects of those
14 covered by this policy.

15
16 To prevent the occurrence of sexual misconduct to the greatest extent possible and to assure a prompt
17 and reasoned response should it be alleged or reported.

18
19 To demonstrate pastoral concern for the alleged victims and their families and for those accused of the
20 sexual misconduct and their families.

21
22 **II. Definitions**

23
24 **A. Accused**

25 is the term for the person against whom a claim of sexual misconduct is made.

26
27
28 **B. Accuser**

29 is the term for the person claiming knowledge of sexual misconduct by a person covered by this policy.
30 The accuser may be someone other than the *alleged* victim of alleged sexual misconduct.

31
32 **C. Child Sexual Abuse**

33 includes, but is not limited to, any unlawful contact or interaction between a child and an adult where
34 the child is being used for the sexual stimulation of the adult or some third person. The prohibited
35 behavior does not necessarily require touching. Sexual activity between a child and an adult shall
36 always be considered as forced since the child is deemed not legally capable of consenting. The
37 presbytery intends to follow Virginia Code § 1-204 which defines a child as anyone under eighteen
38 years of age.

39
40 **D. Church**

41 when spelled with the initial letter capitalized (*Church*) refers to the Presbyterian Church (U.S.A.).
42 Church when spelled with the initial letter in lowercase (*church*) refers to local congregations. The
43 word congregation is used loosely for members and participants.

44
45 **E. Employee**

1 is the comprehensive term used to cover all individuals hired or called to work for the Church, a
 2 Council, a local member church or any other institution or entity formally related to the Church or one
 3 of its Constituent Bodies, who are paid a salary or wages for their services.

4 **F. Entity**

5 is any congregation, program or office managed by a board, committee, council, or other body whose
 6 membership is elected by a Council. See *Manual of the General Assembly*, Standing Rule 47. 418.

7
 8 **G. Council**

9 is a representative body composed of Ruling Elders and Teaching Elders; these are sessions,
 10 presbyteries, synods, and the General Assembly. A Council may establish entities such as day care
 11 centers, conference centers, camps, or homes for the aged. A Council may have both church members
 12 and non-members as employees.

13
 14 **H. High Risk Occupations**

15 are those which call for a person to work in close contact with those who are vulnerable and less
 16 capable of protecting themselves, such as children, the elderly , the incapacitated, or those receiving
 17 formal counseling. (Pastoral care of four sessions or less shall not be deemed as counseling.)

18
 19 **I. Inquiry**

20 is the term used in the Rules of Discipline to determine whether charges should be filed based upon
 21 allegations received by a Council that an offense has occurred. [See Book of Order D- 10.0200]

22
 23 **J. Investigation/Investigating**

24 is the term used in the *Rules of Discipline* regarding the investigation of allegations of an offense
 25 received by a Council.

26
 27 **K. Mandated Reporter**

28 is a person required to report by civil law any and all suspected incidents of child abuse, including child
 29 sexual abuse. Virginia law exempts certain persons from its mandatory reporting requirements,
 30 including regular ministers, priests, rabbis or imams or duly accredited practitioners of any religious
 31 organization or denomination usually referred to as a church. In implementing the procedures of this
 32 policy, the Presbytery shall ensure adherence to *Book of Order* G-4.03. All others who are aware of or
 33 suspect an incident of child abuse must report that suspicion or knowledge to the appropriate civil
 34 authorities and to that person designated by the Presbytery in the promulgation of those Rules and
 35 Procedures developed by COM to carry this Policy into effect .

36
 37 **L. Persons Covered**

38 by this policy include persons who are employees, volunteers under the supervision of the Presbytery
 39 of the James, or volunteers involved in an activity sponsored by or affiliated with the Presbytery
 40 including Camp Hanover. Those included shall include those accused of sexual misconduct under
 41 circumstances in which (1) access to the alleged victim is related to some form of service to or
 42 appointment by the presbytery or entity, (2) the sexual misconduct alleged arises in a non-Church
 43 related setting, the circumstances of which raise questions of character and effectiveness of a person
 44 covered by this policy, or (3) the alleged improper conduct occurs in a setting in which access is
 45 granted to the alleged victims by a particular church of the Presbytery, whether with members or non-
 46 members.

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M. Reasonable Suspicion

is a subjective criterion that refers to a belief or opinion based on facts or circumstances that are sufficient for a reasonable person to want to inquire further, or to take protective action, or to report to authorities.

N. A: Response

is the action taken by the Council or entity when a report of sexual misconduct is received. It may include:

- 1. Inquiry into facts and circumstances.
- 2. Possible disciplinary action (administrative, judicial or both).
- 3. Pastoral care for alleged victims and their families and others.
- 4. Exoneration and pastoral care for those falsely accused.
- 5. Pastoral care and rehabilitation for the perpetrators and care for their families.
- 6. Administration leave (with or without pay) while the response is under way) for the person accused.

N.B:

If the alleged act is considered to be criminal in nature, the report shall be referred to the appropriate secular authorities.

O. Response Teams

are to be constituted as detailed by the enforcing procedures, and shall be a body or bodies constituted by a Council or entity to facilitate the process of responding to allegations of sexual misconduct.

P. Secular Authorities

are the governmental bodies, whether city, town, county, state, or federal, who are given the responsibility to investigate, criminally prosecute, and/or bring charges against individuals accused of sexual crimes or sexual misconduct offenses against other adults or children. The structure and identity of the secular authorities will vary from jurisdiction to jurisdiction, but basic responsibilities to detect, deal with, and resolve such crimes and offenses will follow generally recognized patterns.

Q. Secular Law

is the body of city, town, county, state, or federal laws, often referred to collectively as civil or criminal law. Prohibited behavior addressed by this policy is that which is governed by criminal or civil law regarding sexual misconduct.

R. Sexual Harassment

as defined for this policy is as follows:

(1) Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- a. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or their achieving or continuing a given status in an institution;
- b. Submission to or rejection of such conduct by an individual is threatened or used as the basis for employment decisions affecting such individual; or

(2) The establishment of a workplace environment, which is hostile to the employee because of the sexual misconduct of others. The conduct that is prohibited here is that which unreasonably interferes

1 with an individual's work performance by creating an intimidating, hostile, or offensive working
2 environment.

3
4 Among the examples of behavior that may constitute sexual harassment are: pressure for sexual
5 activity; uninvited physical contact; disparaging remarks about one's gender; lewd or sexually
6 suggestive comments; sexual suggestions disguised as humor; requests for sexual favors accompanied
7 by implied or over threats; dissemination or display of sexually offensive materials, or the use of or by
8 having access to pornographic materials as that term is defined by law.

9
10 **S. Sexual Misconduct**

11 is the comprehensive term used in this policy to include:

- 12 1. Child sexual abuse as defined above;
- 13 2. Sexual harassment as defined above;
- 14 3. Rape or sexual contact by force, threat, or intimidation;
- 15 4. Sexual conduct (such as, obscene, prurient or suggestive language or behavior, unacceptable visual
16 contact, unwelcome touching or fondling) which is reasonably injurious to the physical or emotional
17 health of another.
- 18 5. Sexual malfeasance as defined below.

19
20 **T. Sexual Malfeasance**

21 is defined for this policy as follows:

22 the broken trust resulting from genital contact (contact with the breasts, buttocks, or pubic area) within
23 a ministerial (e.g. clergy with a member of their congregation) or professional relationship (e.g.
24 counselor with a client, lay employee with a church member, presbytery executive with a committee
25 member). This definition is not meant to cover relationships between spouses, nor is it meant to restrict
26 church professionals from having normal, mutual, social, intimate, or marital relationships with those
27 with whom they are in a ministerial relationship (except where the relationship is made known to and
28 permitted by the entity involved.) It also applies to persons employed or appointed by the Presbytery
29 to serve in any capacity.

30
31 **U. Alleged victim**

32 is the term used to identify the person alleged to have been subjected to and/or injured by sexual
33 misconduct as defined above.

34
35 **V. Volunteer**

36 is the term used for those who provide services for councils and entities of the Church and who receive
37 no benefits or remuneration. Volunteers include persons elected or appointed to serve on boards,
38 committees, and other groups. For purposes of this policy volunteers are treated the same as
39 employees. Responsibilities of the Council or entity are the same for volunteers as for employees.

40
41
42 **III. Guiding Principles**

43
44 The members of the Presbytery and its congregations are charged with the care, nurture, and spiritual
45 well-being of those persons who come to us. This is a sacred trust and is based implicitly and
46 explicitly on Scripture, the Confessions of the church, the oaths of office for the church officers, and

1 the traditions of the church. In trying to follow the model of our Lord, Jesus Christ, we are directed to
2 remember:.

3
4 As God who called you is holy,
5 be holy yourselves in all your conduct.

6
7 Tend the flock of God that is your charge,
8 not under compulsion but willingly, not for sordid gain but eagerly,
9 do not lord it over those in your charge, but be examples to the flock.

10
11 You know that we who teach shall be judged with greater strictness.

12 1 Peter 1:15; 5:2; James 3:1, NRSV

13
14 The ethical conduct of all who minister in the name of Jesus Christ is of vital importance to the Church.
15 Through these representatives an understanding of God and the gospel's good news is conveyed. Their
16 manner of life should be a demonstration of the Christian gospel in the Church and the world, *Book of*
17 *Order*, G-2.0104a. Thus, the Presbyterian Church (USA) and the Presbytery, in order to uphold the
18 honor of the Church and the Christ it is pledged to serve, has every Biblical, ecclesiastical and
19 pragmatic right to expect of its servants a life and general behavior consonant with the above
20 principals.

21
22 Sexual misconduct is a violation of the role of pastors, employees, volunteers, counselors, supervisors,
23 teachers, and advisers called to exercise integrity, sensitivity, and caring in a trust relationship. As the
24 place where the Body of Christ gathers for work, worship and edification, the church is charged by its
25 founder to act in the best interests of parishioners, clients, co-workers, and students. When sexual
26 misconduct occurs, this commission from our Master is rejected, and faith is broken with those who
27 trust the church to be a place of Christian nurture.

28
29 Sexual misconduct is a misuse of authority and power which breaches Christian ethical principles by
30 misusing a trust relation to gain advantage over another for personal pleasure in an abusive,
31 exploitative, and unjust manner. If a parishioner, student, client, or employee initiates or invites sexual
32 content in the relationship, it is the pastor's, counselor's, officer's, or supervisor's responsibility to
33 maintain the appropriate role and prohibit a sexual relationship.

34
35 Sexual misconduct takes advantage of the vulnerability of others, especially those who are less
36 powerful and therefore unable to act for their own welfare. Sexual misconduct is antithetical to the
37 gospel call to work as God's servant in the struggle to bring wholeness to a broken world. Sexual
38 misconduct violates the mandate to protect the vulnerable from harm.

39
40 ***IV. Guidelines For Reporting a Complaint***

41
42 The Presbytery of the James will follow the guidance of the Rules of Discipline in the *Book of Order*.

43
44 ***V. Guidelines for Investigating a Complaint***

1 The Presbytery of the James will follow the procedures provided in the Rules of Discipline of the *Book*
2 *of Order*.

3
4 **VI. Guidelines for Appeal**

5
6 The Presbytery of the James will follow the procedures provided in the Rules of Discipline of the *Book*
7 *of Order*.

8
9 **VII. Implementation**

10
11 The structures and procedures for responding to allegations of sexual misconduct are mandated, in part,
12 by the *Book of Order*, such as the roles of the Committee on Ministry and the Investigating Committee
13 (see G-3.0303 and D-10.0201). When sexual misconduct occurs, especially child sexual abuse, the
14 secular authorities shall be notified as discussed above. The Presbytery also has a duty to make inquiry
15 and enforce those disciplinary procedures warranted when it can be done without interfering with the
16 secular authority.

17
18 The Presbytery shall take appropriate steps to inform members, employees, volunteers, and students of
19 this policy and the standards of conduct set forth herein. All persons involved in any alleged incident
20 are reminded of their duty to cooperate with the secular authorities in the investigation and prosecution
21 of any charges, except as exempted above or permitted by law.

22
23 Response to complaints of sexual misconduct in the course of employment will be governed by the
24 Presbytery's or by the employing entity's existing personnel policy. The same allegations may also
25 result in charges filed against a church member or Teaching Elder under the *Rules of Discipline*, and
26 may lead to temporary or permanent removal from membership or office.

27
28 Implementation of this policy requires the Presbytery to adopt educational programs to prevent sexual
29 misconduct. All Teaching Elder members, Certified Christian Educators and candidates enrolled by the
30 Presbytery shall be required to attend a seminar offered or approved by the Presbytery or its Committee
31 on Ministry on the issues of sexual misconduct at least once every five years.

32
33 **VIII. Compliance**

34
35 **A. Employment Practices**

36 Accurate record keeping is an essential part of hiring and supervision practices. The Presbytery of the
37 James shall maintain a personnel file on every employee including Teaching Elders. Among other
38 documents, the file shall contain the application for employment, employment questionnaires,
39 reference responses, and an acknowledgment document that this policy has been read before
40 employment is begun.

41
42 The Presbytery shall establish stringent hiring practices. If an applicant is unknown to the employer,
43 the employer should confirm the applicant's identity by requiring photographic identification such as a
44 driver's license. Part of the pre-employment screening shall include specific inquiry related to
45 discovering previous complaints or of sexual misconduct.

1 **B. Distribution**

2 Copies of this policy shall be available on the POJ website and distributed to all sessions and
3 employing entities under the jurisdiction of the Presbytery and shall be distributed to all employees and
4 be available to all church members. This policy is mandatory for all church members, church officers,
5 employees, and volunteers of the presbytery. The policy shall also be made available to persons who
6 accuse others of misconduct, including those who are or claim to be victims of sexual misconduct and
7 their families. The policy shall also be made available to those serving on special disciplinary
8 committees, committees on ministry, and response teams.
9

10 All incoming Teaching Elders and educators to the presbytery shall, as part of their orientation, sign a
11 document (see attached) stating that they have read and understood the Policy. Every third year, the
12 Stated Clerk shall send a document to each Teaching Elder or certified educator requiring him or her to
13 re-confirm awareness of the policy. This statement shall be signed and returned to the Stated Clerk
14 where it shall be kept in each Teaching Elder's or educator's personnel file.

15 **C. Volunteers**

16 While these guidelines are intended for volunteers, no requirement for screening and application is
17 usually applied. The increase of litigation requires that local churches do a better job of screening and
18 supervising unpaid volunteers. Every church is encouraged to have policies consistent with this
19 document and procedures in place before allowing volunteers to work in high-risk positions such as
20 youth adviser, children's workers, lay counselor, boy or Girl Scout, or camp counselors.
21
22

23 **Acknowledgment of Sexual Misconduct Prevention Policy**
24 **of the Presbytery of the James**

25
26 This is to acknowledge that as part of my annual certification to serve in the position of a
27 trusted leader in a church within the Presbytery of the James; I have read and
28 reviewed the Presbytery of the James' Sexual Misconduct Policy and Procedures
29 dated _____.

30
31 _____
32 Printed Name

_____ Date

33
34 _____
35 Signature
36
37
38
39
40
41
42
43
44
45
46

1 RESUME O. Benjamin Sparks
 2 2517 Hanover Avenue
 3 Richmond, Virginia
 4 Phone: 804-355-1093, C. 804-767-0977
 5

6 **Personal**

- 7 · Born in Ft. Worth Texas, February 24, 1939.
- 8 · Lived as a child in North Carolina and Alabama
- 9 · Settled in Atlanta where my family attended North Avenue Presbyterian Church.
- 10 · Graduated from high school at The Westminster Schools (in their 3rd graduating class,
 11 1957).
- 12 · Married Annette Smith in 1969. She is an Agnes Scott graduate, an organist and choir
 13 director who was employed at Union-PSCE for 20 plus years. We have two daughters.
 14

15 **Educational/Professional**

- 16 · 1957 – 1961, attended Davidson College, graduating in 1962 B.A. in English
- 17 · 1962 – 1965 attended Union Theological Seminary (Union-PSCE) B. D.
- 18 · **1965 – Ordained as a Minister of Word and Sacrament by Atlanta Presbytery, PCUS.**
- 19 · 1965 – 1967 Assistant Minister, St Serf’s Church in Tullibody, Scotland, U.K.
- 20 · 1968 – 1974 Urban Ministry in Montgomery Presbytery (Roanoke, Virginia)
- 21 · 1974 – 1978 Associate Pastor, 1st Church, Jacksonville, FL
- 22 · 1978 – 1982 Pastor, 2nd Church, Nashville, TN
- 23 · 1982 – 2007 Pastor, 2nd Church, Richmond, VA
- 24 · **1/2009 - 8/2010, Interim Pastor, Westminster Church, Nashville, TN**
 25

26 **Service to/participation in the Church**

- 27 · 1965 – to the present, Member of the Iona Community, an ecumenical and international
 28 community, headquartered in Scotland.
- 29 · 1983 – 2005 member of the Board of *The Presbyterian Outlook*
- 30 · 1976 – Founding member (and continuing) of the board of the *Journal for Preachers*
- 31 · 1981 – 1982 Director of the Montreat Peacemaking Conference
- 32 · 1981 – 1985 Member of the Peacemaking Taskforce of the General Assembly, and its
 33 moderator for one year.
- 34 · 2003 – 2004 Co-Moderator of the Worship Group COLA, for the 2004 General Assembly
 35 meeting in Richmond in June.
- 36 · 1972 – Commissioner to the PCUS General Assembly
- 37 · 1989 – Commissioner to the 1989 General Assembly in Philadelphia
- 38 · I have attended General Assemblies in Charlotte, 1998, and Denver, 2003
- 39 · I have served on several committees and councils of Hanover Presbytery and the Presbytery
 40 of the James
- 41 · 2004 – November, 2005 – Interim Editor of *The Presbyterian Outlook*
- 42 · 2003 – 06 Mentor (with another pastor) for the Company of Pastors, formerly known as
 43 Excellence from the Start (Theology and Worship PCUSA)
 44
- 45 · **Civic Involvement**
- 46 · 1984 – Leadership Metro Richmond

- 1 · 1999 – Served on a committee to plan an education day for community leaders
- 2 · 2001 – A Weekend retreat on Race, Economics and Jurisdiction, addressing the problems of
- 3 metropolitan Richmond
- 4 · Served on several visioning, goal setting committees for the larger community
- 5 · Served on task forces and boards in the city of Richmond and on voluntary agencies, and I
- 6 helped establish Homeward, a coordinating agency for all homeless and service ministries.
- 7 · 2002 – Hosted, planned, and led an interfaith, inaugural worship service for the Governor of
- 8 the Commonwealth.
- 9 · 2004 – on the anniversary of the passage of the Civil Rights Act, I hosted, planned, and led
- 10 ecumenical worship for the Commonwealth which included the Governor and Lt. Governor
- 11 and civil rights leaders from across Virginia.

12 **Other**

- 14 · 1984 – 2004 member of The Moveable Feast
- 15 · 1992 – Doctor of Divinity conferred by Davidson College
- 16 · 1998 – Sabbatical (four months) in Accra, Ghana and London
- 17 · 2003 and 2006 – Led Mission Trips (youth and adult) to Malawi
- 18 · 2008 – Began second four year term on the board of Agnes Scott College

19 **STATEMENT OF FAITH**

20
21
22 I believe that I am a child of God, created by divine intention and redeemed through the life,
23 death, and resurrection of Jesus Christ. By the action of the Holy Spirit I have been made a member of
24 the church universal through baptism and profession of faith in Jesus Christ as Lord. “I am not my
25 own; I was bought with a price.”

26
27 Further I believe that for over two decades I was called into the Ministry of Word and
28 Sacrament in the Presbyterian Church. I assented to God’s gracious choice of me to serve as a pastor.
29 From one perspective, the choice was mine, but only because God’s Spirit had been at work in my life
30 and in the lives of those closest to me for many years.

31
32 It is sobering to be asked for a statement of faith again after many years. I begin by stating that
33 I believe the Apostles’ Creed fervently, with more depth and conviction than at any time in my life. I
34 have been confessing my faith with that creed as long as I can remember.

35
36 Since the creed is organized as a Trinitarian statement, it is helpful for me to affirm that Divine
37 Reality is manifest to human beings in three separate ways: as Creator, Redeemer (in the person of
38 Jesus Christ) and as Sustainer/Energizer/Explicator (the Holy Spirit). Never does God – seen and
39 understood here as Jesus the Messiah; known here and there as leading us to faith or growing and
40 sustaining the church; and understood as Creator and Ruler of the universe – cease being all persons of
41 the Trinity at the same time. “God in three persons, blessed Trinity!”

42
43 Jesus is the eternal Son of God, [born of woman as is every child, yet born of God’s power (of
44 the virgin Mary) as was no other child]. * In Jesus Christ, God was reconciling the world to himself.
45 Jesus was crucified for the sins of the world, and for my sins and your sins. In self-emptying love, not
46 seeking equality with God as something to be grabbed for himself, he took the form of a slave and died

1 a criminal's death to redeem fallen creation. Therefore God chose what is foolish (the cross of Christ)
2 to the wise and weak to those who are strong to shame both the wise and strong. Yet to all who are
3 being saved the cross is the wisdom and power of God.
4

5 The scriptures of the Old and New Testaments are the Word of God written. In its entirety
6 God's word is available to all the faithful people by the inspiration of the Holy Spirit through reading,
7 teaching, and preaching. [We believe the Bible to be God's Word as no other human writing . . . we
8 must test any word that comes to us – from anywhere – by the Word of God in scripture]. *
9

10 The sacraments of Baptism and the Lord's Supper, which were instituted by/associated with
11 Jesus Christ, make vivid in the community of faith the word of God proclaimed. Preaching
12 accompanies the celebration of the sacraments, and where the Word is rightly preached and heard, and
13 the sacraments appropriately celebrated, the church exists. Or in the phrase popularized by Gordon
14 Lathrop, all we need for church is bath, book, and table. Jesus Christ is present to his people in
15 baptism and the Lord's Supper, strengthening them in communion with him and with each other,
16 building the church, and pointing toward the final redemption of all things in Him.
17

18 * bracketed phrases from *A Declaration of Faith*, PCUS, 1979; adopted by the General
19 Assembly for use in education and worship.
20

21
22
23 **Name: Louie Verner Andrews**

24 **Ecclesiastical Status:** PC(USA) Presbyterian Minister of Word and Sacrament

25 **Membership Presbytery:** Coastal Carolina Presbytery **Ordination Date:** 7/19/1981

26 **Formal Education:**

27 BA King College History 1972

28 MA PSCE 1977

29 MDiv Union Theological Seminary 1981

30 DMin Columbia Theological Seminary 2001

31 **Continuing Education:**

32 **Experience Level:** 8 years or more

33 **Training / Certification:** Certified Christian Educator ,
34

35 **Sexual Misconduct Self-Certification Statement: I certify below that no civil, criminal,**
36 **ecclesiastical complaint has ever been sustained* or is pending* against me for sexual**
37 **misconduct; and I have never resigned or been terminated from a position for reasons related to**
38 **sexual misconduct.**

39 I have read this certification and release form and fully understand that the information obtained
40 may be used to deny my employment or any other type of position from the employing entity. I also
41 agree that I will hold harmless the employing or judicial authority or any other entity from any and all
42 claims, liabilities, and causes of action for the legitimate release of any information related to sexual
43 misconduct.
44

45 **Past Experience:**
46

1 1972–75 US Army
2 1977–79 DCE – 2nd Presbyterian Church, Charleston SC 400 members Campus Minister – The
3 College of Charleston and The Citadel
4 1981–86 Assoc. Pastor – Winter Park PC, Wilmington NC 450 members
5 1986–89 Pastor – Bow Creek PC, Virginia Beach, VA 175 members
6 1989–2002 Co-Pastor – St. Paul PC, San Angelo Texas 475 members
7 2002–10 Head of Staff – Graves Memorial PC, Clinton NC 475 members

8
9 **Other Services:**

10
11 2001 Rep. to GA for Tres Rios Presbytery
12 2003–2008 – Served and chaired (2007–08) Multicultural Committee for Presbytery of Coastal
13 Carolina
14 2003-present – Served and chaired (2008 to present) Presbytery Peace Committee (Coastal
15 Carolina)
16 2006 to present – Adjunct member of Committee on Mission (Coastal Carolina)
17 2005 – Presented keynote address for Coastal Carolina Youth Retreat
18 2007 – Wrote SS curriculum for “Seasons of the Spirit” – Fall, Middle School – published by
19 The Presbyterian Church of Australia
20 2010 – Rep from Coastal Carolina Presbytery to serve on the design team for the 2011 GA
21 Multicultural Conference

22
23 **Church Characteristics Desired:**

24
25 I have been overwhelmed by the grace of God within this fragile and yet astonishing creation called the
26 church. I believe God has called the church to be a place of renewal and rebirth. God has called the
27 church to be a community of healing and regeneration. God has given us the privilege to proclaim the
28 Good News of Jesus Christ through our words and our deeds. In this ever changing and diverse world,
29 where what was new yesterday is out of fashion today, the church lives and breathes the timeless
30 message that God is “gracious, merciful, slow to anger and steadfast in love.” I desire to serve a church
31 committed to this principle.

32
33 I have served as a D.C.E., campus minister, associate pastor, co-pastor and head of staff. I have served
34 churches of various sizes, locations and racial composition. To each church I have brought energy and
35 imagination. My passion is preaching, teaching and living The Word. Sometimes this happens in the
36 pulpit and the classroom; sometimes this happens in the hospital or a living room; sometimes this
37 happens when our hands get dirty performing acts of justice and reconciliation. The walls of God’s
38 church are secondary to the width of God’s mercy and grace.

39
40 I will bring to your congregation an inexhaustible energy for serving our Lord and Savior. I will bring
41 the gift to interpret the Word in word and deed. I will bring experience molded by success and failure. I
42 will bring a heart shaped by Christ’s love and hands calloused by God’s work.

43
44 **Accomplishments in present call:**

45
46 I currently serve Graves Memorial Presbyterian Church. GMPC is located in Clinton North Carolina, a

1 town of about 10,000 which is dependent on the hog and turkey industry. GMPC is a congregation of
2 about 450 members. The membership is active within our community with members serving on various
3 boards, city and school councils, the local food bank and a shelter for abused women.
4 When I came to GMPC my goal was to preach and teach the gospel, revive a children and youth
5 program, visit the sick, homebound and do some counseling as necessary. The church is blessed with
6 talented secretary/administrator allowing me to concentrate my efforts on ministry. I soon discovered a
7 desire within the congregation to close a street that ran between our sanctuary and make improvements
8 on an aging education building. Efforts to accomplish this had failed in the past but with persistence,
9 cooperation and prayer the city closed the street allowing us to successfully undertake a 2.5 million
10 dollar project, renovating and rebuilding our existing campus.

11
12 Even with a building project GMPC became active in ecumenical ventures in our community. Recently
13 we have helped support a men's shelter, a soup kitchen and a migrant ministry. We are active in
14 ecumenical Lent, Advent and Holy Week services.

15 **Leadership Style:**

16
17
18 As Christ has empowered us, so we are called to empower others. While ministers must accept
19 the challenges of leadership and administrative decisions, I believe clergy can easily become enamored
20 with a CEO model leading us to become administrators rather than ministers of the Gospel. This is why
21 I love the Presbyterian system of teaching and ruling elders. God calls each of us to particular task. My
22 gifts are preaching, teaching, visitation and being a visible presence within the community. Each elder
23 has a gift waiting to be utilized. As the elders are empowered the congregation becomes empowered to
24 serve God. As minister, my job is to be the spiritual guide. As leader, I must place my trust in others
25 who have the skills to lead a choir, run a stewardship program, plan a work day, develop a budget or
26 direct a Vacation Bible School. If as a leader, if I fail to empower the people of God I will fail to do the
27 work of God. I am someone who works hard, never arrives unprepared, and does not believe the day
28 ends at 5 p.m. That is noble as long as I am not doing something that someone else in the congregations
29 could do better and more efficiently. Trusting the gifts of the congregation allows time to utilize my
30 own gifts. It also leads to a church full of people excited to develop their God given talents.

31 **Key Theological Issues:**

32
33
34 I believe Authority and Mystery are at the center of the theological issues confronting the Church
35 today. When the Israelites left Egypt, they witnessed displays of God's authority. But when they asked
36 to see the face of God they were given the mysterious response of God's mercy and grace. The God of
37 authority is also a God who continues to mysteriously work out God's everlasting will.
38 Through the death and resurrection of Jesus Christ, salvation has been granted to a world burdened by
39 sin. This act of grace represents the Authority of God over the death and fear that paralyzes our world.
40 We are called to respectfully share this good news. I cannot fully understand God's plan of salvation,
41 but I know God loves the world and therefore I will trust in God's mysterious ways.
42 I believe much the discord in our denomination stems from conversations over covenant relationships
43 based of fidelity. God's authority calls for such a covenant. The mystery of God is opens to us the
44 possibility that God desires our conversations begin and end with fidelity rather than centering on a
45 particular sexual orientation and lifestyle.

1
2 Third, we are no longer a nation ruled by a particular ethnic group. The “authority” of my race and
3 gender has been severely challenged. But the mysterious ways of God offers an opportunity for new
4 voices and new ideas to join our rich history as Presbyterians allowing all of God’s children to be
5 partners in our pilgrimage to the Kingdom.

6
7 **Statement Of Faith:**
8

9 Each morning the rising of the sun confirms that God continues to be in the process of “creating
10 a new heaven and a new earth.” Likewise the rising of the Son authenticates that the God of creation is
11 also the God of redemption. I heartily affirm the declaration of the Hebrew poet who declared, “God
12 created and it was good.” I less enthusiastically admit Paul was correct when the Apostle wrote, “all
13 have sinned and fallen short of God’s glory.” Caught between the goodness of God and sinfulness of
14 humanity, I surrender to the affirmation, “God so loved the world.”
15

16 My hope arises from an unwavering belief in the One who is “gracious, merciful, slow to anger
17 and steadfast in love.” My heart is stirred by the story of God’s response to slaves in Egypt. My fears
18 are relieved when I recite God’s words to the captives in Babylon, “every valley shall be lifted up,
19 every mountain made low and the glory of God shall be revealed”. God has been faithful but we have
20 not.
21

22 Therefore, my salvation arises not from acts of goodness but from the sacrifice of perfection for
23 the sake of my imperfection. The Word became flesh, “humbling himself and becoming obedient to
24 death.” Through the death and resurrection of Jesus Christ, each of us dies to sin and is resurrected to
25 life. Through the death and resurrection of Jesus Christ, each of us is called to become a holy
26 instrument of God’s grace. Through the death and resurrection of Jesus Christ, each of us is challenged
27 to be lead by God’s Holy Spirit as we participate in acts of proclamation, restoration and reconciliation.
28

29 God does not leave us alone. We have been blessed by the community of faith, the church,
30 where we are called to worship, encounter God’s holy text, celebrate the sacraments, rejoice in our
31 diversity made one in the Spirit of God and proclaim Christ’s gospel both through our spoken words
32 and our deeds of justice and mercy.
33

34 God does not leave us unprepared. Scripture, this holy, living, breathing truth encounters and
35 transforms us. This promise-filled yet dangerous text moves us from casual assumptions to the total
36 consumption of the sweet and sour imagination of God.
37

38 God does not leave us without signs and seals. Through baptism we are united with Christ and
39 each other through the cleansing waters of God’s grace. Through communion we remember the
40 covenant that began with a “wandering Aramean” and was renewed with the death and resurrection of
41 Christ. In baptism we die to sin and are revived to a new life. In communion we remember the Godly
42 act that made our restoration possible.
43

44 “Give thanks to the Lord, for the Lord is good. God’s steadfast love endures forever.”