

W orship Service

Call to Worship (from Psalm 86)

All the nations you have made shall come and glorify your name.

**For you are great and do wondrous things;
you alone are God.**

Teach me your way, O Lord, that I may walk in your truth;

give me an undivided heart to revere your name.

I will give thanks to you with my whole heart, O Lord my God,
and I will glorify your name forever.

*Hymn 324 "Open My Eyes That I May See"

Prayer of Confession

**Gracious God,
you desire truth in our inward being,
but we rebel against you.
We confess that we participate in the war of words,
maligning those who do not believe as we do,
doing violence to others through gossip and disparaging speech.
We ignore the hard truths
and lie to ourselves and each other.
Lord, forgive us and help us to amend our ways,
so that our speech and lives might bear witness
to you, O God of all truth and love.**

Silent Prayer of Confession

Assurance of Pardon

Old Testament Lesson: Exodus 20: 1-3, 16

New Testament Lesson: Ephesians 4: 1-7, 11-16


Sermon: *A True Witness* Rev. Rosalind Banbury

*Hymn 285 "God, You Spin the Whirling Planets"

Pastoral Prayer

Charge and Benediction

324 Open My Eyes That I May See

Psalm 119:18 

Clara H. Scott, 1895

OPEN MY EYES 8.8.9.8 with refrain

Clara H. Scott, 1895



1. O-pen my eyes, that I may see Glimps-es of truth Thou hast for me;
2. O-pen my ears, that I may hear Voic - es of truth Thou send-est clear;
3. O-pen my mouth, and let me bear Glad - ly the warm truth ev - ery-where;



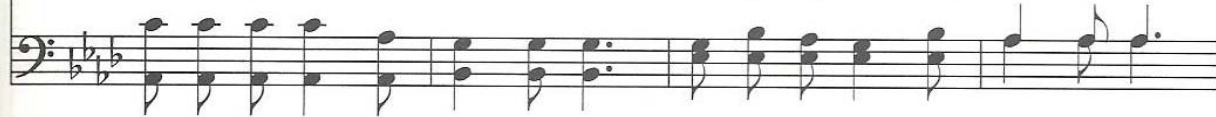
Place in my hands the won-der-ful key That shall un - clasp and set me free.
 And while the wave notes fall on my ear, Ev - ery-thing false will dis-ap-pear.
 O - pen my heart, and let me pre-pare Love with Thy chil-dren thus to share.

*Refrain*

HOLY SPIRIT



Si-lent-ly now I wait for Thee, Read-y, my God, Thy will to see;



eyes,
 O - pen my ears, il - lu - mine me, Spir - it di - vine!
 heart,



GOD

2 Corinthians 5:17-19

285 God, You Spin the Whirling Planets

AUSTRIAN HYMN 8.7.8.7 D

Jane Parker Huber, 1978

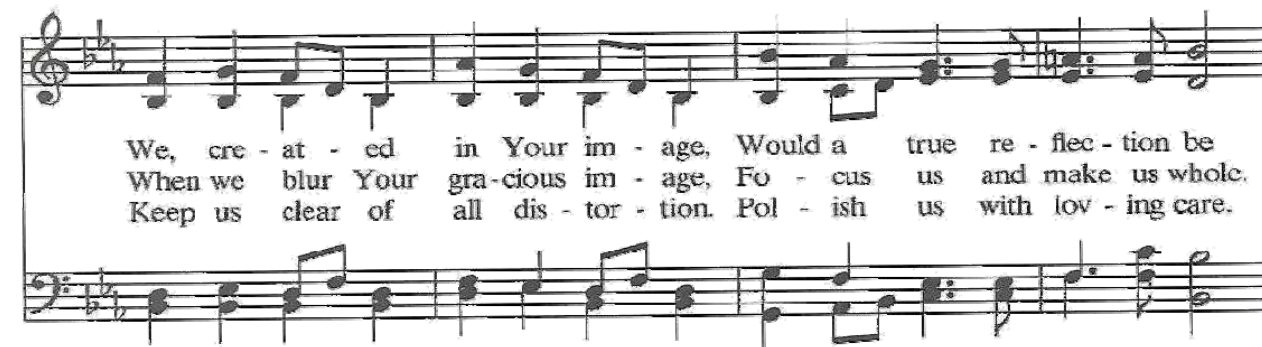
Franz Joseph Haydn, 1797



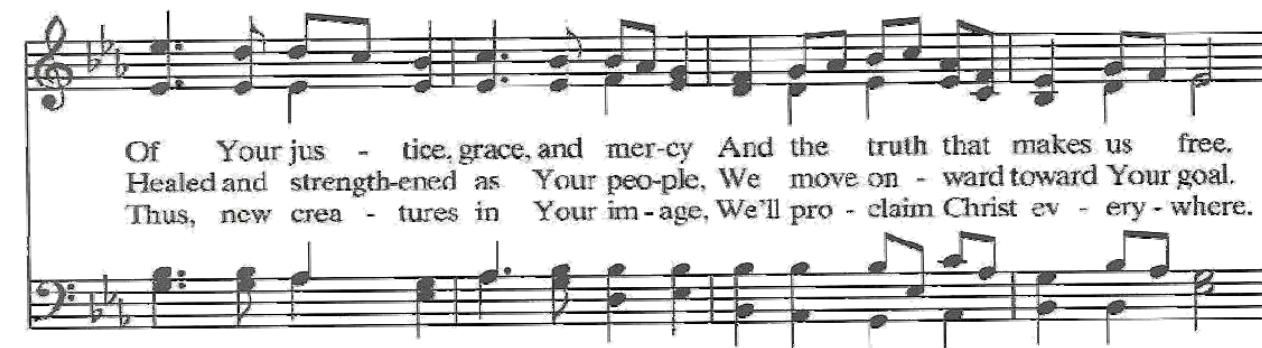
1. God, You spin the whirl-ing plan-ets, Fill the seas and spread the plain,
 2. You have called us to be faith-ful In our life and min-is-try.
 3. God, Your word is still cre-at-ing, Call-ing us to life made new.



Mold the moun-tains, fash-ion blos-soms, Call forth sun-shine, wind, and rain.
 We re-pond in grate-ful wor-ship Joined in one com-mu-ni-ty.
 Now re-veal to us fresh vis-tas Where there's work to dare and do.



We, cre-at-ed in Your im-age, Would a true re-flec-tion be
 When we blur Your gra-cious im-age, Fo-cus us and make us whole.
 Keep us clear of all dis-tor-tion. Pol-ish us with lov-ing care.



Of Your jus-tice, grace, and mer-cy And the truth that makes us free,
 Healed and strength-ened as Your peo-ple, We move on-ward toward Your goal.
 Thus, new crea-tures in Your im-age, We'll pro-claim Christ ev-ery-where.

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REPORT OF THE STATED CLERK
PRESBYTERY OF THE JAMES
June 15, 2010

I. NOMINATIONS

- | | |
|-----------------------|----------------------------|
| A. Temporary Clerks | District 4: _____ |
| | District 5: _____ |
| | District 6: _____ |
| B. Courtesy Committee | Rev. Keith Hill, St. Giles |

II. COMMUNICATIONS

A. All readers of presbytery minutes for the February 2010 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 Districts 4, 5 & 6 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/organizations:

- Presbyterian Women: Evalyn Page, Moderator
- Presbyterian Men: Stan Huie, Moderator
- Black Caucus: Joseph Young, Moderator
- Covenant Network: Stephen Pfleiderer, Moderator
- Youth Council: Suzanne Huffine, Moderator; Erin Davidson,
Coordinator, Todd Davidson, Vice-Coordinator.
- 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 Presbytery answered the Overture from Forest Hill Church in its "February, 2010 Staged Meeting" in the affirmative, indicating that the General Presbyter would seek out persons to assist congregations in doing their annual financial reviews. The following persons have agreed to serve when called upon: Gene Rosen (Fairfield); Kenna Payne (Westminster, Richmond); George Comstock (Bon Air); Darlene Schinlever (Chester); Mary Elizabeth Stewart (St. Andrews). We are in need of persons in the Charlottesville and Fredericksburg areas. Please be in touch with the General Presbyter with suggestions of other persons or if your congregation has a need for assistance.

III. COMMISSION REPORTS: None

IV. CONSENT DOCKET RECOMMENDATIONS:

- A. That the minutes for the February 20, 2010 stated meeting be approved.

V. THE STATED CLERK MAKES NO RECOMMENDATIONS.

CONSENT DOCKET INSTRUCTIONS

The Consent Docket is for recommendations which appear to be routine...realizing, of course, that “routine” is a judgment call on the part of the persons putting the docket and presbytery packet together.

The Consent Docket is found on pages 6 & 7. We are only “voting” any items found on these pages. Other recommendations from Boards and Committees will be considered during the particular Board or Committee report time.

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

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

CONSENT DOCKET

Presbytery of the James, Stated Meeting #75

Hosted by: First Chase City, Wylliesburg, and Thyne Memorial Church
Chase City, VA

- I. THE STATED CLERK MAKES THE FOLLOWING RECOMMENDATION:**
A. That the minutes for the February 20, 2010, stated meeting be approved.
- II. CAMP HANOVER MINISTRIES BOARD MAKES THE FOLLOWING RECOMMENDATIONS:**
None
- III. PUBLIC MINISTRIES BOARD MAKES THE FOLLOWING RECOMMENDATIONS:** None.
- IV. LEADERSHIP MINISTRIES BOARD MAKES THE FOLLOWING RECOMMENDATIONS:** None
- V. ADMINISTRATIVE BOARD MAKES THE FOLLOWING RECOMMENDATIONS:**
A. That the Presbytery approved the POJ Manual as a second reading (see pages 23ff).
- VI. CONGREGATIONAL MINISTRIES BOARD MAKES THE FOLLOWING RECOMMENDATIONS:**
None
- VII. COMMITTEE ON MINISTRY MAKES THE FOLLOWING RECOMMENDATIONS:**
A. That Rev. Kelly Kaufman become Member at Large, February 14, 2010.
B. That Rev. Hal Hankins be released from ordained office, effective February 11, 2010.
C. That the Presbytery approve the position of Pastoral Counselor with the Pastoral Counseling Services of Central Virginia, as a validated ministry.
D. That the Presbytery approve the position of PRN Chaplain with Bon Secours Richmond Health Systems as a validated ministry.
E. That Rev. Hunter Hill become Honorably Retired effective 6/1/2010.
F. That Rev. Dick Somers be elected Pastor Emeritus of River Road Church.
G. That Rev. Corey Widmer become an Evangelist for the East End Mission in Church Hill.
H. That Rev. Dan Roberts become Honorably Retired effective 5/31/2010.
I. That Rev. Graham Patterson become Honorably retired effective 3/31/2010.
- VIII. COMMITTEE ON PREPARATION FOR MINISTRY MAKES THE FOLLOWING RECOMMENDATIONS:** None
- IX. BUSINESS AFFAIRS COMMITTEE MAKES THE FOLLOWING RECOMMENDATIONS:** None.

REPORT OF THE PUBLIC MINISTRIES BOARD
PRESBYTERY OF THE JAMES
June 15, 2010

I. THE BOARD REPORTS THE FOLLOWING FOR INFORMATION:

- A. The Board learned of ongoing relief efforts to Haiti in the wake of the earthquake there. Five Cents a Meal funding helps Matthew 28 fish farms to provide food for orphanages and hunger relief efforts in Haiti.
- B. The Self Development of People (SDOP) grant applications are due in fall. The SDOP committee welcomes identification of potential recipients. (See Marsha Lockett, chair, for information.)
- C. Learned about the Presbytery's new structures for mission and service.
- D. Received information about work being done in Haiti by Matthew 28 with a new fish farm that produces enough fish to feed all 68 children fish once each week at the orphanage.
- E. Global Partnership Committee has funding for overseas mission trips for individuals.
- F. Higher education ministry reports progress in support of Union Presbyterian Seminary field education placement with the Pace Campus Ministry at VCU.

II. THE BOARD REPORTS THE FOLLOWING ACTIONS:

- A. Approved funding for Hunger Projects in second quarter of 2010 in the amount of \$20,100 to 13 organizations.
- B. Approved \$1,000 grant from Peacemaking Committee to the African Immigrant Fellowship for Peace and Reconciliation through Trinity Presbyterian Church, supporting victims to attend healing workshops.
- C. Endorsed the Narnia Center in Russia as a Vacation Bible School 2011 mission project offering. It trains leaders for children and youth ministry and publishes children's books.
- D. Endorsed the Matthew 28 Fish Farm in Haiti as a Vacation Bible School 2011 mission project offering.
- E. Encourage congregations to consider supporting Light of Hope – Ethiopia which builds much-needed schools, a project of the Presbyterian Frontier Fellowship.
- F. Referred the Christian Literacy Associates ministry to the Camp Hanover Ministries Board for their consideration.

III. CONSENT DOCKET RECOMMENDATIONS: None

IV. THE BOARD MAKES THE FOLLOWING RECOMMENDATION:

- A. That the Presbytery approve the Disaster Response Team Proposal, in order that churches might have guidance in response to catastrophes, as set forth below:

Disaster Response Team for the POJ

The Disaster Response Team (DRT) shall be composed of three to five people who have the following responsibilities:

- 1) Within five (5) days of a disaster in the U.S.A. or abroad, the DRT will determine and announce an official POJ response to the disaster. This team shall be sure to obtain suggestions and proposals from POJ members and congregations and consult with the Hunger committee chair in determining the presbytery response.
- 2) Encourage individuals and congregations to respond to the options through notification about these opportunities.

- 3) Congregations may designate up to 25% of funds sent to Presbyterian Disaster Assistance (PDA) through the POJ to be used for POJ hands-on mission trips and efforts as part of the response of the presbytery to the disaster.
- 4) Remit to PDA funds received and designated for that agency.
- 5) One year later, remit any remaining contributions to PDA for continuing response to this disaster.

LEADERSHIP MINISTRIES BOARD

Presbytery of the James

June 15, 2010

I. THE BOARD REPORTS THE FOLLOWING FOR INFORMATION:

A. The planning committee for the Leadership Conference Subcommittee has not been able to convene for its planning. The Board held a brainstorming session about the 2011 Leadership Conference. One option for the conference is an event led by the President of Massanetta on the theme of “bringing folks together”.

Another possibility mentioned was the work of the Cousins Foundation in GA. Another possibility was the energetic passion of the choir director at Rawlings, whose choir was expanding its reach in their community. Ulysses Payne is to convene the subcommittee.

B. Older Adults Ministry: Another retreat is on track for October 14, 2010. The retreat will be held at Camp Hanover. The 2010 theme is: Be Still and Know God—Spiritual Living for Older Adults. The keynote speaker is the Rev. Kathy Berry, Associate Chaplain at Westminster Canterbury, Richmond.

C. Nurturing Congregations: The Committee cancelled the Fall 2010 Conference on “doing the church in an electronic age”. The range of congregations was too broad to be addressed: No speaker could be found.

D. New Professionals in POJ Conference: The ½ day event was held on May 12 at POJ offices. In addition to general orientation, COM requested a segment on the sexual misconduct policy. In the future, COM will take responsibility for that segment.

II. THE BOARD REPORTS NO ACTION.

A. Approved paying expenses for Davis Yeuell to attend the 2010 Convention for the Association of Retired Ministers, their Spouses or Survivors [ARMSS] in Bloomington, MN, Sept 9-12, 2010. He will report back to POJ in the appropriate format.

III. THE BOARD HAS NO CONSENT DOCKET RECOMMENDATIONS.

IV. THE BOARD MAKES NO RECOMMENDATIONS AT THIS TIME.

**REPORT OF THE ADMINISTRATIVE BOARD
PRESBYTERY OF THE JAMES**

May 18, 2010

(May 18, 2010 meeting)

I. THE BOARD REPORTS THE FOLLOWING FOR INFORMATION:

1. Heard a report of the Session Records Committee and the congregations who have not turned in their 2009 Session Records. The report is on page 20.
2. Learned that final interviews are to be conducted for the Assistant to the General Presbyter position at the end of May..
3. Learned about required permit processes by Hanover County for any buildings, construction, or development at Camp Hanover. The total cost would be approximately \$157,000. Board requested members of the Building Committee and the Capital Campaign Committee to meet with the Board at its next meeting to learn more about the progress of the capital campaign and the sense of timing for these permits.
4. Received a proposed funding policy from the Presbytery Funding Task Group and believe it is a good start, but is incomplete. The Board encourages feedback to members of the Task Force. The report is on page 22.

II. THE BOARD REPORTS THE FOLLOWING ACTIONS:

1. Accepted with thanks the invitation from First Church, Chase City; Wylliesburg Church; and Thyne Memorial Church to host the June 15, 2010, presbytery meeting at First Baptist Church, Chase City.
2. Approved inviting Rev. Carlos Malave, General Assembly Ecumenical Office staff person to preach at the October 16, 2010, presbytery meeting at St. Giles Church.
3. Accepted with thanks the invitation from St. Giles' Session to host the October 16, 2010, presbytery meeting.
4. Approved providing Elder Bill Brownfield a PDF file of the presbytery directory for his use as COM Moderator.
5. Agreed to appoint a 5 person group to work with Union-PSCE on a seminary Sunday program in connection with the 200th anniversary of the seminary in 2012.
6. Approved the change of the POJ office hours on Fridays to 8:30 am – 12:30 pm weekly.

III. CONSENT DOCKET RECOMMENDATIONS:

- A. That the Presbytery approve the POJ Manual as a second reading (see pages 23ff).

IV. THE BOARD MAKES THE FOLLOWING RECOMMENDATIONS:

- A. That the Docket for the May 18, 2010, Presbytery meeting be approved.
- B. That the Presbytery approve the Presbytery Meeting Task Group's Report and recommendations. (The report is on page 20).
- C. That the Presbytery elect the General Presbyter/Stated Clerk Search Committee consisting of Rev. Mary Kay Collins, Rev. Clay Mccauley, Rev. Patrick Dennis and Elder Gene Rosen (Fairfield); Elder Bill Scott (All Souls); Rev. Willie Woodson.

				POJ		
				(Unrestricted Net Assets)		
				Jan - April	Budget	\$ Over Budget
Income						
Shared Mission Support/Per Capita				155,100.78	741,818.00	-586,717.22
General Assembly Shared Mission Support/Per Capita				60,373.95	337,734.00	-277,360.05
Checking Account Interest				4.60	50.00	-45.40
Endowment-Church Dev/Redev Proj.					118,160.00	-118,160.00
Insurance Dividend Income - Brotherhood					223.00	-223.00
Other Designated Income				2,840.00	16,500.00	-13,660.00
				218,319.33	1,214,485.00	-996,165.67
Camp Hanover Income				226,237.10	615,976.00	-389,738.90
				444,556.43	1,830,461.00	
SYNOD OF MID-ATLANTIC MISSION						
Synod Support				0.00	19,600.00	-19,600.00
GENERAL ASSEMBLY						
Per Capita				16,512.65	166,259.10	-149,746.45
Shared Mission Support				25,125.22	171,474.90	-146,349.68
				41,637.87	337,734.00	-296,096.13
ADMINISTRATIVE BOARD						
5101 · Administrative Board Expenses				593.98	750.00	-156.02
5102 · Communications				8,602.34	30,000.00	-21,397.66
POJ Staff						
5104 · Salaries				59,563.42	173,863.35	-114,299.93
5105 · Housing Allowances				8,861.99	27,250.65	-18,388.66
5106 · Payroll Taxes				4,979.53	13,228.00	-8,248.47
5107 · Auto expense-Gen Pres				507.94	2,500.00	-1,992.06
5110 · Pension/medical expense				15,070.88	41,521.00	-26,450.12
5117 · Staff Professional Expenses				225.23	600.00	-374.77
5117-1 - Professional Exp. - Rhyne				353.98	3,000.00	-2,646.02
5118 · Medical Reimbursement				2,007.78	10,000.00	-7,992.22
Total POJ Staff				91,570.75	271,963.00	-180,392.25
5120 · Presbytery Meeting Expenses				200.00	1,000.00	-800.00
5132 - Victoria Commission				134.08	0.00	134.08
Total ADMINISTRATIVE BOARD				101,101.15	303,713.00	-202,745.93
CAMP HANOVER MINISTRY BOARD						
6203 · Dues & Subscriptions				2,786.00	3,800.00	-1,014.00
Food Costs						
6221 · Summer Camp				7.82	42,500.00	-42,492.18

		6222 · Retreat	9,341.41	28,000.00	-18,658.59
		6224 - Garden		500	-500.00
		Total Food Costs	9,349.23	71,000.00	-61,650.77
		Insurance			
		6231 · Property/General Liability	7,848.76	13,000.00	-5,151.24
		6232 · Campers/Counselors	0.00	4,500.00	-4,500.00
		6233 · Workers Comp.	4,582.35	6,500.00	-1,917.65
		6234 · Vehicles	2,116.50	6,000.00	-3,883.50
		Total Insurance	14,547.61	30,000.00	-15,452.39
		Maintenance			
		6241 · Buildings	9,253.31	5,500.00	3,753.31
		6242 · Vehicles	410.56	4,500.00	-4,089.44
		6243 · Miscellaneous	15.81	2,500.00	-2,484.19
		6245 · Equipment		1,500.00	-1,500.00
		6246 · Grounds	133.47	3,500.00	-3,366.53
		6247 · Kitchen equipment		2,500.00	-2,500.00
		6248 · Pools		1,500.00	-1,500.00
		6249 · Manse improvements	52.50	1,500.00	-1,447.50
		Total Maintenance	9,865.65	23,000.00	-13,134.35
		Office Expense			
		6251 · Postage	1,033.77	2,800.00	-1,766.23
		6252 · Telephone	1,080.11	4,000.00	-2,919.89
		6253 · Equipment	924.77	3,500.00	-2,575.23
		6254 · Supplies	1,028.70	2,800.00	-1,771.30
		Total Office Expense	4,067.35	13,100.00	-9,032.65
		Program Expenses			
		6260 - Program Materials	335.75	1,500.00	-1,164.25
		6261 · Trip fees		6,000.00	-6,000.00
		6262 · Miscellaneous	564.50	5,000.00	-4,435.50
		6263 · Gasoline	330.23	3,800.00	-3,469.77
		6264 - Horseback Riding		27,500.00	-27,500.00
		6265 · Swimming pool supplies		3,000.00	-3,000.00
		6266 · Kitchen Eq/Supplies	663.74	3,500.00	-2,836.26
		6267 · Craft Supplies		800.00	-800.00
		6268 · Film/Develop./Printing	23.47	350.00	-326.53
		6269 - Climbing Wall		1,000.00	-1,000.00
		6270 · Waterfront		250.00	-250.00
		6271 · Medical	139.00	500.00	-361.00
		6272 - Trip/Campsite Equipment		1,100.00	-1,100.00
		6273 · Laundry		350.00	-350.00
		6274 · Recreational		200.00	-200.00
		Total Program Expenses	2,056.69	54,850.00	-52,793.31
		6275 · Promotion & publicity	13,225.78	16,500.00	-3,274.22

	6276 · Staff Recruiting	73.56	1,000.00	-926.44
	6277 - Day Camp Expenses		5,000.00	-5,000.00
	- Capital Replacement Transfers		20,000.00	-20,000.00
	6280 - Development Office	845.29	7,750.00	-6,904.71
	Salaries			
	6244 · Part-time Labor	3,114.76	12,000.00	-8,885.24
	6202 · Cleaning expense	2,271.94	8,500.00	-6,228.06
	6281 · Camp Hanover Staff	65,126.77	214,344.00	-149,217.23
	6282 · Counselors	600.00	113,000.00	-112,400.00
	6283 · Cooks	3,977.70	18,000.00	-14,022.30
	6284 · Retreat Workers	3,380.00	12,250.00	-8,870.00
	6285 · Pathfinders		3,500.00	-3,500.00
	6286 · International Staff		6,000.00	-6,000.00
	6287 · Payroll taxes	4,993.81	28,250.00	-23,256.19
	6295 - Payroll expenses	1,103.06	3,400.00	-2,296.94
	6289 -Pension/med expense	22,400.37	63,500.00	-41,099.63
	Total Salaries	106,968.41	482,744.00	-375,775.59
	6290 · Staff Training	7.00	2,250.00	-2,243.00
	6291 · Store expense		5,000.00	-5,000.00
	6292 · Supplies	474.95	4,000.00	-3,525.05
	6293 · Travel	392.37	6,250.00	-5,857.63
	6294 - Cont Ed		800.00	-800.00
	Utilities			
	6210 · Electricity	3,197.24	15,000.00	-11,802.76
	6211 · Propane	2,703.38	8,500.00	-5,796.62
	6212 · Oil	6,544.18	10,000.00	-3,455.82
	6213 · Waste removal	1,067.22	3,200.00	-2,132.78
	Total Utilities	13,512.02	36,700.00	-23,187.98
	Total CAMP HANOVER MINISTRY BOARD	178,171.91	783,744.00	-605,572.09
	CONGREGATIONAL MINISTRIES BOARD			
	5201 · Congr. Minist. Board Admin.		250.00	-250.00
	Related Bodies			
	5202 · Black Caucus	264.84	1,500.00	-1,235.16
	5205 · Presbyterian Women	1,500.00	6,000.00	-4,500.00
	5206 · Presbyterian Men		100.00	-100.00
	Total Related Bodies	1,764.84	7,600.00	-5,835.16
	5260 · New Church Development			
	5261 · Arabic Church Fellowship	5,000.00	15,000.00	-10,000.00
	5266 - Training Expenses			
	5299 - New NCD Projects/Training	106.22	7,000.00	
	Percept		6,160.00	-6,160.00
	5269 - Blue Ridge Presbyterian Church	20,000.00	40,000.00	-20,000.00
	5271 - Land Purchases for New Church Develop.	16,202.04	50,000.00	-33,797.96

	Total 5260 · New Church Development	41,308.26	118,160.00	-69,957.96
	5230 · Church Revitalization & Redevel			
	5253 · Small Church Summer Program	-1,500.00	12,000.00	-13,500.00
	Total 5230 · Church Revitalization & Redevel	-1,500.00	12,000.00	-13,500.00
	Evangelism & Renewal			
	5282 · Programs in Evangelism		750.00	-750.00
	Total Evangelism & Renewal	0.00	750.00	-750.00
	Total CONGREGATIONAL MINISTRIES BOARD	41,573.10	138,760.00	-97,186.90
	LEADERSHIP MINISTRIES BOARD			
	Nurturing Congregations Committ			
	5218 · Leadership Development		1,500.00	-1,500.00
	5220 - The Resource Center	1,625.00	4,000.00	-2,375.00
	Total Nurturing Congregations	1,625.00	5,500.00	-3,875.00
	5302 · Professional Develop. Events		3,000.00	-3,000.00
	5306 · Leaderhip Ministries Board Admin.	145.50	600.00	-454.50
	5307 · Continuing Ed. Support/Sch.		1,000.00	-1,000.00
	5308 · Retired Minister Group			
	5308-1 Retired Minister Income			
	Total Retired Minister Group	0.00	500.00	-500.00
	5310 - Administrative Asst. Workshop	61.30	300.00	-238.70
	5311 - Youth Ministry	8,748.37		
	5311-1 Youth Ministry Income	-8,589.00		
	Total Youth Ministry	159.37	15,470.00	-15,310.63
	5312 - Older Adult Ministry Expense			
	5312-1 Older Adult Income			
	Older Adult Ministry	0.00	1,500.00	-1,500.00
	5219 - Worship Conference			
	5219-1 Worship Conference Income			
	Total Worship Conference	0.00	1,500.00	-1,500.00
	Total LEADERSHIP MINISTRIES BOARD	1,991.17	29,370.00	-27,378.83
	PUBLIC MINISTRIES BOARD			
	5401 · Public Ministry Board Admin.	23.27	500.00	-476.73
	Campus Ministries			
	5421 · University of Virginia	7,066.68	21,200.00	-14,133.32
	5422 · Virginia State University	2,000.00	6,000.00	-4,000.00
	5423 · University of Mary Washington	10,000.00	30,000.00	-20,000.00
	5424 - VCU	1,750.00	3,500.00	-1,750.00
	Total Campus Ministries	20,816.68	60,700.00	-39,883.32
	5403 - Eastminster Presbyterian Church	6,333.32	19,000.00	-12,666.68
	5428 - Mission Trip Grants & VIPCC Grant		3,000.00	-3,000.00
	5430 - VA Center for Public Policy	1,250.00	5,000.00	-3,750.00
	5431 - VA Council of Churches	1,500.00	6,000.00	-4,500.00
	Total PUBLIC MINISTRIES BOARD	29,923.27	94,200.00	-64,276.73

BUSINESS AFFAIR COMMITTEE				
Presbytery Office Expense				
	5502 · Insurance	2,567.22	4,600.00	-2,032.78
	5505 · Office supplies	1,467.80	4,000.00	-2,532.20
	5506 · Postage	1,257.11	3,500.00	-2,242.89
	5507 · Telephone	2,089.01	6,000.00	-3,910.99
	5509 · Equipment Maintenance/Purchase		500.00	-500.00
	5511 · Audit		10,500.00	-10,500.00
	5512 · Payroll expense	303.31	600.00	-296.69
	5515 · Xerox-meter usage	1,250.00	5,000.00	-3,750.00
	5541 - Rent Expense	11,879.56	35,640.00	-23,760.44
	Total Presbytery Office Expense	20,814.01	70,340.00	-49,525.99
	5540 · General Presbyter Expenses	310.71	500.00	-189.29
	5560 · Business Affairs Comm. Expenses	103.46	500.00	-396.54
	5530 - Capital Replacement Transfer Expense		7,500.00	-7,500.00
	Total BUSINESS AFFAIR COMMITTEE	21,228.18	78,840.00	-57,611.82
COMMITTEE ON MINISTRY				
	5600 - Student Indebtedness Program	2,500.00	5,000.00	-2,500.00
	5601 · Committee on Ministry Admin.	887.84	4,500.00	-3,612.16
	5602 · Training Events		500.00	-500.00
	Total COMMITTEE ON MINISTRY	3,387.84	10,000.00	-6,612.16
COMMITTEE ON PREP FOR MINISTRY				
	5701 · Scholarships		22,000.00	-22,000.00
	5702 · Psychological evaluations	267.00	2,500.00	-2,233.00
	5703 · Comm on Prep for Min Admin	325.92	1,500.00	-1,174.08
	5710 · Travel		1,500.00	-1,500.00
	Total COMMITTEE ON PREP FOR MINISTRY	592.92	27,500.00	-26,907.08
5900 · NOMINATIONS COMM				
	5901 · Admin. Expenses	100.88	1,000.00	-899.12
	5903 - GA Alternate Commissioners	415.32	5,000.00	-4,584.68
	Total 5900 · NOMINATIONS COMM	516.20	6,000.00	-5,483.80
5950 · PERMANENT JUDICIAL COMMISSION				
		527.46	1,000.00	-472.54
		420,651.07	1,830,461.00	-1,409,809.93
	Net Income	23,905.36	0.00	23,905.36

75TH STATED MEETING ~ PRESBYTERY OF THE JAMES ~ JUNE 15, 2010

Church/Location	2008 membership	2009 Intent	2010 Intent**	UNDESIG	DES	PER CAP	ECO	POJ %	OTHER	TOTAL
	totals									
Aberdour, Emporia	47	1,320.00	1,320.00	1,320.00				924.00		1,320.00
All Souls, Richmond	142	3,000.00	1,500.00	1,500.00				1,050.00		1,500.00
Amelia, Amelia	99	1,000.00						0.00		0.00
Amphill, Richmond	92	5,500.00	5,600.00	5,600.00				3,920.00		5,600.00
Ashland, Ashland	95	3,000.00	3,000.00	2,250.00		750.00		2,100.00		3,000.00
Bethany, Charles City	8	700.00	700.00	700.00				490.00		700.00
Bethesda, Nottoway	35		250.00	250.00				175.00		250.00
Bethlehem, Mechanicsville,	157	7,800.00	7,800.00		7,800.00			5,460.00		7,800.00
Beulah, Mechanicsville	62		0.00					0.00		0.00
Blackstone, Blackstone	162	5,600.00	5,600.00	2,797.00	1,825.15	977.85		3,920.00		5,600.00
Blue Ridge, Ruckersville	115	3,500.00	3,500.00	3,500.00				2,450.00		3,500.00
Bon Air, Richmond	590	40,700.00						0.00		0.00
Bott Memorial, Dewitt	56	2,000.00	2,000.00	2,000.00				1,400.00		2,000.00
Brandermill, Midlothian	449	43,800.00	41,089.00	41,089.00				28,762.30		41,089.00
Brett-Reed, West Point	48	4,500.00	5,000.00	5,000.00				3,500.00		5,000.00
Burkeville, Burkeville	62		2,000.00	2,000.00				1,400.00		2,000.00
Byrd, Goochland	72	2,400.00	2,400.00	2,400.00				1,680.00		2,400.00
Campbell Memorial, Weems	204	18,700.00						0.00		0.00
Charlottesville First, Charltsvl.	1,368	19,345.00	25,000.00	25,000.00				17,500.00		25,000.00
Chase City First, Chase City	13	100.00						0.00		0.00
Chester, Chester	1,002	33,000.00	33,000.00	26,246.00		6,754.00		23,100.00		33,000.00
Christ, Richmond	88	3,600.00						0.00		0.00
Christian Arabic Church, Richmond	72							0.00		0.00
Colonial Heights, Col. Heights	96	7,976.00	8,300.00	7,470.00				5,229.00	830.00	8,300.00
Concord, McKenney	70	3,000.00	3,000.00	800.00		2,200.00		2,100.00		3,000.00
Cove, Covesville	60	4,800.00	4,800.00	4,000.00				2,800.00	800.00	4,800.00
Covenant, Petersburg	70	3,227.00	3,500.00	3,500.00				2,450.00		3,500.00
Crestwood, Richmond	924							0.00		0.00

Culpepper, Culpepper	497	12,000.00	12,000.00	9,000.00	3,000.00			8,400.00		12,000.00
Eastminster, Richmond	70	5,000.00	5,300.00	5,300.00				3,710.00		5,300.00
Ebenezer, Kenbridge	33	400.00						0.00		0.00
Emporia First, Emporia	107	5,425.00	5,425.00	5,375.00				3,762.50	50.00	5,425.00
Fairfield, Richmond	424	7,200.00	7,200.00	7,200.00				5,040.00		7,200.00
Forest Hill, Richmond	114	2,300.00	2,500.00	2,500.00				1,750.00		2,500.00
Fredericksburg, Fredericksburg	1,192	76,300.00	73,300.00	48,300.00	7,500.00			39,060.00	17,500.00	73,300.00
Gayton Kirk, Richmond	100							0.00		0.00
Genito, Powhatan	58	2,000.00	2,400.00	2,400.00				1,680.00		2,400.00
Ginter Park, Richmond	305	15,000.00	15,000.00	15,000.00				10,500.00		15,000.00
Gordonsville, Gordonsville	57	1,400.00						0.00		0.00
Grace Covenant, Richmond	393	3,600.00						0.00		0.00
Greenwood, Chesterfield	84	600.00	600.00	600.00				420.00		600.00
Gregory Memorial, Prince George	170	4,900.00	4,500.00	4,500.00				3,150.00		4,500.00
Hartwood, Hartwood	154	3,000.00	3,000.00	3,000.00				2,100.00		3,000.00
Hawkins Memorial, Dewitt	65	300.00	300.00	300.00				210.00		300.00
Hebron, Manakin-Sabot	225	4,385.00	3,100.00	600.00	2,500.00			2,170.00		3,100.00
Hopewell First, Hopewell	95	3,500.00						0.00		0.00
Kings Chapel, Doswell	36	1,800.00	3,200.00	3,200.00				2,240.00		3,200.00
Kirk O'Cliff, Mineral	66	4,000.00	4,000.00	3,400.00		600.00		2,800.00		4,000.00
Lakeside, Richmond	221	6,960.00	0.00					0.00		0.00
Laurel, Glen Allen	118	4,000.00	4,000.00	4,000.00				2,800.00		4,000.00
Lawrenceville, Lawrenceville	12	2,000.00						0.00		0.00
Lord Jesus Korean, Richmond	315	15,000.00	16,000.00	16,000.00				11,200.00		16,000.00
Louisa, Louisa	46	1,000.00	2,000.00	600.00		400.00		700.00	1,000.00	2,000.00
Madison, Madison	154	8,910.00	8,000.00	8,000.00				5,600.00		8,000.00
Mattoax, Amelia	42	1,500.00						0.00		0.00
Meadows, Charlottesville	275	10,000.00	10,000.00	10,000.00				7,000.00		10,000.00
Mechanicsville, Mechanicsville	200	2,000.00	2,000.00	1,000.00	1,000.00			1,400.00		2,000.00
Milden, Sharps	121	9,875.00	10,097.00	10,097.00				7,067.90		10,097.00
Milford, Milford	43	1,800.00	1,980.00	1,980.00				1,386.00		1,980.00

Mitchells, Mitchells	121		1,500.00	1,500.00				1,050.00		1,500.00
Montrose, Richmond	44	500.00	500.00	500.00				350.00		500.00
New Covenant, Richmond	91	3,000.00	3,500.00	3,500.00				2,450.00		3,500.00
New Hanover, Mechanicsville	852							0.00		0.00
Oak Grove, Amelia	29	550.00	550.00	183.00	184.00	183.00		385.00		550.00
Ogden, Broadnax	24	450.00						0.00		0.00
Olivet, Charlottesville	428	32,550.00	34,400.00	14,000.00	4,000.00			12,600.00	16,400.00	34,400.00
Orange, Orange	182	12,000.00	6,000.00	6,000.00				4,200.00		6,000.00
Overbrook, Richmond	204	18,000.00	17,200.00	12,226.00	3,400.00	1,574.00		12,040.00		17,200.00
Petersburg Second, Petersburg	222	1,500.00						0.00		0.00
Petersburg Third, Petersburg	66	1,024.00	1,445.74				1,445.74	1,012.02		1,445.74
Pine Grove, Amelia	16							0.00		0.00
Praise the Lord (Ju-Chan-Yang	128									
Providence Forge, Prov. Forge	215	8,500.00	9,000.00	4,500.00				3,150.00	4,500.00	9,000.00
Providence, Gum Spring	84	4,000.00						0.00		0.00
Providence, Powhatan	55	1,650.00	1,815.00	1,815.00				1,270.50		1,815.00
Pryor Memorial, Crewe	78	1,500.00	1,500.00	300.00	300.00			420.00	900.00	1,500.00
Rennie Memorial, Amelia	24	800.00	800.00	800.00				560.00		800.00
Richmond First United, Richmond	114	3,700.00						0.00		0.00
Richmond First, Richmond	1,709	128,000.00						0.00		0.00
Richmond Second, Richmond	695		45,800.00	40,000.00	5,800.00			32,060.00		45,800.00
Richmond Third, Richmond	1,428							0.00		0.00
River Road, Richmond	675	30,000.00	30,000.00	30,000.00				21,000.00		30,000.00
Rivermont, Chester	58	750.00	750.00	750.00				525.00		750.00
Rockfish, Nellysford	226	14,837.00	14,445.00	12,305.00				8,613.50	2,140.00	14,445.00
Rosewood, Hopewell	40							0.00		0.00
Salem, Studley	29	2,300.00	2,300.00	2,300.00				1,610.00		2,300.00
Salisbury, Midlothian	1,238	58,000.00	52,000.00	52,000.00				36,400.00		52,000.00
Sandston, Sandston	186	11,400.00	11,400.00	10,000.00	650.00			7,455.00	750.00	11,400.00
Scottsville, Scottsville	38	500.00	500.00	500.00				350.00		500.00
South Hill, South Hill	71	1,850.00	2,000.00	2,000.00				1,400.00		2,000.00

75th STATED MEETING ~ PRESBYTERY OF THE JAMES ~ JUNE 15, 2010

South Plains, Keswick	151	3,250.00	3,000.00	2,000.00	1,000.00			2,100.00		3,000.00
Southminster, Richmond	451	15,000.00	12,000.00	12,000.00				8,400.00		12,000.00
Spotsylvania, Fredksburg	736	0.00	0.00					0.00		0.00
St. Andrews, Kilmarnock	220	18,315.00	14,973.00	6,293.00	1,580.00			5,511.10	7,100.00	14,973.00
St. Giles, Richmond	542	4,500.00						0.00		0.00
St. James, King William	46	250.00						0.00		0.00
Summit, Stafford	434	13,500.00	13,500.00	13,500.00				9,450.00		13,500.00
Swift Creek, Richmond	386	13,500.00	13,500.00	9,500.00	4,000.00			9,450.00		13,500.00
Tabor, Crozet	104	2,500.00	2,000.00	2,000.00				1,400.00		2,000.00
Tappahannock, Tapphannock	53	13,581.00	13,600.00	9,141.00				6,398.70	4,459.00	13,600.00
Three Chopt, Richmond	511	40,375.00	40,800.00	40,800.00				28,560.00		40,800.00
Thyne Memorial, Chase City	24	600.00	600.00	600.00				420.00		600.00
Trinity, Richmond	64	3,000.00						0.00		0.00
Tuckahoe, Richmond	511	35,756.00	31,750.00	28,750.00	3,000.00			22,225.00		31,750.00
Village, Richmond	55	2,004.00	2,004.00	2,004.00				1,402.80		2,004.00
Waddell Memorial, Rapidan	25	1,000.00	800.00	800.00				560.00		800.00
Wesley, Weems	75	2,100.00	1,900.00	1,900.00				1,330.00		1,900.00
Westminster, Charlottesville	803	75,000.00	75,000.00	75,000.00				52,500.00		75,000.00
Westminster, Petersburg	66	500.00						0.00		0.00
Westminster, Richmond	194	6,000.00	6,000.00	6,000.00				4,200.00		6,000.00
Woodlawn, Hopewell	116	2,100.00						0.00		0.00
Woodville, Richmond	79	3,750.00	3,800.00	3,800.00				2,660.00		3,800.00
Wyliesburg, Wyliesburg	40		700.00	700.00				490.00		700.00
Zion Hill, Amelia	29							0.00		0.00
		1,028,665.00	828,593.74	709,741.00	47,539.15	13,438.85	1,445.74	540,515.32	56,429.00	828,593.74

**In the 2010 Intent Column: a blank space means a 2010 intent has not been received: an 0 in the space indicates the Session will not provide financial support in 2010 in the larger church.

SESSION RECORDS COMMITTEE

APRIL 28, 2010 MEETING

The Session Records Committee met on April 28, 2010, to review the 2009 Session Records. As part of their discussion, the following comments were received from the readers concerning the records:

1. Associate Pastors are members of Session and need to be included in the list of members present.
2. Curriculum for all educational programs needs approval of Session.
3. Add to the minutes a listing for Excused and/or Absent members
4. If there is not a stated meeting one month, indicate that in the minutes so people won't think the minutes are missing.
5. Presbytery meetings: necessity to have a report at the next Session meeting. POJ provides a "Recap" of the actions of the meeting to all ministers and Sessions several days following the meeting.
6. Clerks need to be specific and record actions which are taken by the Session.
7. Clerks need to watch for use of computers and format for minutes. Sometimes, several sets of minutes will have the same dates because they were not changed.

The following 2009 Session Records have not been received:

Gordonsville
Louisa
Bethany
Westminster, Petersburg
Lawrenceville
Thyne Memorial
Byrd

H. Carson Rhyne, Jr.
Stated Clerk

PRESBYTERY MEETING TASK GROUP

The Presbytery meeting task group met several times and was composed of Gordon Mapes, Moderator; Michelle James, Clerk; Carla Pratt Keyes, Mary Kay Collins, Alice Todd, Charlie Summers, Mary Elizabeth Stewart, Carson Rhyne.

Their discussions led to the following principles and proposals:

1. Presbytery meetings need to have meaningful and inspirational worship.
2. Business needs to deal with action items only; reports are not to be read or repeated.
3. Opportunities for fellowship, continuing education and networking are important.
4. A Presbytery Planning Committee would need to be established to develop worship and themes for the meetings apart from the docket for business.
5. Congregations should attempt to price meals as reasonably as possible; accordingly, the meals may be very simple.

6. At least one meeting outside the greater Richmond area every other year; such meetings at the edges of the presbytery would start at 10 AM and conclude by 3 PM.
7. Purpose groups will be encouraged to communicate with congregations and presbyters about their work via email, shared “brochure”(distributed at the beginning of Presbytery meetings), and “information fairs” at Presbytery meetings. (Host churches will supply a room for tables and displays) Purpose group presentations to presbytery should be carefully screened and limited by the Communication and Coordination Team.

The group also proposes three stated meetings of the presbytery each year and one called meeting (which could be cancelled) for examining ordinands. The meetings would be:

February, 3rd Saturdays

Bible Study in the context of worship; theme could be around Lent and/or Easter

Season (We could use a professor from Union Presbyterian Seminary or others to guide us)

Handling of routine business

Dealing with Amendments to the Book of Order (in odd numbered years)

Installation of Presbytery Moderator

June, 3rd Tuesdays

More informal meeting with focus on fellowship and networking opportunities

Sacrament of the Lord’s Supper as part of worship

Small group conversations to take place over lunch: workshops, informal conversations around best practices, purpose group sharing. The

Presbytery Planning Committee would take suggestions from

congregations and presbyters around the content of these conversations, choose a handful, and publicize topics in advance. Presbytery could join the conversation of most interest to them.

Handling of routine business

August, 3rd Tuesdays (called meeting: could be cancelled)

Would meet (if necessary) for examination of candidates for ordination

October, 3rd Saturdays

All day meeting with big name speaker for education and/or inspiration

Sacrament of the Lord’s Supper as part of worship

Reading of the Necrology

Handling of routine business

A Theological Basis for Supporting the Larger Church

*“The earth is the Lord’s and all that is in it, the world, and those who live in it...”
Psalm 24:1*

As Presbyterians we rejoice in the thought that all that we have comes from the Lord and that we belong to the Lord. We rejoice in recognizing that we have been and continue to be wonderfully and richly blessed. Praise God! As a Presbytery we know great blessing in worshipping together; in learning together in a host of regular workshop and educational events (especially remembering our support of Camp Hanover); in supporting and serving together in various mission and ministry activities (helping to feed the hungry and clothe and shelter the poor and stand with persons who need some help in being recognized and having their voices heard); in witnessing to the Good News in persistent word and deed; in helping to support and encourage one another in the journey of discipleship; and in helping to support and encourage those that may follow (new church development, preparation for ministry, leadership development). We recognize that we have been and continue to be wonderfully blessed as a Presbytery.

One of the enduring characteristics of the Presbyterian Church is the existence of its three ascending levels of governance beyond the session of a local congregation—i.e., the presbytery, the synod, and the General Assembly. The Presbyterian Church is a connectional church in that the formation and modification of many policies of the larger church involve all three levels of the governing bodies, as well as its individual congregations. The General Assembly provides administrative structure, financial resources, and information and other guidance that a local church, presbytery, or synod could not begin to replicate. On the other hand, the governing bodies could not function without the financial support of its many individual churches. As a result of this codependency, there is the expectation that each individual church, as a part of the Presbyterian Church USA, will financially support the work of the governing bodies.

While the Presbytery of the James holds firmly to the expectation that each particular church in the presbytery will provide funding for each of the governing bodies, it also recognizes that a core value of reformed theology is that “God alone is the Lord of the conscience.” We recognize that there are times when this principle may lead some congregations to designate a portion of their giving, if and when they feel they cannot in good conscience practice their stewardship without designating how it is to be used. Such an action should not be taken as a means of changing the policies and practices as they have been determined by the governing bodies within the church. The withholding of funds is not a tool by which to leverage or force change by another governing body of the church. Rather it is a means of protecting the conscience of an individual or group so that the Holy Spirit may continue to be alive and function within the Presbyterian Church in the service of Jesus Christ.

Members of the Funding Task Group are: Rev. Larry Chottiner, Elder Dick Mateer (Tuckahoe); Rev. Jim Baker; Rev. Rod Spencer, Elder Gene Rosen (Fairfield); Rev. Al Moreau; Elder John Howe (Fredericksburg); Elder Larry Harrison (St. Giles); Rev. John Storey; Elder Mary Elizabeth Stewart (St. Andrews). They would appreciate your comments on this statement.

CURRENT MANUAL

SECTION ONE
DEFINITION AND ORGANIZATION
of the Presbytery of the James

A. Definition of the Presbytery: This Governing Body shall be known as the Presbytery of the James (POJ) of the Synod of Mid-Atlantic of the Presbyterian Church (U.S.A.). The Presbytery shall consist of all the Ministers of the Word and Sacrament who have been received into membership and all member churches within the geographic bounds of the Presbytery.

The Presbytery is established by the authority of the General Assembly of the Presbyterian Church (U.S.A.) and the Synod of the Mid-Atlantic and has those duties, authorities, powers and responsibilities specified by the **Book of Order**, G-3.000, G-11.000 and G-14.000.

B. Mission Statement, Principles and Priorities for Mission:

In this statement of the Presbytery's mission and its underlying principles and priorities, we declare our dependence upon God, reliance upon God's revealed will in Scripture, the grace of Christ in our individual and corporate lives, and the life-giving breath of the Spirit. We reaffirm, as faithful expressions of what Scripture leads us to believe and do, the **Book of Confessions**.

Therefore, as part of the Church universal, we, the Presbytery of the James, in the Synod of the Mid-Atlantic, of the Presbyterian Church (U.S.A.), hereby declare our mission as disciples of Jesus Christ.

VISION of
Presbytery of the James

The Presbytery of the James strives to bring the rich history, tradition, faith and hope of the Presbyterian Church (USA) to Central Virginians through its congregations and ministries. Under the guidance of the Holy Spirit, Holy Scripture, the Reformed Tradition, and our Confessions, we commit ourselves personally and communally to the Lordship of Jesus Christ.

Therefore, we value: Supporting and overseeing of the Presbytery and its congregations and ministries in order to share faithfully in ministries of evangelism, church growth and renewal, Christian education, Reformed worship, social justice and reconciliation.

NEW MANUAL

SECTION ONE
DEFINITION AND ORGANIZATION
of the Presbytery of the James

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In our statement of the Presbytery's vision and mission, we declare our dependence upon God, reliance upon God's revealed will in Scripture, the grace of Christ in our individual and corporate lives, and the life-giving breath of the Spirit. We reaffirm, as faithful expressions of what Scripture leads us to believe and do, the **Book of Confessions**.

Therefore, as part of the Church universal, we, the Presbytery of the James, in the Synod of the Mid-Atlantic, of the Presbyterian Church (U.S.A.), hereby declare our mission as disciples of Jesus Christ.

The Presbytery of the James strives to bring the rich history, tradition, faith and hope of the Presbyterian Church (USA) to Central Virginians through its congregations and ministries. Under the guidance of the Holy Spirit, Holy Scripture, the Reformed Tradition, and our Confessions, we commit ourselves personally and communally to the Lordship of Jesus Christ. God calls individuals, groups, and congregations to fulfill the Great Commission. God also provides talents and opportunities for persons and congregations to fulfill the Great Commission. The Presbytery of the James is called to provide ways and means by which persons and congregations can be faithful beyond their

Providing ongoing training and educational opportunities to ordained, certified, and lay persons in carrying out their respective ministries within the congregation and community. Promoting Christ-like communication and dialogue throughout the Presbytery.

MISSION
of
Presbytery of the James

The Mission of the Presbytery of the James during the period 2005 through 2007 is to fulfill its ongoing obligations and responsibilities under the Book of Order and the guidance of its Vision and Values with special emphasis on the following specific tasks:

Camp Hanover:

To complete and implement the Master Site Plan approved by the Presbytery to provide a place apart for renewal and growth in an environment of Christian hospitality.

Mission Outreach:

To promote, educate, encourage, and furnish resources to congregations in conducting programs and ministries of mission outreach locally, regionally, and worldwide in the name of Jesus Christ, with emphasis on social justice and reconciliation.

Evangelism, Church Growth and Renewal:

To promote and nurture ministries and programs that increase the discipleship and stewardship of individuals, increase active membership within the church, and increase the number of congregations within the Presbytery.

Youth Ministry Committee:

To oversee youth ministry in **the Presbytery by creating a Youth Ministry Committee** to support the ministry of the Youth

Council, provide resources and training for youth leaders, encourage participation from all congregations, and promote regional and national youth events.

Education and Training:

To develop, conduct and evaluate leadership training events for the Presbytery, with special emphasis on ensuring meaningful

own selves or their own congregation. Our calling is to enable God's mission to be fulfilled where an individual, a group, or an individual congregation cannot full that mission.

To that end, our vision as disciples of Jesus Christ is to be involved in mission, leadership, and coordination and communication efforts serving our Lord.

Specifically, the Presbytery of the James will fulfill its obligations and responsibilities under the Constitution of the Presbyterian Church (USA) and guided by our vision. The following are ways through which we will be faithful:

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

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

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

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

worship embracing the Reformed tradition.

C. Organizing Principles

- To serve congregations,
- To develop relationships within the Presbytery,
- To develop a structure that is functional, flexible and simple,
- To include specific management control systems and accountability, follow up, support, and assessment of volunteers and staff,
- To have clear, appropriate delegation of authority and power with maximum equitable participation,
 - To be good stewards of human, physical and financial resources,
- To make sensitive but objective responses to current values, especially racial and ethnic representation,
 - To develop a structure that can be responsive to short and long term goals and priorities
- To be competent in what we do and representative, nurturing, visionary, and spiritual in how we go about our work,
 - To provide for adequate training for volunteers,
 - To build on the Historic Principles of the Church (**Book of Order**),
 - To develop a cooperative effort with higher Presbyterian Church (U.S.A.) governing bodies and other denominations,
 - To utilize Districts and other groupings to encourage participation,
 - To ensure ongoing evaluation and assessment of structure, goals and priorities.

D. Presbytery Norms: The Presbytery of the James affirms the establishment of certain norms related to behavior of its members, Presbytery meetings, organization and structure.

1. Members of the Presbytery of the James and its entities covenant to:

- Be guardians of the vision, mission, values and structure of the POJ, the Synod of the Mid-Atlantic and the Presbyterian Church (U.S.A.);
 - Seek prayerfully God's will for the Presbytery and its mission.
 - Be stewards of the human and financial resources of the POJ on behalf of all of the members and churches of the Presbytery;
 - Seek together to discern the will of God for actions and decisions;
 - Pray with and for one another, and e
- Presbytery, Synod and General Assembly;

- Encourage open, candid dialogue and feedback that is not personalized nor blaming;
- Listen actively and seek to understand before asking to

be understood;

- Participate actively by sharing ideas, opinions, and feelings and by being prepared with assignments;
- Work toward closure on topics and decisions by avoiding tangents and testing for consensus;
- Be supportive of the decisions of POJ and its constituent parts;
- Trust other individuals, boards and entities to execute strategy and designated tasks;
- Be loyal to those who are absent by not speaking ill of them;
- Practice data-based, fact-centered, Spirit-led decision making;
- Be a continuous learner committed to personal and professional growth;
- Demonstrate a willingness to risk and go beyond the personal comfort zone;
- Devote time to dialogue and to pushing beyond the status quo;
 - Clearly define accountability for tasks and assignments and follow through;
 - Hold themselves and others responsible for these covenants.

2. The Presbytery of the James affirms the following norms for Presbytery meetings:

- That the Administrative Board maintains a Presbytery Meeting Planning Committee with the twofold responsibility: (1) to plan, in consultation with those responsible for the business of the meeting, the worship and agenda of Presbytery, and (2) to oversee the arrangements and hospitality of each meeting;
- That the Presbytery meet at least twice a year, and as called. That time may be provided at presbytery meetings for discussion in smaller groups (i.e., districts)
 - That at least one stated meeting each year shall include a full worship service with preaching and the Sacrament of the

Lord's Supper to be included. Other meetings shall include a shorter, planned worship time. All worship will be planned with sensitivity to the diversity of worship styles within the Presbytery, capitalizing on the worship resources of the host church(es);

- That Commissioners and Minister Members are expected to stay for the entire meeting of Presbytery.

- That candidate's sermons not be considered primarily worship but parts of examination. Such sermons may be

scheduled as part of the COM report. When there are two or more such sermons, the Presbytery may decide to divide to hear them concurrently. Called meetings for the reception of candidates may be necessary to accommodate their moving onto

the field without serious inconvenience to the calling church or agency.

- That once a year Presbytery invite a noted preacher/theologian to inspire and/or challenge Presbytery via preaching/lecture and discussion perhaps using small groups;
- That business to be considered must be in the packet and distributed in advance;
- That a parliamentarian will be appointed;
- That **Book of Order** amendments will be considered at the Winter stated meeting.
- That representation on all boards and committees by districts will be ensured.

E. Policies and Guidelines:

1. Policies: Boards and Committees of the Presbytery may develop policies. All policies which carry the force of law within the Presbytery must be approved by a majority vote of the Presbytery. Policies of Boards and Committees may be altered or changed by a majority vote of the Presbytery.
2. Guidelines: Each Board or Committee may develop operational guidelines consistent with the requirements of the **Book of Order** which do not necessitate vote and approval by the Presbytery.

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

SECTION TWO MEETINGS OF THE PRESBYTERY

A. Time and Place of Meetings: The times and place of meetings shall be established by the Administrative Board and reported to the Fall Stated meeting for the next calendar year. Special Meetings may be called in accordance with Section G-11.0201 of the **Book of Order**.

B. Invitations from Sessions to host Presbytery should be sent to the Stated Clerk for presentation to the Administrative Board.

Schedule for Stated Meetings beginning in 2008: Third

E. Policies and Guidelines:

1. Policies: Teams and Constitutional Committees of the Presbytery may develop policies. All policies which carry the force of law within the Presbytery must be approved by a majority vote of the Presbytery. Policies of Teams and Constitutional Committees may be altered or changed by a majority vote of the Presbytery.
2. Guidelines: Each Team or Constitutional Committee may develop operational guidelines consistent with the requirements of the **Book of Order** which do not necessitate vote and approval by the Presbytery.

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SECTION TWO MEETINGS OF THE PRESBYTERY

A. Time and Place of Meetings: The dates for the Stated Meetings of the Presbytery shall be the Third Saturday in February; Third Tuesday in June; and Third Saturday in October. Special Meetings may be called in accordance with Section G-11.0201 of the **Book of Order**.

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

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

Saturday in February; Third Tuesday in June; Third Saturday in October

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

1. Ministers of the Word and Sacrament who have been received into membership in the Presbytery;
2. Elders who are:
 - a. Elected by each Session in accordance with the **Book of Order**, G-11.0101.
 - b. Proposed each year by the Stated Clerk to insure equal balance between Minister members and Elder Commissioners to Presbytery meetings. (These include Certified Christian Educators who are Elders and members of one of our POJ congregations.)
 - c. Certified Christian Educators who are Elders and member of a POJ congregation
 - d. An Elder serving as Moderator of Presbytery. Commissioned Lay Pastor serving a POJ congregation.

D. Other Participants:

1. Other Certified Lay Employees: In accordance with the Book of Order, G-14.0803 all certified lay employees shall have the privilege of the floor but not vote at Presbytery meetings;
2. Corresponding Members: Ecumenical representatives and Minister members of other Presbyteries or denominations who are supplying churches of the Presbytery are invited and encouraged to attend meetings of the Presbytery and may enjoy privilege of the floor but not vote at those meetings;
3. Members of Boards and Committees: Elders and other lay persons who are members of Boards and Committees of the Presbytery, but who are not commissioners to Presbytery, shall have privilege of the floor without vote.

D. Quorum: A quorum shall be ten Ministers and ten Elders, assembled at the time and place appointed provided that at least ten churches are represented by Elders.

E. Docket: The docket for meetings of the Presbytery shall be prepared by the Administrative Board. The proposed docket with reports and recommendations of Boards and Committees shall be distributed to Ministers, Elder commissioners and Christian Educators at least two weeks before Presbytery meets.

F. Overtures: Overtures to Presbytery by Church Sessions shall be submitted to the Stated Clerk in writing at least eight weeks prior to a meeting of Presbytery. The Administrative Board shall consider each overture and make a recommendation to Presbytery at its next stated meeting. In cases of emergency an "Overture of the Day" may be submitted at the Presbytery meeting and docketed for discussion as new business by a

1. Ministers of the Word and Sacrament who have been received into membership in the Presbytery;

2. Elders who are:
 - a. Elected by each Session in accordance with the **Book of Order**, G-11.0101.
 - b. Proposed each year by the Stated Clerk to insure equal balance between Minister members and Elder Commissioners to Presbytery meetings.
 - c. Certified Christian Educators who are Elders and member of a POJ congregation
 - d. An Elder serving as Moderator of Presbytery or as Moderator of a Presbytery Team or Constitutional Committee.
 - e. Commissioned Lay Pastor serving a POJ congregation.

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majority vote of the Presbytery. Ordinarily the Administrative Board shall meet to consider such an overture prior to action by the Presbytery.

G. **Presbyterian Order:** Presbytery shall be governed in its meetings by the Book of Order and these Standing Rules, and where neither of these applies, by the latest edition of Robert's Rules of Order.

SECTION THREE OFFICERS OF THE PRESBYTERY

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

A. The Moderator: A Moderator shall serve for one calendar year, and may concurrently serve on an elected committee, commission or board. At the summer stated meeting, the Committee on Nominations shall announce a nominee for moderator, to be elected at the fall stated meeting. At the fall stated meeting, the floor shall be open for other nominations. Any person being nominated shall have been notified prior to nomination and shall have given his or her consent to such nomination. The moderator elected at the fall stated meeting shall be installed and begin serving at the winter stated meeting. In the absence of the Moderator, the most recent, past moderator being present shall moderate.

The Moderator shall perform his or her duties according to the Book of Order and the Manual of Administrative Operations and Standing Rules of the Presbytery of the James. The Moderator shall be responsible for conducting the meetings of Presbytery.

B. The Stated Clerk: The Presbytery shall elect a Stated Clerk for a term of office not to exceed three years. He/she shall be eligible for re-election. The General Presbyter may be elected as Stated Clerk. The Stated Clerk shall perform his or her duties according to the Book of Order and the Manual of Administrative Operations and Standing Rules of the Presbytery of the James. He or she shall:

1. Confer with the Administrative Board regarding the docket of Presbytery meetings;
2. Nominate to Presbytery temporary clerks to assist during meetings;
3. Refer communications to appropriate Boards and committees when practicable, and present to Presbytery all other communications intended for that body;
4. Promptly communicate all special orders of Presbytery and notify all appointees of Presbytery Boards and committees of their selection;

Day" may be submitted at the Presbytery meeting and docketed for discussion as new business by a majority vote of the Presbytery. Ordinarily the C & C Team shall meet to consider such an overture prior to action by the Presbytery.

G. Presbyterian Order: Presbytery shall be governed in its meetings by the Book of Order and these Standing Rules, and where neither of these applies, by the latest edition of Robert's Rules of Order.

SECTION THREE OFFICERS OF THE PRESBYTERY

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

A. The Moderator: A Moderator shall serve for one calendar year, and may concurrently serve on an elected team, commission or constitutional committee. At the summer stated meeting, the Committee on Nominations shall announce a nominee for moderator, to be elected at the fall stated meeting. At the fall stated meeting, the floor shall be open for other nominations. Any person being nominated shall have been notified prior to be installed and begin serving at the winter stated meeting. In the absence of the Moderator, the most recent, past moderator being present shall moderate.

The Moderator shall perform his or her duties according to the Book of Order and the Manual of Administrative Operations and Standing Rules of the Presbytery of the James. The Moderator shall be responsible for conducting the meetings of Presbytery.

B. The Stated Clerk: The Presbytery shall elect a Stated Clerk for a term of office not to exceed three years. He/she shall be eligible for re-election. The General Presbyter may be elected as Stated Clerk. The Stated Clerk shall perform his or her duties according to the Book of Order, the Manual of Administrative Operations and Standing Rules of the Presbytery of the James, and the approved position description.

Presbytery may elect a Recording Clerk whose duties shall be performed according to the Standing Rules of the Presbytery and under the supervision of the Stated Clerk

5. Sign and issue promptly all official papers of Presbytery not otherwise provided for;
6. Have the Minutes of Presbytery reproduced and distributed according to the direction of the Presbytery and shall preserve the official copy of the permanent Minutes;
7. Receive invitations from churches desiring to host Presbytery and report these to the Administrative Board with recommendations;
8. Prepare from the annual reports of the churches a full statistical report to be sent to the Office of the General Assembly, and present it to Presbytery at its stated spring meeting;
9. Prepare and send to Synod for its stated meeting a statistical report as required and shall present a copy for admission to record by Presbytery;
10. Provide for orientation for commissioners to the General Assembly and Synod.
11. Keep an accurate roll of the churches, Clerks of Session, Ministers and Certified Christian Educators. He or she shall present to the Administrative Board and to the Presbytery the report on the numbers of Ministers and Elders as required by G-11.0101b of the Book of Order;
12. Advise the Moderator on questions related to the Book of Order and the Manual of Administrative Operations and Standing Rules of the Presbytery of the James at Presbytery meetings.

Presbytery may elect a Recording Clerk whose duties shall be performed according to the Standing Rules of the Presbytery and under the supervision of the Stated Clerk. He or she shall:

1. Keep a full record of the proceedings of Presbytery and shall prepare it for approval by Presbytery;
2. Convey the Minutes, properly recorded, to the Stated Clerk for editing, publishing and distributing to the Presbytery;
3. Assist the Stated Clerk in other matters related to the official records and documents of the Presbytery.

SECTION FOUR THE CORPORATION AND TRUSTEES

A. The Corporation: The name of the corporation is *Trustees of Presbytery of the James, Inc.* The Presbytery shall elect Trustees to the Corporation which is incorporated under the laws of the Commonwealth of Virginia. Its charter shall be subject to approval and modification from time to time by the Presbytery.

Trustees of the Presbytery of the James shall also serve as the Business Affairs Committee of the Presbytery.

SECTION FOUR THE CORPORATION AND TRUSTEES

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

B. Membership: The Trustees shall be nine in number consisting of one member from each District. The District representatives shall be divided into classes of three members for staggered terms of three (3) years each. Members are elected for three (3) year terms and may serve no more than six consecutive years. The Trustees shall elect their own officers at their annual meeting. (Ordinarily, the President of the Trustees shall serve as Moderator of Business Affairs.) The General Presbyter and Accountant shall ordinarily serve as ex officio members of the Trustees and may be elected as Secretary and Treasurer.

C. Duties: In accordance with their charter, the Trustees shall be empowered to acquire, receive, hold, encumber, invest, manage, transfer and dispose of any and all funds and property committed to it, as authorized and instructed by specific action of Presbytery. In this regard, Presbytery vests in the Trustees of the Presbytery of the James, Inc., the sole responsibility of supervision over all securities, legacies and other personal property under its control, conferring upon it (except in cases

where change of investments is prohibited by the instruments creating the gift) full power and authority to change securities and/or other assets by sale, or exchange of part, or all, of such assets and re-investment in other securities without limitation to securities prescribed by law for fiduciary investments, whenever it, in its sole discretion, deems such sale, exchange and reinvestment advisable to preserve and protect the assets. Such change shall in due course be reported to Presbytery.

The Business Affairs Committee is empowered by the Presbytery to act as a Commission between presbytery meetings with the powers of section G-8.0501 and G-8.0502 of the Book of Order. The commission powers granted to the committee shall not include authority to authorize the presbytery's trustees to incur new debt (as guarantor, co-obligor or otherwise) for amounts in excess of \$50,000, or to sell or encumber presbytery assets not held by particular churches. Such authority is reserved to the whole presbytery. The commission powers granted to the committee shall only be exercised by the committee if at least two-thirds (and no less than five) of the committee members voting determine that the timing of presbytery meetings would negatively affect a congregation's property needs significantly and unavoidably. When the presbytery's Committee on Nominations presents nominations to fill vacancies as they occur on the Business Affairs Committee, it shall seek to establish an equal number of

ministers and elders on the committee so that it may be properly composed to act as a commission, in accordance with G-9.0504(b). The Trustees shall give annually a written account of

B. Membership: The Trustees shall be six in number consisting of one member from each Nominating Region. Members are elected for three (3) year terms and may serve no more than six consecutive years. The Trustees shall elect their own officers at their annual meeting. The General Presbyter and Staff Accountant shall ordinarily serve as ex officio members of the Trustees and may be elected as Secretary and Treasurer.

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

The Trustees are empowered by the Presbytery to act as a Commission between presbytery meetings with the powers of section G-8.0501 and G-8.0502 of the Book of Order. The commission powers granted to the Trustees shall not include authority to authorize the presbytery's trustees to incur new debt (as guarantor, co-obligor or otherwise) for amounts in excess of

\$50,000, or to sell or encumber presbytery assets not held by particular churches. Such authority is reserved to the whole presbytery. The commission powers granted to the Trustees shall only be exercised by the Trustees if at least two-thirds of the Trustees voting determine that the timing of presbytery meetings would negatively affect a congregation's property needs significantly and unavoidably. The Trustees shall give annually a written account of all assets entrusted to them at a stated meeting of the Presbytery.

all assets entrusted to them at a stated meeting of the Presbytery.

SECTION FIVE

THE WORK AND STRUCTURE OF THE PRESBYTERY

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

A. Election, Quorum, Membership and Term on Boards and Committees and the Permanent Judicial Commission
All members of Boards, Committees of the Presbytery (except Nominations), and the Permanent Judicial Commission shall be placed in nomination by the Committee on Nominations and elected by the Presbytery. All persons nominated to and who serve on any board or committee of the Presbytery of the James must be a member in good standing of a congregation or a minister member of the Presbytery. After reviewing the qualifications of the persons who have been suggested, the

Committee on Nominations shall recommend the nominees to the Presbytery for election. Moderators and Vice Moderators of Boards and Committees shall be members at large. Members of the Committee on Nominations shall be nominated by the Administrative Board and elected by the Presbytery.

Unless otherwise stated, a quorum for Boards and Committees of the Presbytery shall be as prescribed in Robert's Rules of Order, Newly Revised, which is "...a majority of the members." Election to a Board or Committee of Presbytery is viewed as a call to service in the church. Board and Committee members are expected to carry out their responsibilities in faithfulness. If a Board or Committee member has an unexcused absence from three consecutive meetings, the Committee on Nominations may nominate a replacement if requested by the Moderator of the Board or Committee.

Each member of a Board or Committee of Presbytery shall serve, unless otherwise provided herein, a term of three years and may not serve more than six successive years. Service for a part of a calendar year shall be counted as a full year of service. The Moderator and the Vice-Moderator of a Board or Committee shall serve term(s) not to exceed three years and ordinarily the Vice-Moderator shall succeed the Moderator. The Committee on Nominations shall arrange to stagger the terms of the members of Boards and Committees so that ordinarily no more than one third of the membership of the body will be required to retire at the same time. The Committee on Nominations shall work diligently to ensure that all districts are

SECTION FIVE

THE WORK AND STRUCTURE OF THE PRESBYTERY

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

A. Election, Quorum, Membership and Term on Teams and Constitutional Committees/Commissions. All members of Teams (except Nominations and Committee on Representation), and Constitutional Committees shall be placed in nomination by the Committee on Nominations and elected by the Presbytery. All persons nominated to and who serve on any team or constitutional committee of the Presbytery of the James must be a member in good standing of a congregation or a minister member of the Presbytery. After reviewing the qualifications of the persons who have been suggested, the Committee on

Nominations shall recommend the nominees to the Presbytery for election. Moderators and Vice Moderators of Teams and Constitutional Committees shall be members at large. Members of the Committee on Nominations and Committee on Representation shall be nominated by the C & C Team and elected by the Presbytery.

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

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

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

represented equally on the Boards and Committees. However, should ministerial representation from a particular district not be possible (due to too few ministers in a particular district), the Committee on Nominations, upon notification to the presbytery, may concurrently nominate a minister from another district for the vacancy.

B. Conflict of Interest Policy

All entities of the Presbytery of the James are entrusted by the members of the Presbytery with responsibilities which affect the whole of the Presbytery. Therefore, it is important that all persons related to the Presbytery honor that trust. This requires honesty, competence and care in managing the financial arrangements of the entities. No elected or appointed member of any entity or its committees shall accept any gift, gratuity, service or any special favor from any person or persons, agents, or businesses which provide or receive goods and services or which seek to provide or receive goods and services to or from the entities of the Presbytery of the James. However, minor courtesies such as luncheons, dinners or similar arrangements in connection with business discussion may be received.

No elected or appointed member shall be eligible during the term for which he or she is elected or appointed to become an employee of or otherwise render compensable services to that entity unless approved by the Administrative Board and the Presbytery. However, members of Presbytery entities may apply for staff positions within the Presbytery that come open. If an elected or appointed member of any entity discovers that he or she may be in a position of conflict of interest, he or she shall immediately report this conflict to the Moderator of the entity with which he or she is associated.

If an elected or appointed member is called upon to participate in a decision in which the interests of the Presbytery may conflict with his or her personal interests or the interests of the congregation which he or she represents, he or she shall abstain from participating in the discussion and vote on the decision in order to avoid even the appearance of conflict of interest.

C. Districts

The Presbytery of the James shall be divided into nine geographic Districts, the purposes of which are:

- 1) To provide geographic divisions for fair representation on Presbytery boards and committees;
- 2) To provide an opportunity at Presbytery meetings where pastor and elder commissioners can share local/district concerns, and discuss issues coming before the

The Committee on Nominations shall arrange to stagger the terms of the members of Teams and Constitutional Committees

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

Team and Constitutional Committees may elect Co-op members to assist in their work. Such members will serve one year terms which may be renewable and are limited to six consecutive years.

Co-op members shall have privilege of the floor but without vote at the Team or Constitutional Committee level. They may also have vote at subcommittee level.

B. Conflict of Interest Policy

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

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

C. Nominating Regions

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

Presbytery and PC (USA);

3) To meet together as they deem necessary, having the option to do this during lunch at each Presbytery meeting with meeting rooms provided by the hosting church;

4) To encourage congregations within the district to work together locally in fellowship, worship and mission, to be able to establish segregated Presbytery funds

(Habitat, mission trips, etc.), and to be eligible for Presbytery grants (mission trip funds from Public Ministries Board, etc.);

Ministers and Certified Educators not directly associated with a church are members of the District in which the church they attend is located.

D. Boards of the Presbytery

The structural design of the Presbytery of the James provides for the following Boards: The Administrative Board, the Camp Hanover Ministries Board, the Congregational Ministries Board, the Leadership Ministries Board and the Public Ministries Board.

1. Administrative Board: The purpose of the Administrative Board is to provide for coordination and administrative oversight of the operations of the Presbytery. The Administrative Board consists of a representative from each district, the Moderator and Vice-Moderator of the Administrative Board, the Moderator of each Board and the Moderator of the Business Affairs Committee. The Moderator of the Presbytery, the Moderator-Elect of the Presbytery, the Moderator of the Committee on Nominations and the Moderator of the Committee on Representation serve as advisory members without vote. The responsibilities of the Administrative Board include: (a) Oversight of Presbytery personnel and Presbytery office operations; (b) Budget development and oversight; (c) Communications; (d) Mission interpretation; (e) Strategic planning; (f) Administrative management; (g) Coordination among the Boards; (h) Preparing the docket for Presbytery meetings; (i) Nominating to Presbytery members of the Committee on Representation and all members of the Committee on Nominations; (j) annual review of session records; (k) receipt and forwarding of overtures to the

Presbytery; (l) arranging for votes on matters referred by the General Assembly to the Presbytery. The Administrative Board is empowered to make adjustments and changes in the particular responsibilities of the Program Boards.

2. Congregational Ministries Board: The purpose of the Congregational Ministries Board is to assist the work of

D. Teams and Constitutional Committees of the Presbytery

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

(NOTE: It shall be the responsibility of the initial membership of the Teams to provide definition for their area of ministry in coordination with the other two teams. This definition will be submitted to the presbytery for final approval)

1. Communication and Coordination Team

2. Mission and Ministry Team

3. Leadership Connections Team

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

developing and redeveloping congregations in order to fulfill the presbytery's vision statement of supporting and overseeing the Presbytery and its

congregations and ministries in order to share faithfully in ministries of evangelism, church growth, and renewal. The

Board also provides for coordination of the ministry of related

bodies such as Black Caucus, Presbyterian Women and Presbyterian Men. The Board consists of one representative from each district, one representative from each of the related bodies and a Moderator and Vice-Moderator.

3. Camp Hanover Ministries Board: The purpose of the Camp Hanover Ministries Board is to provide coordination, planning and program oversight for the entire camp and conference program of the Presbytery including programs related to Camp Hanover and other

outdoor ministry programs planned and carried out by the Presbytery. The Board consists of two representatives from each district and a Moderator and Vice-Moderator.

4. Public Ministries Board: The purpose of the Public Ministries Board is to encourage and enable congregations and the Presbytery of the James, through its organizational structures, to engage in faithful witness to the Lordship of Jesus Christ through effective involvement in the following: ecumenical, higher education and interfaith service ministries and associations; public policy discourse and advocacy; and

other appropriate activities directed toward unity, peace, compassion and justice in the Presbytery of the James, the Commonwealth of Virginia, and throughout our society and the world. The board shall consist of one representative from each district, one representative from each of the presbytery committees which report to the board, and a Moderator and Vice-Moderator.

5. Leadership Ministries Board: The purpose of the Leadership Ministries Board is to train and enable leaders in congregations and the presbytery to fulfill the mission of the presbytery and the mission of local congregations. The Board consists of one representative from each District plus a

Moderator and Vice-Moderator.

E. Committees and Commission of Presbytery
The structural design of the Presbytery of the James provides for the following committees and commission: The Committee on Ministry, the Committee on Preparation for

5. Committee on Preparation for Ministry: The purpose of the Committee on Preparation for Ministry is set forth in G-14.0300 of the Book of Order. It shall consist of an elder and a minister from each Nominating Region, a Moderator and Vice-Moderator and as many as two elders and two ministers serving as members-at-large.

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

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

8. Permanent Judicial Commission: The purpose and role of the Permanent Judicial Commission and its organization are provided

Ministry, the Committee on Nominations, the Committee on Representation, the Business Affairs Committee (Trustees) and the Permanent Judicial Commission.

1. Committee on Ministry: The purpose of the Committee on Ministry is to serve as pastor and counselor to the Ministers of the Presbytery and to facilitate the relations among congregations, Ministers, Educators and the

Presbytery and to settle difficulties on behalf of the Presbytery where possible and expedient. Its specific responsibilities are set forth in Section G-11.0502 of the Book of Order. The Committee on Ministry shall consist of an elder and a minister from each district a Moderator, a Vice-Moderator and as many as two elders and two ministers serving as members-at-large. However, should ministerial representation from a particular district not be possible (due to too few ministers in a particular district), the Committee on Nominations, upon notification to the presbytery, may concurrently nominate a minister from another district for the vacancy. The Stated Clerk/General Presbyter shall be an advisory member. The Committee shall maintain a manual of operations which shall contain all duties and powers delegated to it by the Presbytery.

2. Committee on Preparation for Ministry: The purpose of the Committee on Preparation for Ministry is to provide for the enlistment, reception, assessment and care of persons preparing for ministry. The Committee shall consist of an elder and a minister from each district and a Moderator and Vice-Moderator. However, should ministerial representation from a particular district not be possible (due to too few ministers in a particular district), the Committee on Nominations, upon notification to the presbytery, may concurrently nominate a minister from another district for the vacancy. The responsibilities of the Committee shall be performed in accordance with Section G-14.0300 of the Book of Order.

3. The Committee on Nominations: The purpose of the Committee on Nominations is to nominate persons for election by the Presbytery to the various boards and committees of the Presbytery. The responsibilities of the Committee include, but are not limited to, nominating to the Presbytery, for election, members of boards and committees of

the Presbytery; moderators and vice moderators of boards and committees of the Presbytery; Commissioners to the Synod and General Assembly; and other nominations as may be requested by Presbytery from time to time. The Committee shall consist of a representative from each district, and a Moderator and Vice-Moderator. (Members are nominated to the Presbytery by the

for in Chapter V of the Rules of Discipline and other relevant sections of the Constitution. The Permanent Judicial Commission of the Presbytery shall consist of nine members whose term of office shall be for six years. The Commission shall elect its own moderator and clerk as provided for in the Book of Order. (D-5.0201)

F. The Presbytery Budget

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

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

Administrative Board)

4. The Committee on Representation: The purpose of the Committee is to ensure that the principles of inclusiveness as outlined in the Book of Order are implemented (G-9.0105 & 11.0302) and its composition is specified by the Book of Order. The Committee shall consist of a Moderator, Vice-Moderator, and its other members shall be divided into three classes of two persons per class. (Members are nominated to the Presbytery by the Administrative Board)

5. Business Affairs Committee (Trustees): The Trustees of the Presbytery of the James shall serve as the Business Affairs Committee. (See Section Four, Corporation and Trustees).

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

F. The Presbytery Budget

Each year, the Budget Committee of the Administrative Board shall develop a consolidated line item budget with underlying line item details, for review, amendment, and recommendation by the Administrative Board to the presbytery for approval. The budget process is outlined in the Financial Operating Procedures of the Business Affairs Committee.

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

SECTION SIX PRESBYTERY STAFF

In accord with the Book of Order G-11.0303 the Presbytery may authorize the administrative services of a General Presbyter and other staff as needed to assure that Presbytery's adopted aims and programs are fulfilled. The role of Presbytery staff persons shall be to facilitate and enable the entire work of the Governing

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In accord with the Book of Order G-11.0303 the Presbytery may authorize the administrative services of a General Presbyter and other staff as needed to assure that Presbytery's adopted aims and programs are fulfilled. The role of Presbytery staff persons shall be to facilitate and enable the entire work of the Governing Body.

Body. They are expected to serve in ways which shall enable the parts of the interdependent system to work together.

A. Personnel Policies

Policies and procedures related to the employment, classification, work, supervision, rights and benefits of all staff members are defined in the Personnel Policies of the Presbytery of the James. The Personnel Policies of the Presbytery of the James can be amended by a majority vote of the Administrative Board upon recommendation from the Personnel Committee. Changes are to be reported to the next Stated Meeting of the Presbytery.

B. Criteria for Persons Called and Elected by the Presbytery

All Presbytery of the James called and elected professional staff will:

- Celebrate our faith in Jesus Christ as Lord and Savior;
- Operate in such a manner that trust is built and relationships are strengthened;
- Establish and maintain effective communication with and among congregations, groups and individuals within the Presbytery;
- Relate pastorally to the congregations and church professionals of the Presbytery;
- Oversee the evolving district relationships;
- Help the boards to work effectively;
- Train and provide the resources for committees and boards to fulfill their responsibilities.

C. Staff Search

When vacancies occur in the administrative/executive positions or in the position of camp director, upon nomination by the Committee on Nominations, the Presbytery shall elect a staff search committee to seek replacement. In addition a position description for that position shall be approved by the Presbytery. After a thorough search process, the search committee shall present the name of the staff person-elect to the Presbytery for approval. Staff search committees shall be informed and guided by the Church's plan for equal employment opportunity participation (Section G-4.0403 of the Book of Order). In addition the Presbytery of the James is subject to the provision of Section 9.2 of the Presbytery Articles of Agreement that insures that if the Presbytery has more than one staff person at the administrative/executive level, there shall be one or more

African American persons included in a position at the administrative/executive level and one or more African American persons included in a position at the administrative/office support level, if more than one such person is employed.

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If vacancies occur in the administrative/office support staff, the Personnel Committee of the Administrative Board may be empowered by the Board to plan and carry out a search process in accordance with the Book of Order (Section G-4. 0403).

SECTION SEVEN

AUTHORITY DELEGATED BY THE PRESBYTERY

From time to time, the presbytery delegates authority to various persons, boards, and/or committees. This section is an attempt to list in one place the authority granted by the presbytery.

Approval for Sacrament of the Lord's Supper

The Administrative Board may give permission for the celebration of the Lord's Supper for presbytery sponsored events and report such action to the next Stated Meeting of the

Appointment of Investigative Committees between meetings of the presbytery

The Stated Clerk, Moderator, and Immediate Past Moderator are authorized to appoint Investigative Committees (D-10.0200) whenever the time before the next Presbytery meeting is so great as to hinder the process of investigating an alleged offense.

Stated Meeting #35, February 28, 1998

Appointment of Counselor under D-14.0203

The COM Moderator, COM ViceModerator and Moderator of the presbytery are authorized to appoint Counselors (D-14.0203) in disciplinary cases when necessary.

Stated Meeting #45, August 22, 2000

Appointment of Committee of Counsel under D-6.0302a

Between meetings of presbytery, a Committee of Counsel responding to a remedial case brought against the presbytery shall be appointed by the following persons: POJ Moderator, COM Moderator, Administrative Board Moderator, and the Stated Clerk.

Stated Meeting #64, October 10, 2006

Responded to the Presbytery action of the February 2008 Presbytery meeting which read: *That Administrative Board*

Report, II.F.3 be directed to the POJ Discernment Process without endorsement or prejudice and with a declaration that no final decisions resulting in substantial restructuring of the

SECTION SEVEN

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Presbytery's programs will be made prior to completion of the initial period of discernment and until an accompanying consultative process for developing mission priorities, including at least one open hearing, has been implemented by the Administrative Board

The Board response is that (a) no changes in the structure for mission of the presbytery have been made nor proposed to date; (b) the consultative process for developing mission priorities is

ongoing and will be highlighted at the June Presbytery meeting; (c) if the way be clear and the Discernment Team has a draft report available, an open hearing(s) will be held in late August, 2008, around the presbytery.

Stated Meeting #69, June 17, 2008

Revision to the policy about honoraria for presbytery sponsored events:

Ministers of the Word and Sacrament and Certified Educators who are members of the Presbytery of the James will be paid expenses only. Non-certified educators and employed professionals within congregations of the Presbytery of the James and outside presenters will be paid through negotiations with the appropriate program boards and/or committees.

SECTION EIGHT
AUTHORITY, AMENDMENTS AND SUSPENSIONS

The Manual of Administrative Operations and Standing Rules establishes the basic organization of the Presbytery of the James for its functions both during and between meetings of the Governing Body.

The Manual of Administrative Operations and Standing Rules may be amended as follows: A proposed amendment shall be presented in writing to the Stated Clerk of the Presbytery who shall in turn refer it to the Administrative Board which shall submit its recommendation in writing to the next meeting of the Presbytery. Proposed amendments are presented as a first reading at a meeting of Presbytery for discussion, amendment and preliminary approval. To become effective they must be approved after a second reading and further amendment if necessary, at a subsequent meeting. Both approval shall be by a

majority of those present and voting. Any particular provision of the Manual of Administrative Operations and Standing Rules

may be suspended for a meeting of the Presbytery by a two thirds vote of members present at that meeting of the Presbytery.

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REPORT OF THE CONGREGATION MINISTRIES BOARD

PRESBYTERY OF THE JAMES

June 15, 2010

(No meetings were held)

No Report

Reports from New Church Developments

Christian Arabic Church

We continue to worship, preaching the gospel of our Lord Jesus Christ and reach out to new immigrants from the Middle East. We rejoice that attendance and membership are still growing; this year so far 11 new members joined the church and six children were baptized. The average attendance in our Sunday worship service is above 120. Throughout the week we provide the following services and activities; Worship service in Arabic with English translation, 2 prayer meetings, college age group, and high school group, middle school group, and women's group.

- **Walton Grant:** The Christian Arabic Church was awarded the 2010 Walton grant to receive \$50,000 for buildings. We are grateful to Rev. Carson Rhyne for his assistance and advice in preparing the grant application.
- **New immigrant families:** In 2010 we received and assisted 3 new families from Egypt. Practical assistance to the new comers includes the provision of food, clothing, furniture and assimilation services such as locating housing, finding jobs, admitting children to school, translating and teaching English as a second language.
- **ESL and Tutoring:** We continue to offer the tutoring program for school children age and ESL for adults. We are grateful for many volunteers from Third Presbyterian church for their help in these two programs.
- **Radio program:** We continue to offer the radio program twice a week in Arabic, to reach out to tenth of thousands of Arabic speaking people in central Virginia.
- **Leadership training:** WE offer a monthly leadership training seminar to train men and women to take leadership roles in our ministry.
- **Future plans:** This summer we are planning for three revivals and for the VBS program in Arabic.
- **A word of gratitude:** We appreciate the help and encouragement of the Presbytery of the James, NCD Committee, and Third Presbyterian church. We are grateful to all of them for assisting us to carry out this ministry to the new immigrants in our midst.

Yours in Christ

Rev. Fakhri Yacoub, Pastor

Tappahannock Presbyterian Chapel

- Worship 52 Sundays – 38-40 average attendance. Communion 8 times
- Over subscribed to the 2009 Operating Budget of \$109,040 including: \$9,054 to undesignated church-wide benevolences; \$2,500 to 4 special PC(U.S.A.) offerings; \$1,000 5 ¢ A Meal; \$872 to Theological Education Fund
- Stated monthly meetings of the Steering Committee and bi-monthly meetings of 5 Ministry Groups
- Annual dinner meeting with POJ Administrative Commission – 22 attended
- Created a permanent Memorial Fund which currently has \$4,000
- Created 6 hospitality teams of 1 Greeter and 2 ushers at the door each Sunday
- Adult Christian Education Class – The Gospel of Mark – 7 weeks
- Souper Bowl of Caring Offering and lunch to hear about Operation Inasmuch
- Valentines Day Brunch for Women of Church served by Men of Church
- Participation in Community Lenten Services. Provided speaker, Rev. Carson Rhyne
- Adult Education Class “Easter from the Backside” – 6 weeks
- Riverside Dinner theater in Fredericksburg to see “Nunsense II”
- Good Friday Service of Darkness at 7 p.m. at the worship center
- Fifteen People participated in Operation Inasmuch. Also provided 4 leaders in organizing this community event.
- Discussion of the book, The Shack , after worship in April
- Guest Speaker on Church Growth, Rev. Tom Coye, in May
- All-day Spring clean-up and lunch at Worship Center
- 16 People sang in Chancel Choir at Riverfest in Tappahannock in July
- Four young people attended Camp Hanover – 2 youth attended 2 week camps
- Congregational Meeting to elect Susan Spage and David Jones to Steering Committee
- Leadership/Participation in Annual Golf Tournament for teen ministry at The Hanger (raised \$3,000)
- Reports from 5 Ministry Group Moderators – Mission Sunday in October
- Leadership Training Classes for Steering Committee followed by Installation Sunday
- Lunch at Steve and Sally Reger’s newly remodeled river home
- All-day planning retreat at Camp Hanover in September
- Down-by-the Riverside worship and picnic at Em and Kath Hughes’ home with Zion Baptist Church (75 attended)
- Four women attended Pilgrimage week-end in Richmond
- Men’s Breakfast sponsored by women of Congregational Care and Fellowship Ministry Group
- 13 people attended all-day teacher/leader workshop at St. Andrews
- Started Acolyte Program using young people to light candles
- Christian Education study of John Calvin’s theology – 7 weeks
- Greening the Church for Advent and Christmas
- Children’s Christmas Pageant – (53 worship attendance)
- Angel Tree Gifts in Support of children of incarcerated parents
- Christmas luncheon party at home of Brad and Judi Coats
- Adopted a 2010 Operating Budget totaling \$117,959

Blue Ridge Presbyterian Church, May 2010

- Each week Blue Ridge Presbyterian Church is filled with the laughter and excitement of children, young people and adults gathering for worship, Christian learning, building relationships and service. Here, kids and adults are finding the amazing Spirit of God everywhere through bible stories, multi-sensory worship, explorations and recreation.
- Each Sunday, BRPC offers two dynamic multi-sensory worship services led by a blend of acoustic and sacred music, visual media and a Christian message of hope. Children, youth and adults all worship together richly. Worship at Blue Ridge is joyful, experiential, and traditional in new ways:
 - Music at BRPC draws from the acoustic traditions blending voices with piano, harp, violin, guitar, harmonica and flute. A vocal Ensemble sings weekly.
 - Visual media and the fabric arts enrich the worship experience with beauty and inspiration. A rich collection of handcrafted worship banners, table paraments and window paraments adorns the worship space.
 - An energetic and accomplished acoustic youth worship band, the “CrossDressers,” leads in worship regularly.
 - Twice annually, BRPC offers to the wider community A Quiet Worship Service of Hope and Healing.
- The people of Blue Ridge Church regularly press the Good News of God out into our northern Charlottesville area and our world with ministries of service, compassion and healing:
 - After the January earthquake in Haiti, BRPC responded with gifts of \$3000+ and will assist the Haiti Fund/CODEP to rebuild a home for a displaced family. BRPC volunteers will join a mission team in fall 2010.
 - In the first half of 2010, more than 25 volunteers from Blue Ridge Church have served meals to more than 500 hungry people in Greene County through Tuesday’s Table, an evening feeding program.
 - BRPC is an active place for Christian healing and counseling with the Rev. Diana Brawley offering pastoral counseling from our location.
 - 12+ people will participate with area Presbyterians in a rebuilding Mission Trip to Southwest Virginia in late July—this is more than 10% of our membership!
- In September 2009, BRPC dedicated our newest building, the Lighthouse, providing vital space for Christian education, Youth Ministry, fellowship and a nursery.
 - In February and March 2010, BRPC gathered children, youth and adults for a weeknight simple meal and Christian learning sessions. More than 25+ people gathered for the Prodigal God study series, a promising program.
- In 2010, BRPC continues the Blue Ridge Coffeehouse Series, a regular, bi-monthly night of great music, good coffee and a hope-filled witness to God as a new avenue to connect with neighbors. In March, Tom Goodrich (of Meadows PC) and Rusty Speidel performed.
- In 2010, the BRPC Session has worked to craft a new BRPC Mission Plan to guide this new church development forward. A new vision and defining ministry goals and objectives were needed to guide the church forward, having achieved all the goals in the initial BRPC Strategic Plan developed in 2006. The new mission plan calls the church forward and outward into our community with mission and service to neighbors and new residents.

Third Presbyterian Church

Short Pump

Signs of the Spirit's work at Third Presbyterian Church at Pump Road include the lives that are being touched. A new woman to Pump said to me last week she's so grateful to be coming to church again, like she did as a child; she said she decided that even though her husband wouldn't come, she'd just come anyway (so she came by herself last week)! One middle-aged man who hasn't been to church in years is now coming to worship and is now serving on the set-up team. A woman who is vocal about her unbelief catches me after the service most Sundays to question me about the sermon. She says she wants to get together and talk about Bible questions. In the last month of so, several couples from our Forest Avenue site have recently said they simply feel led to be part of the work at Pump Road.

In 2010, we have hosted a *Spring Fling* on the land and installed a playground which we hope to be a gathering point for young families in the neighborhood. Sunday mornings are a centering experience for our community. We meet for worship at 10:45 a.m. in the Columbian Center (about 95 people) and beforehand, for Enrichment (i.e., Sunday School) for all ages. During 2010, adult Enrichment has featured "Christianity 101" (Alpha) and now "The Gospel in Life." We have also been meeting monthly for a meal and discipleship in a member's home, which has been well-attended. We are excited to have hired a worship leader for Pump, Alex Mejias, who begins July 1.

Other signs of the Spirit are an unexpectedly high sign-up for a women's summer small group entitled "Better Than Your Dreams," by Paula Rinehart. To date, twenty two women have registered, including women who are on the fringes of faith and the church. A Friday morning men's Bible study, comprised of Pump men, plus men who've recently been released from jail, also remains vibrant, with 15-20 men gathering each time. A couple has recently come forward to form a "relationship evangelism" small group, to incubate this value in the Pump community.

Growing edges for us include settling our discipleship plan and discerning outreach strategies. We also will need a new worship location in the Fall, and we continue to search for an Associate Pastor for Outreach and Evangelism. Again, we are deeply convinced this is a work of the Spirit and prayer, and we covet the presbytery's prayers.

-Nelson Ould, Lead Pastor
Third Presbyterian Church at Pump Road

REPORT OF THE COMMITTEE ON NOMINATIONS

PRESBYTERY OF THE JAMES

June 15, 2010

I. THE COMMITTEE REPORTS MAKE THE FOLLOWING RECOMMENDATIONS:

A. The Committee will nominate Rev. Janet James of Gayton Kirk to serve as 2011 Moderator. The election occurs at the October meeting.

B. The Committee has continued to review the procedures used to select General Assembly Commissioners as reported in the February meeting. The Committee anticipates seeking approval of a change in those procedures so that both elders and ministers would apply for selection based on calling from God not on “points” or region. The Committee would evaluate the applications and apply guidance from the *Book of Order* in making its recommendations to Presbytery.

C. The Committee has noted that in the new alignment in 2011 several Constitutional Committees will have multiple representatives from a specific region. The Committee anticipates that each individual will continue to fulfill the previously elected term and that any duplications would be resolved upon re-nomination.

II. THE COMMITTEE REPORTS THE FOLLOWING VACANCIES:

Opportunities for Service in the Presbytery

(These are listed on the website: www.presbyteryofthejames.org)

The Committee on Nominations is charged with nominating persons for election by the Presbytery to serve as members of the Presbytery Committees. At this time the following vacancies exist in the current committees that will continue under our new structure:

Committee on Ministry

District 5, Elder, Class of 2010

District 6, Elder, Class of 2010

Committee on Preparation for Ministry

District 3, Elder, Class of 2012

District 7, Elder, Class of 2011

District 8, Elder, Class of 2011

Committee on Nominations (nominated by the Administrative Board)

District 7, Male Layperson, Class of 2011

Committee on Representation

Moderator, Minister Class of 2012

At Large, Either Minister or Layperson, Class of 2010

At Large, Both Minister and Layperson, Class of 2012

- “Laypersons” may or may not be ordained

In addition to the above vacancies, CON is now starting to fill the Teams for the “New POJ Structure”. These Teams will have a transitional role for the remainder of 2010 and begin officially functioning in 2011. The following vacancies exist:

Communication and Coordination

Region A
Region E
Region F

Mission and Service

Region C
Region E
Region F

Leadership Connections

Region B
Region C
Region D
Region E
Regions F

If you are interested in any of these opportunities for service, please submit an application as provided on the website.

III. THE COMMITTEE REPORTS THE FOLLOWING FOR ACTION:

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

(M=Minister E=Elder specifically required L=either Layperson or Elder may serve)

<u>Class</u>	<u>Committee</u>	<u>M/E/L</u>	<u>Nominee</u>	<u>Church/Valid</u>
7 2011	Cte On Prep for Min	M	Janet James	Gayton Kirk
8 2011	Com On Min	M	Nathan Dell	HR

- B. That the Presbytery elect the following persons to serve as Members at Large on the following Teams in a transition role for the remainder of 2010 and beginning new term in 2011.

<u>Class</u>	<u>Team</u>	<u>M/L</u>	<u>Nominee</u>	<u>Church/Valid</u>
2013	Communication & Coord, Mod	L	Mary Baril	First, Richmond
2013	Communication & Coord, Vice-Mod	M	John Storey	Madison
2013	Mission & Service, Mod	L	Charles Holmes	Chester
2012	Mission & Service, Vice-Mod	M	Dixie Brachlow	Fairfield
2013	Leadership Connections, Mod	L	Rick Hinchberger	Salisbury
2013	Leadership Connections, Vice-Mod	M	Nancy Summerlin	Brett-Reed

C. That the Presbytery elect the following persons to serve as regional representatives on various teams.

<u>Region</u>	<u>Class</u>	<u>Team</u>	<u>M/L</u>	<u>Nominee</u>	<u>Church/Valid</u>
B	2012	Communication & Coord	M	Allen Fisher	Fredericksburg
C	2011	Communication & Coord	L	Wilma Andrews	Christ
D	2011	Communication & Coord	L	Susan Andrews	St Giles
A	2012	Mission & Service	M	Tony Lin	Prov Gum Spring
B	2012	Mission & Service	L	Peggie Rosen	Fairfield
D	2011	Mission & Service	M	Brint Keyes	Union-PSCE
A	2012	Leadership Connections	M	Tim McConnel l	Meadows

**REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY
PRESBYTERY OF THE JAMES**

June 15, 2010

Meetings of February 23, March 23, April 27, May 25, 2010

I. THE COMMITTEE REPORTS THE FOLLOWING FOR INFORMATION:

- A. Of the 39 persons under care as of May 25, 19 are inquirers and 20 are candidates. Of the candidates, 8 are ready to be examined for ordination, pending a call.
- B. Shawn Smith attended the Board of Pensions: Regional Benefits Conference, April 21-22 in Tampa, Florida.

II. THE COMMITTEE REPORTS THE FOLLOWING ACTIONS:

- A. Enrolled the following persons as inquirers: Brittany Harvey (Fredericksburg), liaison Don Steele [Feb 23]; Douglas Friesema (Charlottesville First), liaison Jack Murphy [Mar 23]; Catherine Schilling (Richmond First), liaison Shawn Smith [Apr 27]; Timothy Shephard (Emporia First), liaison Shawn Jason Smith [May 25]; Aaron Houghton (Bon Air), liaison Jim Payne [May 25].
- B. Certified the following persons ready to be examined for ordination, pending a call: Nathaniel Royster (Rennie Memorial) [Feb 23]; Gina Maio (Richmond Third) [Mar 23]; Quincy Worthington (Ginter Park) [Apr 27].
- C. Approved the following persons' continuation in the preparation process on the basis of an annual consultation: Aram Bae [Mar 23], Grace Kim [Mar 23], and Mark Grussendorf [Mar 23]; Stephen Hitchcock [Apr 27]; Matthew Gaventa [Apr 27]; Lisa Salita [Apr 27]; Todd Davidson [Apr 27]; Michael Clang [May 25]; Karen Rohrer [May 25].
- D. Approved recommending the following plan for populating CPM under the new presbytery structure: CPM shall have 18 members, elected as follows: a minister and an elder from each of the six nominating regions; a Moderator and a Vice Moderator elected at large; two additional ministers and two additional elders elected at-large [Mar 23].
- E. Approved the taking of ordination exams: Karen Rohrer, Exegesis in August 2010 [Mar 23]; Stephen Hitchcock, Polity in August 2010 [Apr 27].
- F. Approved a request from Katherine W. Francis for extra time in taking the ordination exams, for health reasons [Mar 23].

III. CONSENT DOCKET RECOMMENDATIONS: None

IV. THE COMMITTEE MAKES THE FOLLOWING RECOMMENDATIONS:

- A. That Virginia Taylor-Troutman (Ginter Park) be examined for candidacy for the ministry of the Word and Sacrament [Feb 23].
- B. That Crystal Varner (Three Chopt) be examined for candidacy for the ministry of the Word and Sacrament [May 25].

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

COMMITTEE ON MINISTRY

PRESBYTERY OF THE JAMES

June 15, 2010

(February 11, March 11, April 8, and May 13 Meetings)

I. THE COMMITTEE REPORTS THE FOLLOWING ACTIONS:

A. Transferring Ministers and Educators:

1. Rev. Andrew Meyers from Lake Michigan Presbytery as Pastor, Laurel Church, Richmond VA (see pages 51ff).
2. Rev. Diana Brawley from Presbytery of Cayuga-Syracuse to a validated ministry as Pastoral Counselor with the Pastoral Counseling Services of Central Virginia, pending presbytery approval. (see pages 54ff).
3. Rev. Charles Grant to Presbytery of Philadelphia as Associate Pastor for Older Adults, Bryn Mawr Church, Philadelphia PA
4. Rev. Roger Shoup, from National Capital Presbytery, as Interim Pastor, Chester Church (see pages 57ff).
5. Rev. Sandi Shaner, POJ, Designated Pastor, Salem Church, to become Permanent Pastor. (see pages 60ff).

B. Temporary Pastor Relation Covenants Concurrence:

1. Rev. Glynn Bell and King's Chapel, 2/1/10 – 5/31/10; 6/1/10-9/30/10
2. Rev. Arch Wallace and Rosewood Church, 2/1/2010 – 5/31/2010
3. Rev. Edson Pederson and Bethany Church, 4/1/10 – 7/31/10
4. Rev. LoAnn Fairman and River Road Church, 3/1/10-5/31/10
5. Rev. Felecia Douglass and Village Church, 4/4/2010 – 7/31/2010
6. Timothy Shephard and Ogden Church, 3/7/2010 – 3/7/2011

C. Stated Supply Covenants:

1. Rev. George Whipple and Hawkins Memorial, 1/1/2010 – 12/31/2010
2. Rev. Ron Bullis and Hopewell First, 1/1/2010 – 12/31/2010
3. Rev. Joseph Young and Oak Grove Church, 7/1/2009 – 6/31/2010
4. Rev. Russ Riter and St. James Church, 7/1/2010 – 6/20/2011

D. Parish Associate Covenants:

1. Rev. Jack Schilthius and Richmond Third, 1/1/2010 – 12/31/2010
2. Rev. Sue Cyre and Summit Church, 2/15/2010 – 2/14/2011
3. Rev. Robert Temple and Mechanicsville Church, 1/1/2010 – 12/31/2010

E. Interim Supply Covenant:

1. Rev. Robert Johnson and Forest Hill Church, 11/16/2009 – 11/15/2010
2. Rev. Roger Shoup and Chester Church, 6/1/2010 – 5/31/2011

F. Pastoral relationships dissolved:

1. Rev. Charles Grant and Bon Air Church effective 5/17/2010
2. Rev. Kelly Kaufman and River Road Church effective 5/14/2010

G. Election of Pastor (PNC) and Associate Pastor Nominating Committees (APNC)

1. St. Giles, APNC
2. Fairfield Church, PNC
3. Charlottesville First, PNC
4. River Road, APNC
5. Gordonsville, PNC

H. Permission to labor within/outside the bounds of POJ

1. Rev. Harriss Ricks to labor outside the bounds as Temporary Pastor of Douglas Church in Providence Presbytery pending request from Providence Presbytery.

I, Terms of Call Approved:

1. Rev. Andrew Meyers, Pastor, Laurel Church:
Cash Salary: \$23,100; Housing: \$22,500; Pension/Medical: \$14,742; SECA: \$3,580; Auto: \$1,600;
Continuing Ed: \$850; Professional Expenses: \$250; Other: \$1,200; Four weeks vacation; Two weeks study
2. Rev. Ed Satterfield, Associate Pastor, Richmond, Third:
Cash Salary: \$31,292; Housing: \$23,500; Pension/Medical: \$17,259; FICA: \$4,725; Auto: \$2,250;
Continuing Ed.: \$1,500; Other: Dental -\$350; Four weeks vacation; Two weeks study leave
3. Rev. Sandi Shaner, Pastor, Salem Church
Cash Salary: \$18,750; Housing: \$21,630; Pension/Medical: \$12,719; SECA: \$3,089; Auto: IRS Rate;
Continuing Ed.: \$850; four weeks vacation; two weeks study leave
- J. Approved Commissioned Lay Pastor Covenant:
 1. Charles McRaven and Waddell Memorial, 1/1/2010 – 12/31/2010
- K. COM accepted with regrets the resignations of Bob Barton and Bud Davis.
- L. Approved a request of \$450 from a pastor for financial assistance in paying a bill for medical coverage
- M. Approved a request of \$800 from a pastor for financial assistance for car repairs and also seminary debt assistance of \$2,500 through Board of Pensions program.
- N. Voted to merge Temporary Pastor Relations and Permanent Pastor Relations subcommittees into a new subcommittee called Pastoral Relations Subcommittee. Rev. Kay Steele will be moderator of the subcommittee.
- O. Denied a request to allow a seminary graduate permission to serve the Lord's Supper at Rennie Memorial Church where he serves.
- P. Considered a request for ordination from a candidate ready to receive a call who is doing a residency at UVA. COM voted not to proceed with ordination since the position of residency is not a permanent call.

II. CONSENT DOCKET RECOMMENDATIONS:

- A. That Rev. Kelly Kaufman become Member at Large, February 14, 2010.
- B. That Rev. Hal Hankins be released from ordained office, effective February 11, 2010.
- C. That the Presbytery approve the position of Pastoral Counselor with the Pastoral Counseling Services of Central Virginia, as a validated ministry.
- D. That the Presbytery approve the position of PRN Chaplain with Bon Secours Richmond Health Systems as a validated ministry.
- E. That Rev. Hunter Hill become Honorably Retired effective 6/1/2010.
- F. That Rev. Dick Somers be elected Pastor Emeritus of River Road Church.
- G. That Rev. Corey Widmer become an Evangelist for the East End Mission in Church Hill.
- H. That Rev. Dan Roberts become Honorably Retired effective 5/31/2010.
- I. That Rev. Graham Patterson become Honorably retired effective 3/31/2010.
- J. That the 2009 Member-at-Large Report, 2009 Validated Ministers Report, and the 2010 Changes in Terms of Call be approved (see pages 63ff).

III. THE COMMITTEE MAKES THE FOLLOWING RECOMMENDATIONS:

- A. That the presbytery examine Rev. Ed Satterfield to become Associate Pastor for Pastoral and Congregational Care, Third Church, Richmond VA, and for transfer from the Presbyterian Church in America at the Presbytery in accordance with G-11.0404c. (See pages 68ff).
- B. That the 2011 Minimum Compensation Criteria be the same as 2010 Minimum Compensation Criteria (see page 71ff).
- C. That the 2010 Minister's Terms of Call be approved. (See pages 75ff).

Name: Andrew McNeal Meyers

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

Membership Presbytery: LAKE MICHIGAN PRESBYTERY **Ordination Date** 8/31/2004 **Formal Education:**
M.Div. *Columbia Theological Seminary, Decatur GA: 2003*

B.S. *Mathematics, Pacific Lutheran University, Tacoma WA: 2000*

Continuing Education: **Clinical Pastoral Education** *Dartmouth-Hitchcock Hospital, Lebanon NH: 2002, One Unit*

Experience Level: 4 to 6 years

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

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

Past Experience:

2004 – Present: *Mount Hope Presbyterian Church, Lansing MI*; **Solo Pastor**, Small Urban Church 2003 – 2004: *Fellowship Presbyterian Church, Jackson GA*; **Student Supply**, Small Rural Church 2002 – 2003: *Westminster Christian Fellowship, Georgia Institute of Technology, Atlanta GA*; **Chaplain Intern**, Campus Ministry

Other Services: 2005 – 2006: Member of Camp Greenwood Agency, Lake Michigan Presbytery

Church Characteristics Desired:

God is calling me to a congregation ready to explore and act on their own missional call as disciples of Christ. I believe that God calls all of us to proclaim that “the kingdom of God has come near” in Jesus. (Mk 1:15) Each congregation is called to act out the mission God has for them in their particular community. My call is to listen, teach, coach, and lead a congregation to fulfill Christ’s commission in their given community.

Such a church lives out the call of their baptism through worship and outreach, through the breaking of bread and prayer. This congregation forms their life on the witness to the Word, Jesus Christ, found in the Bible. They seek the guidance of the Holy Spirit in their decisions, and look for God at work in their community. They value spiritual disciplines such as Bible study and prayer both corporately and individually.

Such a church looks to live out their call by sharing the good news of the gospel with others and inviting them to follow Jesus. This congregation also lives out their call by seeking to make this life more like God’s kingdom through acts of charity, justice, and reconciliation.

I will walk with this congregation through the risks they take. I have walked with churches in college settings, rural and urban ones. I have helped churches discern their mission in their community and helped them make it a reality.

Accomplishments in present call:

When I arrived at my current church five years ago, the church was interested in doing mission, but unsure what that might look like. So we set off on a journey together to discern God’s call for us. We completed a mission study. We reorganized our committee structure to emphasize missions and evangelism. After 36 years, we tearfully decided to close our preschool program because it wasn’t meeting the needs of our community. We’ve added a new mission working with Christian refugees from Burma and giving them a place to worship. As a result of our hospitality to our brothers and sisters in Christ, I was invited to preach and administer communion once a month to this nesting immigrant fellowship.

We are looking for ways to expand this mission within the Burmese community and to be a vibrant public witness in Lansing in the name of Jesus Christ. (Dt 24:17–22)

During this transition, the church has made financial commitments toward mission as well. We've increased our mission budget from 1% of our income when I arrived to 10% of our income in our 2010 budget. Despite the increasing economic pressures in a depressed part of the country, we have sought to faithfully follow God's call.

As pastor, I have also visited members in homes, hospitals, and assisted care facilities, and guided our Deacons in growing in their visiting skills. I have preached weekly and taught classes ranging from introductory Bible to movie studies. Often I have written curriculum for classes I teach.

Leadership Style:

I believe that God has blessed me with three spiritual gifts that impact my leadership style.

First, God has given me a gift of *teaching*. Pastors for many years were known as “teaching elders,” and teaching is something I truly enjoy. I love the process of learning, and I also love seeing other people learn, to see just how much God is involved in their lives and how their stories are connected with the stories of God's people in the Bible and throughout history. As I come into a congregation, I seek to learn the stories of the congregation and point out how their story interacts with the story of God and the world.

Second, God has given me a gift of *shepherding*. The word “pastor” comes from the word to shepherd. A shepherd does not make all the choices for the sheep, but guides and directs them to places where they can safely eat, rest, and do other “sheep” things. (Ps 23) As I lead, I try to guide people into maturity in their relationship with Jesus through comfort, encouragement, inquiry, and speaking the truth.

Third, God has given me a gift of *administration*. I try to look at a church as a system, and work with session and committees to make policies and procedures that help the church run well. My style of administration tends to be collaborative, but I am not afraid of pushing for a certain direction if I sense God is leading the church that way.

Key Theological Issues:

Currently our society and the church are going through great upheaval. Some call this a transition to a “post-Christendom” or “post-Christian” culture. No matter what one calls it, the effects are well-known: the church has less and less of a prominent place in society, young people tend to view the church as a place of judgment and institutional preservation rather than a place focused on Jesus, and fewer and fewer people are becoming disciples of Jesus in North America as a result.

This leaves the church with many questions. What is the church's place in public debate? How do we talk about our faith with those of other faiths or no faith at all? How do we take Sabbath in a culture that does not value rest? These questions are but examples.

Not all is lost, however. This shift opens up the opportunity for the church to teach the basics of our faith to new generations. The challenge for the church, then, is learning to communicate the gospel of Jesus Christ in words, images, and actions that these generations can understand. To those who ask questions, we need to know how to answer.

As a pastor I try to bring out the questions that Christians have about our faith, as well as work with the questions that non-Christians have. I try to teach my congregation how to listen, when and how to answer, and when to let God work in a question. In all times I try to direct all the questions, and those who question, toward the One who is the Answer for us all.

Andrew Meyers Statement of Faith

I believe our triune God is on a mission. In the beginning, God spoke all of creation into existence, including humanity. God sent humanity into the garden to live and multiply, to glorify God and enjoy God forever. But humanity sinned, and we have not stopped sinning since. We sin even unintentionally because we seek our will before God's. In our sin we obscure the image of God in which we were made and we lose our true humanity.

In time God called a people. God called Abram and his descendants to be a blessed people, with the covenant promise that they would be a blessing to all peoples. God sent Abram to a new land to live a new life. After rescuing them from Egypt, God covenanted with Israel to live a new life, a life of justice and peace, a life of loyalty and worship. Yet Israel sinned and turned their own way.

In time God called individuals to tell Israel and the people surrounding Israel the truth. Sometimes the truth centered on God's kindness and mercy, other times on God's justice and wrath. Through all of Israel's history, God

maintained faithfulness to the covenant and to the mission: to redeem life from sin and make creation new and whole again.

In time God sent Jesus of Nazareth, the incarnate Word and God With Us. Jesus is the Christ, the Son of the Living God, the Second Person of the Trinity. Jesus is also fully human, able to feel joy and pain, hunger and temptation. Jesus taught us how to live, how to die, and how we will live again. Jesus proclaimed a new covenant based not on merely keeping the law but on living in relationship with the same God who created us. Through the cross and the empty tomb Jesus made it possible for those who believe in God to have God abide in them. Through the grace of Christ we are justified, declared innocent before God even though we remain guilty.

In time God sent the eternal Holy Spirit to guide, to inspire, to encourage, to lead God's people on the Way. God called the church, the assembly of Christ, into being. God calls us even now to be the body of Christ in the world. God sends us as missionaries into the world to show and tell of God's gracious love for all humankind and to invite others to become disciples of Christ. God gives us Scripture as the unique and authoritative witness to Jesus Christ, the Word of God.

God gives us the sacraments of Baptism and Communion as signs and seals of God's covenant faithfulness, as mysterious means of grace for us to be sustained in the work we are called to accomplish. In the waters of Baptism we are brought from death to life, joined in God's covenant family as part of the body of Christ. In Communion we come together in the presence of Christ and are sustained physically and spiritually through bread and cup in remembrance of him. I am reminded continually that our God is mysterious, that I see only dimly the glory and majesty of our sovereign Lord, and that my understandings of God are provisional and open to reformation by the Word of God and the work of the Holy Spirit.

In time Christ will come again to gather people from east and west, from north and south, from the living and the dead and have his people sit at table in a new kingdom, the kingdom of Heaven. Until that time we are on a mission for the God who is on a mission to redeem the world. We are called to proclaim in word and deed that the kingdom of God has come near in Jesus Christ.

Name: **Diana C. Brawley**

ECCLESIASTICAL STATUS : PC (USA) Presbyterian Minister of Word and Sacrament
Presbytery Membership: The Presbytery of Cayuga-Syracuse Ordination Date: March 8, 1998

FORMAL EDUCATION

Th.M. Princeton Theological Seminary • Christian Ethics May 1997
M.Div. Princeton Theological Seminary • Princeton, NJ May 1996
M.S.W. University of Georgia • Athens, GA June 1988
B.S. Appalachian State University • Boone, NC • Psychology May 1986

Experience Level: More than 8 years

Sexual Misconduct Self-Certification Statement:

X *I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained* or is pending* against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.*

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

Past Experience:

Pastoral Counselor 03/08- Present

Pastoral Counseling Services of Central Virginia

Workshop Facilitator 6/06-Present

Center for Courage & Renewal

PASTORAL COUNSELOR 12/98- 06/07

Family Counseling Ministry Syracuse, NY

CO-PASTOR 10/98- 09/05

Plymouth Congregational Church, United Church of Christ Syracuse, NY

Interim Associate Pastor For Pastoral Care and Christian Education 10/97 - 7/98

The Presbyterian Church in Westfield Westfield, NJ

PASTORAL CARE MINISTRY INTERN 9/94 - 5/95

Bryn Mawr Presbyterian Church Bryn Mawr, PA

JAIL MINISTRY INTERN 6/94 - 8/94

Kolbe House Catholic Jail Ministry to Cook County Jail Chicago, IL

DIRECTOR OF SOCIAL WORK SERVICES 3/90 - 5/93

Southeastern Dialysis Center Wilmington, NC

Other Relevant Experience:

CONFLICT MANAGEMENT TEAM *Cayuga-Syracuse Presbytery Conflict Management Team* 12/99 – 05/07

COMMITTEE OF MINISTRY *Cayuga-Syracuse Presbytery* Syracuse, NY 09/02 – 05/05

SUPERVISOR OF COUNSELING PROGRAM *Onondaga Pastoral Care & Counseling* Syracuse, NY 09/04 – 05/05

ADVISORY BOARD MEMBER *Interdenominational Protestant* Campus Ministry, SU 12/98 – 4/04

MISSIONARY *First Presbyterian Church of Charlotte* Kenya, Africa 8/97 - 9/97

PRISON REFORM AND ADVOCACY *American Friends Service Committee* Newark, NJ 9/96 - 1/97

CLINICAL SOCIAL WORKER *Presbyterian Hospital Psychiatric Unit, Charlotte, NC* 2/89 - 12/89

Dreams of Ministry - As a mother of two young children, my dream for ministry is now seen through the eyes of children. Church is to nurture and care for their precious souls. Church for us is a community of faithful Christians who care for one another, the country, and the world. This community gathers, nurtures and embraces the message of love and hope given to us through Jesus Christ. This is a place where both soft and strong voices are heard. Our Church is sturdy enough to hold divergent perspectives while also having ethical integrity and solid theological grounding.

As a minister and a counselor, I enjoy creating sacred spaces where people who are searching for stronger relationships with God can find solace. The gift of this work is watching people free themselves from the guilt or pain of their past. Creating safe and trustworthy relationships enables others to look inside their hearts to discover again or for the first time their God, and their God-given birthrights. While working as a pastoral counselor in Syracuse, I was privileged to walk alongside a woman named Carol, who felt “lost and stuck” in her grief two years after the death of her husband. Being widowed at a young age forced her to reconsider her life, career, and her connection with God. My work was to gently guide her as she witnessed the internal landscape of her emotional and spiritual life. Through this journey, Carol renewed her relationship with her Creator, made some invigorating decisions and got on with living.

Accomplishments in Present Call - Currently, I am serving as pastoral counselor with The Pastoral Counseling Services of Central Virginia. It is a counseling ministry that holds its practitioners accountable to the highest ethical and Christian standards. I enjoy being a part of a counseling ministry that is lean and flexible—providing a living to its counselors while also serving the underprivileged and uninsured, and strives to keep overhead to a minimum. I also enjoy working with talented colleagues who come together regularly for mutually respectful supervision. I am grateful for the regular opportunities for supply preaching in my area that also allow me to live out God’s call upon my life. I enjoy leading leadership seminars on topics like: forgiveness, parenting, bereavement, divorce recovery, boundaries, and grief. The Committee of Ministry of the Presbytery of Cayuga-Syracuse invited me to lead a clergy support group and now two-years hence, that group continues to meet today. Through their work on self-care and building trust in a non-competitive way, that group of clergy strengthens the work of their individual churches as well as the Presbytery as a whole. As we care for one another, we learn better how to care for ourselves.

Leadership Style - I am called to serve God as a minister of Word and Sacrament to the people of God. As a leader of God’s people my training and experience has prepared me as a preacher, counselor, and learner. **Preacher:** Proclamation of the Word is a gift of God. I never lose the sense of awe I get when I stand in the pulpit. It is both a privilege and a honor to study God’s word and reflect on it publicly. A sermon that seeks meaning and relevance of the Scripture for a particular community must proclaim God’s Work with clarity, integrity, and sensitivity. Intrinsic to proclamation is the call for love, hope, justice, and discipleship. I aim to be a part of a community of faith that values sermons that are both edifying and challenging. **Counselor:** Being invited to sit with families expecting babies, surgery or even death—these are the privileged moments of ministry. Life with its inevitable pain and unavoidable ambiguity requires us to seek pastoral counselors who have integrated the techniques of human sciences with the belief in a loving and forgiving God. I seek to uphold the people who entrust me with the stories of their lives like a tree envelops a bird’s nest. I cannot make the bird fly by flinging it upward and likewise I must not hold too tightly as hinder its freedom. The task of a counselor is to hold open a sacred space in hopes that they might find their own particular way to take flight. This whole beautiful process relies on a belief in the work of the Holy Spirit and a gracious God. **Learner:** By listening to the Latino grandfather in Cook County jail paraphrase the Lord’s Prayer or hearing the elderly Pastor describe heaven from his bedside in Hospice House, my faith is continually expanded. The longer I live the more I learn about the spontaneity of grace and the goodness of God. What I take away often feels like much more than I ever have to offer. And yet, I believe it is important walk alongside others in hopes that together we continue to discern God in our midst.

Concerns for Church and World - I believe that as a church we are called to be Disciples of Jesus Christ, and the role of the Church is to proclaim Christ’s prophetic voice to the world. However, today the Church faces many difficult realities. The economic crisis our nation and world find themselves in directly affects the Church. Not only are its members increasingly depressed and experiencing marital dissonance due to rising unemployment, their pledges and numbers are decreasing. The shrinking bottom-line is altering how Churches are meeting mission goals. Some Churches are moving from a “bigger means better” notion of being church and using alternative and less expensive ways to share the Gospel and be community. And this paperless Presbytery of the James is leading the way.

The Church has a unique witness in and to the world. Peace, justice, healing, reconciliation, and compassion are words taken from the lexicon of Christian faith and which, when enacted, become the foundation for the Church's place in the world. The life and ministry of Jesus Christ demonstrates for us how to care for those most in need. The call of Christ moves us into the world to be the incarnation of God's love to neighbors near and far. From hands-on local mission projects to working for peace and justice in the world, I seek to be a part of a ministry that is making a difference.

Statement of Faith

I believe in God, the loving Creator the Universe, who is sovereign over all life and death. God is tender, powerful and forgiving. The one triune God is eternal and incomprehensible, yet distinct in three persons: the Father, the Son, and the Holy Spirit. God magnificently loves us and gave us the most precious gift of all: a child, Jesus Christ. God became flesh in Christ, our Lord and Savior, who is the mediator between God and humanity. Christ is the second person of the trinity and the head of the Church; fully human and fully divine.

Jesus came into the world to reconcile and teach us about our Creator. God's compassion and mercy for all of humanity is seen through the work of Christ, who visited the imprisoned, ate with the poor, and touched the sick. Christ proclaimed the reign of God to a disbelieving world, and was crucified and buried because of it. God in Christ experienced the most extreme depths of human pain, yet rose victorious over death and sin, declaring new life for all who believe.

The third person of the trinity is the Holy Spirit, our "Inward Teacher," our Counselor and Sustainer. The Holy Spirit is God's ever-present power in the world, who helps us grow in faith and trust in God. The Spirit empowers us to follow God's will to do the work of the Church. We rely on the communion of the Holy Spirit, we are indebted to the grace of Jesus Christ, and we belong to God in life and in death.

Although we are made in the image of God, we "all have sinned and fallen short of the glory of God." (Romans 3:23). Sin is a condition of the heart or an expression of that condition where we are estranged from God and fail to trust in God. It is through the love of God working deep within us that we become aware of our sinfulness and our need for God's mercy and forgiveness. Despite our sin, when we feel we are beyond God's love, God reaches out to us and forgives us.

Jesus Christ offered a simple meal of bread and wine to his followers on the night before his death, and asked them to continue sharing this meal together in his memory. This sacred meal, the Lord's Supper, is the visible sign of our believing, receiving and being nurtured by Christ. It is a sign of a new covenant with God that is sealed upon our hearts. Through partaking in the joyful feast, the Church offers praise and thanksgiving to God for the amazing gifts of grace and sacrifice. At Table we also seek to commune with the resurrected Christ in anticipation of the Kingdom.

Baptism is the sacrament confirming the foundational acknowledgment of our Christian commitment. Baptism is both God's gift of grace, and our response of repentance, discipleship and faithfulness. We believe that Baptism is a seal of incorporation into and unity with Christ. We are called to repentance and through the grace of God we are offered forgiveness and cleansed from our sins.

To gain knowledge of God, Jesus Christ and the Holy Spirit, we trust the prophetic and apostolic testimony of the Holy Scriptures. The Bible is the inspired Word of God. It is the unique and authoritative witness to the mighty acts of God. We learn of God's abiding and providential love through the Old and New Testaments, and our Confessions help us interpret and uncover the true meaning of Scripture. The Scriptures are central to Christian worship, because through their reading the Church makes present the Living Word of God.

The Church, as the Body of Christ, is called to model and share Christ's spirit of love and reconciliation with the world. Christ is our example. The faithful are called to care for the world and for each other. We are to proclaim God's promise to the world while living faithful lives that illustrate that we belong to Christ. The Church under God's guidance provides us a place of acceptance while continuing to challenge us to grow in our knowledge of God.

Name: **Roger Burrell Shoup** *Ecclesiastical Status – Minister of Word and Sacrament*

Member: Presbytery of Baltimore Ordination date: June, 1963 PC(USA)

Formal Education

8-73 to 6-77 Louisville Presbyterian Theological Seminary/Louisville, Kentucky, Doctor of Ministry

8-59 to 6-63 Oberlin Graduate School of Theology/Oberlin, Ohio, Bachelor of Divinity

9-55 to 5-59 Case Western Reserve University/Cleveland, Ohio, Bachelor of Arts

Experience Level: **8 years or more**

I certify by the signature below that no civil, criminal, ecclesiastical complaint has ever been sustained* or is pending* against me for sexual misconduct; and that I have never resigned or been terminated from a position for reasons related to sexual misconduct.

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

*Sustained

Work History

December 2005-November 2006 Govans Presbyterian Church, Baltimore, Maryland, Interim Pastor (Head of Staff)Urban 400

September 2004 - October 2005Manassas Presbyterian Church, Manassas, Virginia, Interim Pastor (Head of Staff)Suburban 450 (see Addendum)

January 2003 – August 2004Westminster Presbyterian Church, Alexandria, Virginia Interim Pastor (Head of Staff)Urban 950 (see Addendum)

December 2000—October 31, 2002Christ Memorial Presbyterian Church, Columbia, Maryland, Interim Pastor (Head of Staff) Suburban 594

October 1998—November 2000Fairfax Presbyterian Church, Fairfax, Virginia, Interim Pastor (Head of Staff) Suburban 785

September 1997—September 1998John Calvin Presbyterian Church, Annandale, Virginia, Interim Pastor (Solo) Suburban 200

September 1995—August 1997Silver SpringPresbyterian Church, Mechanicsburg, Pennsylvania, Interim Pastor (Head of Staff) Town-Suburban 1000+

March 1994—August 1995University Presbyterian Church, Rochester Hills, Michigan, Interim Pastor (Head of Staff) Suburban1030

March 1990—February 1994Westminster Presbyterian Church, Youngstown (Boardman), Ohio, Designated Pastor (Solo) Suburban492

October 1987—March 1990Lake Shore Presbyterian Church, St. Clair Shores, Michigan, Interim Pastor (Head of Staff)

Suburban 1034April 1984—October 1987Central Reformed Church (RCA), Grand Rapids, MI

Minister of Preaching and Administration (Head of Staff) Urban (Downtown-Residential) 1000+

March 1979—April 1984Westminster Church of Detroit (Presbyterian) Head of Staff, Urban (N.W. Area-Residential)/1,423

February 1968—March 1979Calvary Presbyterian Church, Cleveland, Ohio, Head of Staff, Urban (Midtown-Residential) 651

June 1963—February 1968Calvary Presbyterian Church, Cleveland, Ohio, Associate Pastor

September 1957---May 1963 Calvary Presbyterian Church, Assistant to Head Pastor

Other Service to Church or Denomination

2001 General Assembly, Faculty, Interim Ministry Training Seminars

12-00 to 2006 Baltimore Presbytery Interim Clergy Group

9-97 to present National Capital Presbytery Interim Clergy Consultation

6-95 to 6-98	Association of Presbyterian Interim Ministry Specialists (APIMS) Council/General Assembly
9-95 to 8-97	Transition Ministry Forum/Mission and Strategy Committee/Churches Seeking Pastors Committee/Carlisle Presbytery
4-92 to 1-94	Mission Committee/Eastminster Presbytery/8 hrs. monthly
4-90 to 1-92	Evangelism Committee/Eastminster Presbytery/10 hrs. monthly
5-84 to 4-87	Discipleship and Renewal Council/North Grand Rapids Classis/24 hrs. monthly
5-79 to 4-84	Urban Ministry Cabinet/Presbytery of Detroit/16 hrs. monthly
1-77 to 12-77	Moderator of Western Reserve Presbytery/10-20 hrs. weekly

Description of Ministry

I believe that God is calling me to the special work of interim ministry. I have discovered that service to a congregation, as Interim Pastor, is a fulfilling and invigorating experience. I have enjoyed greatly the opportunity to work with congregations preparing the way for their new pastor. I look forward to continuing that ministry.

The special work of the Interim Pastor has five foci:

1. Assist the congregation in “coming to terms” with its particular history. This may include encouraging a congregation to work through inappropriate and crippling experiences of the past and letting go of any hurt and regret that could impede future ministry.
2. Lead the congregation in the discovery of a new identity that is a concise and truthful statement of present mission together with hopes and expectations for the future.
3. Enable a congregation to discern any changes in lay leadership that are so often coincidental with a change in pastoral leadership. The Interim Pastor seeks to make necessary change a healthy and helpful experience that would minimize the uncertainty and discomfort that is so often a product of such a “power shift.”
4. Rethink denominational linkages. If there has been a disruption, this interim interlude offers a good opportunity for collaboration that is beneficial for both congregation and presbytery and other governing bodies.
5. Develop commitment to new leadership and a new future. When appropriate attention is given to this dimension of the “pastoral call,” hope for the future is established on a solid foundation. These five special tasks of the Interim Pastor, together with the exercise of ministry in worship, preaching, education, pastoral care and mission are substantial reasons why I am eager to serve the Church in this “calling.”

Style of Leadership

My leadership contribution to congregational life is relaxed, focused, supportive, and caring. I make a diligent effort to listen. I enjoy the kind of humor that keeps situations and persons (myself and others) in proper perspective. I seek to avoid polarization. At the same time, I do not fear conflict, for I see honest conflict to be an opportunity for persons with strong, different points of view to experience oneness in Christ. I believe that effective conflict management results in “issue-centered” conflict that offers unusual opportunity for creative institutional and personal growth.

I believe that the pastor does not determine how the church is to engage in mission. Instead, he or she provides leadership that makes it possible for session to establish the general goals and specific strategies that will guide the church’s corporate life. I encourage lay leadership through preaching, provision of resources, and encouragement of proactive, theologically informed initiative.

I allow staff much freedom after they have demonstrated their ability to work independently and to be dependable, determined and effective. I expect staff to be creative, sensitive, and responsible. They can expect me to acknowledge them with affirmation and recognition in private and public for a job well done.

The effectiveness of a pastor’s leadership depends, in large measure, upon the trust a congregation has in him or her. I do not believe this trust is given automatically upon receiving a “call” to a particular congregation. Rather, trust is earned as a congregation and pastor share common experiences of crisis and routine.

Skills Required for Interim Ministry

Preaching is a major concern and interest. I am intrigued by the challenge to convey Biblical truth and preserve theological integrity without the use of cliché, code words, or “god-talk.” I seek to proclaim the Gospel using ordinary

language, concise organization, and appropriate illustrations. I employ variety in sermon construction and delivery. A sermon may be focused on a particular topic or exposition of scripture or exploration of theology that is relevant to the congregation. Sermons are presented with or without notes from either pulpit or chancel.

Counseling, teaching, financial development, membership recruitment, spiritual retreat leadership, administration, program development, conflict management, radio and television presentation, and corporate planning are other skills that I have developed and continue to develop.

Personal Beliefs and Theological Perspective

I stand within the discipline of Reformed theology and I am guided by the Confessions of the Presbyterian Church. I am seeking employment in a community of faith where there is encouragement to grow spiritually together with others who are determined to follow where Christ is leading.

Statement of Faith

I believe in Creator God, the source of all life. Creator God is not bound by gender, galaxy or human reason. Creator God is mystery, infinite, eternal.

I believe that all persons bear the mark of Creator God. Even so, in our humanity we are separate from Creator God (sin) and free to both obey and rebel Creator God's intention for me and humankind. Because I rebel, I must rely upon Creator God's grace if I am to know Creator God's redemption and blessing. I believe that Creator God's grace was and is most clearly revealed in the birth, death and resurrection of God's son, my Savior, Jesus Christ. This gift is mine and available to any and all who seek it through confession and repentance and penance.

I believe that the Holy Spirit is Creator God's continuing presence within the fullness of my life and within the lives of any and all willing to relinquish control and power from self to Spirit. It is the Holy Spirit that guides and instructs mind and heart toward the discovery of ancient truth in new form and substance. The Holy Spirit is evidence of my confirmation in the love of Jesus Christ and the grace of Creator God.

I believe the Bible to be the authoritative witness to the work of divinity throughout the history it proclaims. Its Word and the work it displays remains at center in my effort to discern its truth in the circumstances of my life and culture.

I believe in the power, comfort and challenge within the sacraments of Baptism and the Lord's Supper.

I believe that I, as the church, am called to be a good steward of God's creation; a strong voice for justice, peace and reconciliation; a faithful example of what I believe and proclaim. I am called to be in community with other believers so that together we might accomplish more kingdom work than could be done separately and, together, we can offer and receive nourishment for the soul.

I believe in the power of prayer, the necessity of study, the benefit of solitude, the importance of community and the redeeming gift of a restless heart.

Name : **Rev. Sandra L. Shaner**

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

Membership: James Presbytery

Ordination Date: 7/20/2008

Formal Education: August 2002 – Bachelor of Interdisciplinary Studies – Religious Education, VCU – Richmond, VA

August 2002 – Minor – Music, VCU – Richmond, VA

May 26, 2007 – Master of Divinity, Union-PSCE – Richmond, VA

May 26, 2007 – Master of Arts – Christian Education, Union-PSCE – Richmond, VA

Experience Level: Designated Pastor – 2 years

Sexual Misconduct Self-Certification Statement:

I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained* or is pending* against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.

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

Past Experience:

Designated Pastor (2 years) – Salem Presbyterian Church, Studley, VA: 61 members, rural community (July 1, 2008 – June 30, 2010)

Minister of Music – Woodlawn Presbyterian Church, Hopewell, VA: 125 members, suburban community (October 1, 2004 – May 31, 2006)

Church Music Assistant – New Hanover Presbyterian Church, Mechanicsville, VA: 700 members then – about 900 now, suburban community (February 1, 2002 – June 30, 2002)

Private Piano Teacher – Mechanicsville, VA: 26–30 students (September 1982 – June 30, 2005)

Retail Salesperson & Cashier – Home Depot, Mechanicsville, VA: (October, 1998 – May 2000)

YMCA Customer Service Rep. – Boyertown YMCA, Boyertown, PA: (May 1994 – September 1997)

Public School Teacher Aide/ESL Tutor – Boyertown Area School District, Boyertown, PA: (September 1994 – May 1996)

Preschool Teacher – Well of Hope Christian Preschool, Pottstown, PA: (September 1989 – July 1993)

Other Services:

Pastoral Internship – New Hanover Presbyterian Church, Mechanicsville, VA: (June 15, 2007 – September 15, 2007)

Pastoral Internship – Burkeville Presbyterian Church, Burkeville, VA: (June 4, 2006 – August 11, 2006)

Pianist, Choir Accompanist, VBS, organist, SS teacher, Children's Choir Director – New Hanover Presbyterian Church, Mechanicsville, VA: (August 1999 – Present)

Pioneer Club Director, Worship Team, Board of Christian Education – Trinity Evangelical Congregational Church, Boyertown, PA: (1995 – 1998)

Junior Church Coordinator, Choir Director, Musical Producer, Pianist – Worship Team, SS teacher, VBS, Youth Group Advisor – Hopewell Mennonite Church, Pottstown, PA: (July 1987 – 1995)

Church Characteristics Desired:

The church in which I would like to serve would view the Bible as the inspired word of God and would be joyful and vibrant in its worship and service. It would not see ministry as a chore, but would value ministry and appreciate the opportunity to serve out of gratitude for all that God provides to us. This church would strive to love and accept each person that enters its doors as uniquely created beings who are loved by God and would include focused ministry to all – from children and youth to senior adults.

I would love to serve as a solo pastor of a small to mid-sized church because I enjoy the varied responsibilities and opportunities for ministry that a congregation of that size affords. However, I would also be excited to serve in a larger

congregation as an associate pastor, with diverse responsibilities across a number of areas. I am one who has abilities and interests in a number of areas and likes to have the flexibility of working/flowing between those interests and not confined to a narrow area of responsibility. Some of my particular interests and abilities include, but are not limited to: preaching, teaching, pastoral visitation, Christian education, youth and young adults, children, family ministry, worship and music, and older adults.

Accomplishments in present call:

While in my present call as Designated pastor (2 yrs.) at Salem PC, we have established a regular “presence” in the church and in the community – one that has not existed in many years. We updated the church office – adding a high-speed internet connection, updating the church’s computer, and establishing a church website. We’ve hired a part-time secretary (5 hrs. weekly) to run the worship bulletins, keep the website up-to-date, and have been able to begin a monthly church newsletter. When I first came to Salem, the average attendance in worship was 14. We are now averaging between 30-35! We’ve been blessed with 11 new members to the church, baptized 1 adult, welcomed 1 young person to the Lord’s Table, began a Children’s Time in the service and established a Children’s CE program, welcomed a wonderful and talented Director of Music/organist, established a chancel choir of 9 members, cleaned up the church building and property by making it more handicapped-accessible and more welcoming to visitors. We’ve added 2 handicapped parking spaces, enlarged the doors to the rest rooms to accommodate wheelchairs, received new pew cushions as the result of a generous donation, installed new floors in the fellowship hall, kitchen, and rest rooms and began a monthly outreach called “Salem Singalong” that draws people from around the community and from 10+ neighboring churches for a time of singing hymns, secular songs, celebrating birthdays and anniversaries, and table fellowship. We’ve been blessed to learn that Salem’s negative past reputation has been turned around to that of a welcoming, loving, active and vibrant congregation. Throughout the past 2 years I have grown into my role as a pastor and shepherd of God’s beloved sheep and have spent considerable time in the area of pastoral visitation – unfortunately often as a result of the 11 funeral services we’ve experienced. I’ve enjoyed preaching regularly each week and having opportunities to lead in ecumenical worship services with neighboring Baptist and Methodist churches during Thanksgiving and Lent. I’ve also been blessed to officiate at 2 wedding ceremonies, provide pre-marital counseling, moderate Session meetings, and participate in presbytery meetings and events. All in all, I’ve found it to be a real joy to get to visit with people at important, significant times in their lives, to share their joys and sorrows, to hear their stories, and to join together in worship. I’ve grown to love the family of God at Salem and – when asked by someone if I was enjoying ministry as a pastor, remarked, “I can’t imagine myself doing anything else!”

Leadership Style:

I am in tune with others’ feelings and emotions and am attentive to cues, both visual and spoken. I am usually very open to hearing what other person’s opinions and needs are. My style is also laid-back, flexible, and good-natured. Whenever possible, I prefer to do things in a team approach, with collegial problem solving.

In regards to setting or creating a vision, I tend to be very focused on implementation and following a project through to completion. Being the one to create the vision is not necessarily what I aspire to, but I am happy to create a vision/goal with others in a team approach. I am content to be supportive, but am also comfortable taking the lead. Following through, supporting and encouraging others, and creating a nurturing environment in which all voices can be heard along the way are all things that are very important to my leadership style. Above all, however, my focus in leadership is to seek to discern and follow God’s Will in each and every situation. I often remind our Session that our call is to discern where God’s activity is and to joyfully and intentionally cooperate with it. To that end, I rely on prayer, God’s Word, and the leading of the Holy Spirit.

Key Theological Issues:

One issue facing the church today is that we are living in an increasingly pluralistic society. The Christian church can no longer take for granted that the surrounding society is predominantly Christian. The morals and values that the church stands for are not necessarily reinforced in our local communities, schools, and workplaces. As a leader in the church, I

see my role as being one of teaching church members and their children about discipleship, the Bible, and our faith heritage – including the history of our church and the Christian faith. In addition to teaching in these areas, I also strive to live out my faith as authentically as possible.

Another pressing issue that I see facing the church today is the fact that church members often look at the church with an attitude of “consumerism.” They tend to look at the local church congregation for what it can do for them and their families. If church leaders make a decision they don’t like or ask for what they perceive as too much commitment, they move on to look for another place to worship. Christians seem to be caught in a pattern of “church-hopping” – moving back and forth between congregations and even denominations at will. My role, as I see it, will be to work toward encouraging spiritual development and maturity, and a willingness to be open and available to participate in **God’s** mission for the church by sharing my enthusiasm, blessings, and struggles in my own personal journey of faith.

Statement of Faith

I believe in the one triune God, Who created the heaven and the earth and everything in it; Who is eternal, all-powerful, all-knowing and full of love and grace; Who makes everyone equally in God’s image, male and female, of every race and people; Who is living, active and ever-present in the workings of this world, and who deserves our gratitude, love, and devotion.

I believe in Jesus Christ, God’s only son, who is begotten and not made; Who willingly for us and for our salvation came down from heaven, was conceived by the Holy Spirit, born of the Virgin Mary, and was made man and was at once fully God and fully human; Who proclaimed the reign of God and revealed to us God’s heart – that we would be called to repent, believe, and follow the example of the life He led here on earth; Who was unjustly crucified for our sins, so that we might be reconciled to God, our Father, Who died, was buried, and was raised by God on the third day, breaking the power of sin and evil and ascending into heaven, Who sits on the right hand of God and will judge the quick and the dead.

I believe in the Holy Spirit, Who with the Father and the Son is worthy to be worshipped and glorified, Who is our advocate and comforter, forever teaching us and reminding us through scripture of what Jesus said and did; Who by grace gives us faith and empowers us to follow Christ’s example to love God and neighbor. Who calls us to live holy lives and unites us with all believers in His Church to witness to and serve God in Jesus’ name; Who is present and working in the Sacraments of Baptism and the Lord’s Supper and Who is continually urging us to offer praise and glory to God in fellowship with others and Who urges us to pray without ceasing for God’s will in this life and the next.

I believe that each person is created equally in God’s image, regardless of gender, race, social class, or creed, that all persons sin, falling short of the glory of God, that sin separates us from God, that all are in need of the redemption that is freely offered and given by Jesus Christ on the cross.

I believe that there are two sacraments – Baptism and the Lord’s Supper, that participation in the sacraments is a mark of the church, and that this participation is to be done within the community of faith, that baptism is a mark of entrance into the community of the church, and baptism confirms to us that we are God’s children, that the Lord’s Supper was instituted by Jesus himself on the night of the Last Supper, that we are commanded to observe it in obedience to Him, and that partaking of the Lord’s Supper reminds us that our sins are forgiven.

I believe that the Church is the body of Christ, and Jesus is its Head; as the church we are commanded to love one another as Christ loves the church and gave himself for her, that as members in the church we are to participate in the public worship of God and not to neglect fellowshiping with believing brothers and sisters in Christ.

I believe that scripture is the holy and inspired word of God, that scripture is useful for guidance in living and for training in righteousness, that the Word is alive and is quickened in us by the Holy Spirit, that scripture reveals, along with the person of Jesus Christ, God’s nature, God’s character, and God’s expectations of the creation.

I believe that the mission of the church is both corporately, and individually, to witness to God’s redeeming and reconciling activity in the World, as laid out in the scriptures and in the testimony and example of Jesus Christ, to both corporately, and individually, be evangelists as Christ commanded, to go into all the world proclaiming the good news to all nations, Making disciples and baptizing them in the name of the triune God, and teaching them to obey God’s commandment.

Member-at-Large Report - 2009

First Name	Last Name	Address	City	St.	Zip	Effective Date	Received
Kathryn	Cameron	633 Lodebar Estates	Nellysford	VA	22958	10/0/05	X
Ann	Cherry	10641 Honey Tree Rd.	Richmond	VA	23235	9/8/2005	*
Julianna	Claassens	4500 MassachusetAs Ave.	Washington	DC	20016	1/8/2009	X
George	Conway	2319 Melrose Ln	Keswick	VA	22947	2/16/2008	X
Felecia	Douglass	10326 Tarleton Dr	Mech.	VA	23116	1/11/2001	X
LoAnn	Fairman	6 Red Fox Rd.	Manakin-Sabot	VA	23103	6/6/2008	X
Hal	Hankins	250 Blackthorn Ln	Charlottesville	VA	22902	1-May	*
David	Howell	11801 Winterpock Rd	Chesterfield	VA	23838	5/23/2000	X
Michelle	Junkin	21406 Blackhorn Rd	Edmond	OK	73012	7-Apr	X
Mary	McCutchen	2133 Pierpont Ave #C	Charleston	SC	29414	9/1/2008	*
Dwight	Nave	10990 Centennial Road	Disputanta	VA	23842	9/11/2008	*
Ulysses	Payne	7737 Pomeroy Court	Richmond	VA	23228	10/1/2006	X
Harriss	Ricks	2405 Odendron Ct	Richmond	VA	23233	8/10/2005	X
Arch	Wallace	519 St Albans Way	Richmond	VA	23229	12/3/2004	X

On Disability

Bill	Daniels	550 McKenzie Road	Shannon	NC	28386	3/24/2003	N/A
Sloan	Humphreys	15661 Kennons Ln	Amelia	VA	23002	1998	N/A
Phillip	Thetford	122 Five Oaks Ln	Ashland	VA	23005	1999	N/A
Amos	Hood	4240 Faye Dr.	Olive Branch	MS	38654	2007	X

*Members-at-large who have not submitted reports received reminders on: 11/5/09, 1/21/10, 3/18,10.

VALIDATED MINISTERS - 2009

First Name	Last Name	Address	City	State	Zip	Approved	Position	Re'd
Samuel	Adams	3401 Brook Rd.	Richmond	VA	23227	10/17/2009	Faculty - Union Pres. Seminary	X
Robert	Azzarito	Dandridge St.	Fredericksburg	VA	22401	6/13/2002	Campus Ministry - UMW	X
Edna	Banes	3401 Brook Rd.	Richmond	VA	23227	Feb. 2002	Faculty - Union Pres. Seminary	X
Jonathan	Barton	731 Watch Hill Rd.	Midlothian	VA	23113	10/28/2000	Gen. Minister - Va. Cncl of Churches	X
Hal	Breitenburg	PO Box 5005	Ashland	VA	23005	Oct. - 2008	Asst. Prof. - Rel. Stud., GMU	X
Charles	Brown	3401 Brook Rd.	Richmond	VA	23227	Jun-04	Faculty - Union Pres. Seminary	X
Fernando	Cascante	3401 Brook Rd.	Richmond	VA	23227	3/12/2004	Faculty - Union Pres. Seminary	X
Donald	Denton	2000 Bremo Rd.	Richmond	VA	23226	1985	Pastoral Counselor - VIP Care	X
Terry	Diebold	16 Basalt Dr.	Fredericksburg	VA	22406	1996	Past. Couns. - Ctr for Family Counseling	X
Doug	Fenton	8451 Carmela Cir.	Springfield	VA	22153	May-99	Army Chaplain	N/A
Paul	Galbreath	3401 Brook Rd.	Richmond	VA	23227	May-07	Faculty - Union Pres. Seminary	X
Jim	Goodloe	4103 Monument Ave.	Richmond	VA	23230	11/1/2007	Ex. Dir. - Foundation for Reformed Theology	X
Richard	Haines	321 Harvest Dr.	Charlottesville	VA	22903	8/22/2000	Dir. Of Chaplaincy Serv.&Pastoral Ed. - UVA	X
Douglas	Hicks	9201 W. Huguenot	Richmond	VA	23235	2/27/1999	Faculty - UR	X

75th STATED MEETING, PRESBYTERY OF THE JAMES ~ FEBRUARY 15, 2010

Hunter	Hill	9605 St. Regis Ct.	Richmond	VA	23236	6/6/1905	Chaplain - VIP Care	X
Jan	Humphreys	9170 Ivy Springs	Mech.	VA	23116	6/18/2008	Dir. - Caring Comm. Ministry Ed.	X
Ray	Inscoe	1600 Westbrook Ave.	Richmond	VA	23227	Jan-90	Chaplain - Westminster Canterbury	X
Tom	James	3401 Brook Rd.	Richmond	VA	23227	8/14/2008	Faculty - Union Pres. Seminary	X
Buzz	Kell	6255 Warwick Rd.	Richmond	VA	23224	2/11/2005	Elijah House	X
Brint	Keyes	3401 Brook Rd.	Richmond	VA	23227	4/10/2009	Admissions Dir. - Union Pres. Seminary	X
Inock	Kim	Korea			2008	6/17/2008	Faculty - Hamman Seminary in Korea	*
Yung-Suk	Kim	1500 N. Lombardy	Richmond	VA	23220	Mar-06	Asst. Prof. - School of Theology	X
Cindy	Kissel-Ito	3401 Brook Rd.	Richmond	VA	23227	Jun-09	Dir. - Extended Campus/Ed. Initiative - Union Presbyterian Seminary	X
Robert	Knox	9001 Willowbrook Dr.	Richmond	VA	23228	7/25/1989	State of VA Social Services	X
Kathryn	Korbon	350 Gillums Ridge Rd.	Charlottesville	VA	22903	Feb-95	Couns., Pastoral Couns. Ctr. of Charlottesville	X
Donald	Marsden	508 Cokesburg La	Richmond	VA	23229	Jun-08	Assoc. Dir. - Frontier Fellowship	X
Tim	McConnell	1755 Sourwood Pl.	C'ville	VA	22911	Feb-09	Dir. - Grad. Min., Ctr. For Christian Study	X
Nick	Morgan	P.O. Box 15546	Richmond	VA	23227	6/14/2003	Dir. - Virginia Voice	X
Paula	Parker	1719 Early Settlers Rd.	Richmond	VA	23235	Sep-99	Ex. Dir. - Daughters of Zelophehad	X
Graham	Patterson	840 W. Roslyn Rd. Ste. E	Colonial Hts.	VA	23834	10/8/2002	Crater Community Hospice	X

75th STATED MEETING, PRESBYTERY OF THE JAMES ~ FEBRUARY 15, 2010

Dan	Roberts	P.O. Box 1776	Richmond	VA	23173	Jul-02	Faculty - School of Cont. Studies - UR	X
Etta	Rossmann	11141 Manakin Rd.	Rockville	VA	23146	6/15/1905	Chap. Va. Corr. Ctr. For Women	X
Stanley	Skreslet	3401 Brook Rd.	Richmond	VA	23227	Feb-99	Faculty - Union Pres. Seminary	X
Durk	Steed	1605 Pine Shadow Ct.	Richmond	VA	23233	4/13/2002	Chaplain, St. Christopher's School	X
Mark	Valeri	3401 Brook Rd.	Richmond	VA	23227	9/15/1997	Faculty - Union Pres. Seminary	X
Christopher	Walker	Panama City	Panama			6/17/2008	Faculty -Dunamis Fellowship	X

*Validated Ministers who have not submitted this report received reminders on 11/6/09, 1/21/10, and 3/12/10.

Name: **Ed Satterfield**

Ecclesiastical Status: Member of Other Denomination

For ministers of other denominations who have passed all 5 of the PC(USA) standard ordination exams, please provide the name of the denomination of current membership:

Presbyterian Church in America

Formal Education:

BA, University of Virginia 1977, Religious Studies

Med, Georgia State University, 1982, Counseling Psychology

MDiv, Reformed Theological Seminary, 1985

Experience Level: 8 years or more

X *I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained* or is pending* against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.*

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

Signature _____ Print Name Edward L. Satterfield Date 10/28/2009

Past Experience:

Director of Pastoral Care, Third Presbyterian Church, Richmond, VA, 1,400 members, suburban, 12/08-present

Director of Adult Ministries, National Presbyterian Church, Washington, DC, 2,200 members, urban, 2004-07.

Executive Director, Lay Counselor Institute, Falls Church, VA, 2002-2006.

Professional Counselor, Falls Church, VA 2002-2006.

Associate Pastor, McLean Presbyterian Church, McLean, VA, 1400 members, 1985-2002.

Director of Singles Ministry, First Presbyterian Church, Jackson, MS, 2,000 members, 1982-85.

Other Services:

Authored Guided Tour of the Bible – an overview of the Bible now being used by National and Third Presbyterian Churches

Worked to develop and support Lay Counseling Ministries in multiple local churches

Please describe the characteristics of the church or organization you would like to serve, and the unique gifts, skills and experiences you would bring to the position:

I am best suited to serve a church of larger size with a congregation committed to Christ's mission locally and across the world. My desire is to work with a congregation with people of all ages with a strong commitment to congregational involvement and leadership. I am experienced and committed to building and empowering leaders, and building, facilitating, and supporting teams that work together toward missional goals. I am also experienced and committed to building relationships of love and mutual support amongst the congregation and ministry team members, dealing with conflict and intent on the growth and maturing of each individual while pursuing Christ's ministry of sharing the gospel and working to heal brokenness in the world. I desire to work with a congregation who has and is developing multiple ministries to reach and serve different populations and needs in the church and community. I combine strong administrative gifts with an ability to work with people to develop vision and joint commitment for specific mission, pursuing deepening and enhancing ministry goals over time. I am gifted in developing curriculum and in teaching.

Please describe your present call and accomplishments:

As Director of Pastoral Care, I am responsible to identify the pastoral needs of the congregation and mobilize the congregation to provide ministry to those individuals. I oversee the work of the Deacons who are involved significantly in congregational care, the enhancement of the unity and fellowship of the congregation, and outreach ministries to the community, both social and evangelistic. My role is to provide personal connection with two identified populations, young singles and the elderly. Through the use of a Care Plan, I have identified the needs within the congregation and published them for ministry leaders so that people do not "fall through the cracks" and ministry leaders can jointly see the

care that is being extended to each individual. Care is being expressed to the elderly, ill, homebound, grieving, jobless, and those with marital discord. I have worked with the Deacon ministry teams to sharpen their understanding of their mission(s) and in most of the seven teams have further developed the ministry being offered. I have sought to help develop the spiritual life and leadership skills of each deacon leader. I have personally been involved in visitation, counseling, and group activities of the elderly and singles helping those groups to sense the church's value of their presence and ministry to them.

Please describe your leadership style:

My leadership style is collaborative and supportive, building partnership and assisting people in gaining vision for ministry and ability to work together. I am a team builder with ability in helping sharpen understanding of the tasks and goals of specific ministry. I help people connect with each other to understand and pursue Christ's mission and I have strengths in helping them organize to accomplish ministry goals. I express a care for each individual person, their growth and development, and at the same time moving forward in doing the tasks of ministry with excellence. Combining teaching and administrative gifts, I assist leaders in sharpening an understanding of Christ's call and mission, envisioning specific ways of shaping ministry to express that vision, and organizing themselves as a team to accomplish goals that are set.

What are the key theological issues currently facing the church and society, and how do they shape your ministry?

In America's prosperity, we are dealing with a spiritual malaise and a lack of a sense of need for Christ and the gospel, though our culture is beset with very apparent needs. Theologically it is a deficient understanding of our brokenness and sinful independence from God. We do not view God as sovereign or involved in all of life and think in very secular terms about societal issues and their solutions. I am convinced that finding ways to connect the historic truths of God's word about who God is and what God is like, who we are as broken, fallen creatures in need of the redemptive work of Jesus Christ will address the critical issues we face and how to make headway in addressing them. This will take creativity and the church's extending itself into the world in many different contexts. Involvement and engagement with non-believing people in the midst of broken communities that is personal, vulnerable, and genuine is critical. Here we are incarnational with the love and grace of Jesus Christ and can effectively communicate the historic truths of the faith in a way that connects and brings wholeness.

Statement of Faith

God exists as one God in three persons, Father, Son, and Holy Spirit. The three persons of the Godhead share the same substance, power, and glory but express different functions: the Father ordains, the Son accomplishes, and the Spirit applies the work of salvation.

Jesus is fully both divine and human. These two distinct natures are inseparable in His person and neither state diminishes or modifies the other. Jesus' work of salvation was to live a perfect and sinless life to fulfill all requirements of human life and die an undeserved death so that He might pay the just penalty of human debt for sin and fulfill human righteousness so that He might be the substitute for God's people. In His death, He atones for sin, and in His resurrection life and ascension, He insures the believer's rebirth to new life and the certainty of our eternal communion with God.

Human beings are totally dependent upon God and His work on our behalf for salvation. I believe in total depravity, that we are in every aspect of our lives broken, and oriented away from God in independence from Him. God takes the initiative in awakening us spiritually, producing faith in us, and persevering with us to grow us in maturity by faith, continuing with us through death to bring us to eternal life. Salvation is the completely gracious act by God to make unrighteous people righteous by uniting us to Christ.

The Church of Jesus Christ is God's instrument of conveying the gospel of Christ to all the peoples of the world. The Holy Spirit dwells with and empowers the gathered people of God expressing Christ's body on earth and doing the work of the kingdom of God until Jesus' return. All members of the body of Christ are gifted by the Spirit to contribute toward the upbuilding of the Church and God's Kingdom. The Church's mission is to bring God's reconciling work in the lives of individuals and society in word and deed.

The Scriptures provide what we need to know God as He reveals Himself in them. The 66 books of the Bible are the inspired, Word of God. I believe God has fully and clearly communicated what we need to know for life and salvation, and that the Scriptures are practical, foundational and essential for the daily life of the people of God.

The Sacraments are given by Jesus to the Church as signs and seals of the grace of God in salvation. The two sacraments of Baptism and the Lord's Supper are to be regularly used by the Church as means of experiencing and conveying the gift of God in redemption. In Baptism, the water sprinkled or poured on believers and their families expresses the gracious action of God to promise and accomplish the washing away of sin in forgiveness. Taking in the bread and wine in Communion engage the believing to depend afresh upon the real spiritual body and blood of Jesus in His death for us to pay the debt for sin and give us new life.

**2011 MINIMUM COMPENSATION CRITERIA FOR
THE PRESBYTERY OF THE JAMES**

I. THE PRINCIPLES FOR COMPENSATION FOR MINISTERS OF THE WORD AND SACRAMENT AND CERTIFIED CHRISTIAN EDUCATORS ARE AS FOLLOWS:

- A. Scripture, in several places affirms that those who labor for the Gospel “deserve their wages”. (*Luke 10:4-7; 1 Corinthians 9:14; 1 Timothy 5:17*).
- B. The Minister or Certified Christian Educator is a skilled person with great responsibility who studied and trained extensively to fulfill their calling, as required by the church.
- C. Principles of justice and fairness are to be honored and emphasized. The compensation should appear reasonable, just, and fair to the leaders of the congregation, to a majority of the members of the congregation, to the Minister or Certified Christian Educator, to their spouses and to the Presbytery.
- D. Remuneration for services rendered by the Minister or Certified Christian Educator should be in line with the income levels of the area in which their ministry takes place.
- E. Minimum compensation is established as a way of defining the minimum value of a full-time call, requiring no more than entry-level skills of a newly ordained Minister or Associate, or a newly certified Christian Educator. Additional skills, education, experience, responsibilities, etc., should be used to factor in additional compensation.
- F. For the peace, unity, and effectiveness of the church, general acceptance of this principle is recommended as the Minister or Certified Christian Educator works to fulfill the mission of the church (as defined in The Great Ends of the Church).

II. THE MINIMUM REQUIRED ELEMENTS OF A CALL ARE:

- A. Compensation
 - 1. Cash Salary
 - 2. Housing, Utilities and Furnishings Allowance (ministers only) OR
 - 3. a. Utilities and Furnishings Allowance (ministers only) AND
 - b. Manse Rental Value, at least 30% of sum of 1 and 3a (ministers only).
- B. Benefits
 - 4. Pension and Major Medical Dues
 - 5. Fifty percent of Self-Employment Tax (SECA)
 - 6. Vacation
 - 7. Study Leave
- C. Professional Reimbursements
 - 8. Auto/travel Expenses
 - 9. Continuing Education and Book Expenses

III. MINIMUM REQUIRED AMOUNTS OF A CALL FOR MINISTERS OF THE WORD AND SACRAMENT AND CERTIFIED CHRISTIAN EDUCATORS

The 2011 minimum salary will remain as the same as 2010. The minimum full-time compensation (cash salary and housing) for 2011 is \$40,380

A. Compensation

- 1. Cash Salary
- 2. Housing, Utilities and Furnishings Allowance (ministers only) OR
- 3.a. Utilities and Furnishings Allowance (ministers only) AND
 - b. Manse Rental Value, at least 30% of sum of 1 and 3a (ministers only).

Subtotal **\$40,380**

B. Benefits

- 4. Pension and Major Medical Dues, 31.5% of Subtotal \$12,719
- 5. Fifty percent of Self-Employment Tax (SECA), 7.65% of Subtotal \$3,089
- 6. Vacation, four weeks
- 7. Study Leave, two weeks

Total Compensation and Benefits **\$56,189**

C. Professional Reimbursements

- 8. Auto/travel Expenses, at IRS rate
- 9. Continuing Education and Book Expenses \$850

PART-TIME POSITIONS

Part-time positions will be calculated on a percentage basis (25%; 30%; 50%, etc.) of the full-time position amounts. (Pension and Major Medical dues require a minimum participation, which is based upon the Annual Churchwide Median Effective Salary for ministers serving churches.)

Requirements for Part-time (installed) Pastors:

1. Medical and Pension dues are required.

Requirements for Part-time (non-installed) Covenants:

1. Medical and Pension dues are optional, not required.
2. Medical and Pension dues require a 20-hour work week.

Calculating Medical/Pension Dues for Part-time Pastors: (TBD)

Medical, Pension, Death and Disability Dues

	Median Salary	Maximum Basis*	Minimum Basis*	%	Dues on Minimum Basis – Monthly	Dues on Minimum Basis – Annual
Medical Plan**						
Pension (including Death & Disability)						

*Minimum medical is 65% of median; maximum is 200% of median.

*Minimum pension is 25% of median; maximum set by federal law.

The minimum salary requirement is pro-rated for employees working fewer than 35 hours a week.

**Medical Plan dues for members scheduled to work fewer than 35 hours a week are based on the full-time equivalent salary. (How to calculate this figure is below)

Calculating full time equivalent salary for medical dues: (for persons working less than full-time)

Divide the current year’s salary basis by actual hours a week worked

Multiply the result by 35 hours

Example: \$20,800 annual effective salary working 20 hours a week

$$\$20,800 / 20 \text{ hours} = \$1,040$$

$$\$1,040 \times 35 = \$36,400$$

If the total of the full-time equivalent salary falls below the medical minimum basis the minimum will apply.

The Benefits Administrative Handbook, which is published by the Board of Pensions of the Presbyterian Church (U.S.A.), provides detailed information on Effective Salary and other related topics. It may be ordered from the Board of Pensions of the Presbyterian Church (U.S.A.) at 1-800-773-7752.

**2011 TERMS OF CALL WORKSHEET FOR CHURCHES WITH FULL-TIME
MINISTERS OF WORD AND SACRAMENT AND
CERTIFIED CHRISTIAN EDUCATORS**

A. Compensation

1. Cash Salary \$ _____
2. Housing, Utilities and Furnishings Allowance (ministers only) OR \$ _____
- 3.a. Utilities and Furnishings Allowance (ministers only) AND \$ _____
- b. Manse Rental Value, at least 30% of sum of 1 and 3a (ministers only) \$ _____
- Subtotal (2011 Minimum: \$40,380)** \$ _____

B. Benefits

4. Pension and Major Medical Dues, 31.5% of Subtotal \$ _____
5. Fifty percent of Self-Employment Tax (SECA), 7.65% of Subtotal \$ _____
6. Vacation, four weeks
7. Study Leave, two weeks
- Total Compensation and Benefits** \$ _____

C. Professional Reimbursements

8. Auto/travel Expenses, at IRS rate
9. Continuing Education and Book Expenses (\$850 minimum) \$ _____
- Total** \$ _____

75th STATED MEETING, PRESBYTERY OF THE JAMES ~ FEBRUARY 15, 2010

First Name	Last Name	Church	Mem	Position & Time	Cash Salary	Housing/ Utilities	Subtotal	SS	Pen.M ajor Medic al	Auto	Study & Books	Other	TOTAL wo Pen/Med/ SS
Hyun	Bae	Lord Jesus	339	P	42,210	18,800	61,010	Y	Y	6,000	1,800		\$ 68,810
Jim	Baker	Westminster Cville	822	P	60,882	23,200	84,082	Y	Y	-	3,570	3,150	90,802
Rosalind	Banbury	Richmond First	1361	AP	37,313	28,014	65,327	Y	Y	3,000	2,000	-	70,327
Wayne	Bernardo	Culpeper	443	P	36,443	35,320	71,763	Y	Y	6,180	850	6,000	84,783
Patrice	Bittner- Humphreys	Mattoax/ Pine Grove	42/16	P	39,204	12,000	51,204	Y	Y	2,700	822		54,726
Elaine	Bowen	Ashland	94	P	26,000	17,600	43,600	Y	Y	1,500	900		49,335
Dixie	Brachlow	Fairfield	411	AP	32,772	17,556	50,329	Y	Y	3,026	1,757	1,977	57,089
Rob	Burns	Crestwood	894	AP	37,100	28,000	65,100	Y	Y	3,224	4,788	1,218	74,330
David	Cameron	Rockfish	229	P	43,500	25,164	68,664	Y	Y	2,400	1,300		72,364
Joonho	Chang	Lord Jesus	339	DAP	29,430	14,400	43,830	Y	Y	2,350	850		47,030
Larry	Chottiner	Salisbury	1129	P	53,921	39,752	93,673	Y	Y	7,957	3,193		104,823
Steven	Cobb	Grace Covenant	398	P	60,000	30,000	90,000	Y	Y	2,400	2,400	35,000	129,800
Mary Kay	Collins	Richmond, First	1361	AP	32,361	31,518	63,879	Y	Y	3,500	2,000		69,379
Albert	Connette	Olivet	426	P	48,068	22,820	70,888	Y	Y	IRS	822	3,219	74,929
Tom	Coye	St Andrews	222	P	41,736	26,495	68,231	Y	Y	IRS	850	5,000	74,081
Billy	Craig	New Hanover	889	AP	30,000	29,950	59,950	Y	Y	IRS	2,512	4,000	62,662
Scott	Crannell	Chester	884	AP	29,450	12,000	41,450	Y	Y	500	1,000	500	43,450
John	Daniel	Crestwood	894	P	55,612	30,852	86,464	Y	Y	2,913	4,391	1,218	94,986
Patrick	Dennis	Fredericksburg	1145	AP	54,246	26,295	80,541	Y	Y	3,600	1,852		85,993
Steven	Dyer	Summit	317	P	45,000	25,000	70,000	Y	Y	4,500	3,000		77,500
Gay Lee	Einstein	Cove M	65	P	9,204	30,000	39,204	Y	Y	500	1,500		41,204
Essig	Nancy	Burkeville	62	P	12000	8000	20000	Y	Y	1530	1170		22,700
Alec	Evans	Second,	704	P	53,670	33,000	86,670	Y	Y	IRS	5,500		92,170

75th STATED MEETING, PRESBYTERY OF THE JAMES ~ FEBRUARY 15, 2010

		Richmond											
Carol	Fisher	Mechanicsville	200	P	8,285	22,000	30,285	Y	Y	1,500	638	-	32,423
Allen	Fisher Jr	Fredericksburg	1145	P	72,887	41,886	114,773	Y	Y	4,450	2,000		121,223
David	Garth	South Plains	155	P	15,178	36,000	51,178	Y	Y	4,250	1,200		56,628
Germer	Kevin	Christ	88	P	28,556	16,000	44,556	Y	Y	IRS	850	-	45,406
Good	Steven	Tuckahoe	469	AP	21,794	21,794	43,588	Y	Y	2,000	2,600		48,188
Goodrich	Ken	Sandston	190	P	25,080	25,750	50,830	Y	Y	IRS	850		51,680
Goodrich	Tom	Meadows	304	P	53,051	30,631	83,682	N	Y	2,000	1,800		87,482
Govan	Jane	Olivet	426	AP 1/2		23,941	23,941	Y	Y	IRS	755		24,696
Grant	Charles	Bon Air	595	P	48,771	32,000	80,771	Y	Y	2,700	1,900		85,371
Grotz	John	Mitchells	134	P	46,497	18,791	65,288	Y	Y	5,000	850		71,110
Hager	Alan	Spotsylvania	728	P	54,246	26,295	80,541	Y	Y	3,600	1,852	2,460	88,453
Halbrooks	Brenda	Three Chopt	480	P	39,000	30,000	69,000	Y	Y	2,000	3,000	1,110	75,110
Hale	Dan	Petersburg Second	176	P	30,055	27,000	57,055	Y	Y	2,525	850		60,430
Hall	Denise	Orange	190	P	28,053	17,663	45,716	Y	Y	3,550	1,200	1,233	51,699
Hartman	Steven	Richmond Third	1317	P	69,709	30,000	99,709	N	Y	3,600	1,500		104,809
Hill	Keith	St. Giles	494	P	51,740	26,500	78,240	Y	Y	3,800	2,400	510	84,950
Hodges	Stephen	Providence Forge	213	P	21,534	29,737	51,271	Y	Y	2,000	825		54,096
Hutton	Richard	Richmond Third	1317	AP	21,887	30,000	51,887	Y	Y	1,000	1,500		54,387
James	Janet	Gayton Kirk	122	P	24,525	20,000	44,525	Y	Y	315	1,200		46,040
James	Michelle	Amphill	70	P	20,000		20,000	Y	Y	IRS	3,000	750	23,750
Johns	Rebekah	Bethlehem	160	P	31,668	15,834	47,502	Y	Y	2,500	1,500	1,425	52,927
Keyes *	Carla Pratt	Ginter Park	311	P	40,515	24,000	64,515	Y	Y	4,935	3,150	850	73,450
Knupp	David	Swift Creek	387	P	36,246	27,717	63,963	Y	Y	4,650	1,000		69,613
Kross	Ed	Three Chopt	13/35	AP	24,400	23,000	47,400	Y	Y	550	2,000		49,950
Lang	Jeffrey	Chase City & Wylliesburg	53	P	27,075	13,320	40,395	Y	Y	1,920	850		43,137
Libhart	Sandi	South Hill	77	P	19,252	22,562	41,814	Y	Y	4,500	1,000		47,314
Lin	Tony TianRen	Prov. Gum Spring	52	P	19,252	22,050	41,302	Y	Y	1,000	822		43,124
Lindsey	Gordon	Scottsville	36	P	15,183	17,121	32,304	Y	Y	200	850		33,354

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Lindsey Jr	Dick	Southminster	421	P	59,539	14,435	73,974	Y	Y	2,000	850	1,440	78,264
Macaulay	Clay	Campbell Memorial	211	P	40,985	19,140	60,125	Y	Y	3,500	2,500	7,200	73,325
Mahlmann	Richard	Lakeside	211	P	32,970	18,000	50,970	Y	Y	4,175	1,000		53,470
Mapes	Gordon	Brandermill	481	P	32,970	34,424	67,394	Y	Y	3,750	1,500	1,217	73,861
McCoy	Todd	Louisa	45	P	34,650	20,795	55,445	Y	Y	5,500	1,000		61,945
McGuire	Elizabeth	Salisbury	1129	AP	28700	12300	41000	Y	Y	IRS	1000		42,000
Monsma	Gail	Richmond Second	704	AP	30000	22000	52000	Y	Y	1000	1500		54,500
Mooney	Christopher	Richmond First	1361	AP	29,500	18,000	47,500	Y	Y	2,000	1,500		51,000
Morgan	Joel	Westminster Richmond	198	P	38,199	25,000	63,199	Y	Y	2,000	1,000		66,199
Morris	Bill	Tappahannock NCD	49	E	7,330	25,600	32,930	Y	Y	2,750	855		39,054
Nichols	Tommy	Beulah	60	P 3/4	2,574	29,226	31,800	Y	Y	IRS	850		32,622
O'Connell	Jock	Byrd	81	P	25,100	21,000	46,100	Y	Y	822	478	1,217	48,617
Ould	Nelson	Richmond Third	1317	AP	24,699	50,000	79,699	Y	Y	2,500	1,500		83,699
Pace	Gordon	Southminster	421	AP	30,185	12,000	42,185	Y	Y	IRS	850	1,500	44,535
Park	Joseph	Fredericksburg Korean	118	P	29,500	30,000	59,500	Y	Y		1800		61,300
Parton	Jewell-Ann	Tabor	102	P	19,260	24,000	43,260	Y	Y	500	850	2,672	47,282
Philips	Charles	Overbrook	206	P	36,655	26,216	62,871	Y	Y	1,800	1,700	5,400	71,771
Ratchford	Robert	River Road	676	P	28,356	56,375	84,731	Y	Y	6,482	2,000	1,500	94,713
Reding	Franklin	Providence Powhatan	53	P	18,285	12,000	30,285	Y	Y	2,100	822	1,215	34,422
Roberson	Shane	New Hanover	889	P	30,864	37,500	68,364	Y	Y	IRS	3,500	4,000	75,864
Rose	Fred	Tuckahoe	469	P	31,570	38,575	70,145	Y	Y	6,000	2,400	3,600	82,145
Sanderford	Jay	Blue Ridge	111	P	28,000	27,400	55,400	Y	Y	4,000	1,400	2,400	63,200
Shaner	Sandra	Salem	38	DP	18,750	21,630	40,380	Y	Y	IRS	850		41,202
Smith	Peter	Blackstone	159	P	18,555	30,277	48,832	Y	Y	3,957	1,000		53,789
Smith	Shawn Jason	Hartwood	157	P	30,715	25,200	55,915	Y	Y	2,000	850		58,765
Smith	Shawn Thomas	Bon Air	595	AP	22,501	24,221	46,722	Y	Y	1,500	1,500		49,722

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Spencer	Rod	Pryor Memorial	74	P	26,761	13,219	39,980	Y	Y	IRS	850	400	41,230
Sugg	Laura	Westminster Cville	822	AP	41,351	25,000	66,351	Y	Y	1,260	2,210	2,450	72,271
Summerlin	Nancy	Brett-Reed M	53	P	28,000	13,200	41,200	Y	Y	5,000	1,000		47,200
Summers	Charlie	Richmond First	1361	P	70,918	37,352	108,270	Y	Y	3,000	2,000		113,270
Sumner	Cheryl	Montrose	44	P 1/2	9,690	20,595	30,285	Y	Y	IRS	617		30,902
Thomas	Christopher	Grace Covenant	398	AP	31,980	21,321	53,301	Y	Y	1,600	1,000	533	56,434
Wells	Kimberleigh	Charlottesville First	1342	AP	22,819	36,000	58,819	Y	Y		850	3,000	62,641
Widmer	Corey	Richmond Third	1317	AP	30,924	23,500	54,424	Y	Y	2,250	1,500		58,174
Williams	Louis	Petersburg Third	60	DP	-	20,190	20,190	Y	Y	2,498	822	675	24,185
Winegar	Walter	Milden	121	P	23,000	23,675	46,675	Y	Y	4,000	850		51,497
Wood	David	Hebron	220	P	54,600	19,427	74,027	Y	Y	4,100	1,302		79,429
Woodson	Willie	Rich. First United	115	P	27,265	18,600	45,865	Y	Y	1,200	2,700		49,765
Yacoub	Fakhri	Christ. Arabic	72	OP	21,400	20,750	42,150	Y	Y	3,500	870	2,000	48,520

Gordon Mapes will end his service on June 30th; a Methodist minister will begin in July.

REPORT OF THE BUSINESS AFFAIRS COMMITTEE

PRESBYTERY OF THE JAMES

June 15, 2010

(May 27, 2010, meeting)

I. THE COMMITTEE REPORTS THE FOLLOWING AS INFORMATION:

1. Jeff Chapman, RBC Wealth Management reports that as of 4/30/2010, the total investment portfolio totaled \$ 4,383,621 vs. a total cost of \$ 3,673,586. Since inception we have realized a return of 4.62 % vs. 3.90% for the custom index (custom index is 70% S&P 500 Total Return, which includes dividends and 30% Barclays Capital Gov-Corp Intermediate bond index). For the prior 12 months the total portfolio returned 12.28% vs. 28.78% for the custom index.

The sale of the Presbytery Office Park return as of 4/30/2010, the value was \$1,666,977 vs. an investment of \$1,591,665. Since inception on 11/13/07, the return on the investment is 1.89% vs. -3.17% for the custom index. The 12 month performance was 10.72% vs. a custom index of 28.78%.

2. Learned that the lease with Synod of the Mid-Atlantic has been signed extending the lease through September 30, 2011

3. Considered the lease with the Victoria Church and were pleased with the continuing ministry of the congregation. The Committee will continue the lease with the church while the Trustees explore options concerning disposition of the property. The \$5.00 per month rent is being paid on schedule.

4. Learned from the insurance company that the lawsuit against St. Andrews Church & Weight Watchers appears to be without merit and they will keep us informed.

5. Asked the General Presbyter to contact real estate attorneys about the ownership of church property and if congregational property titled to the Trustees of the Presbytery of the James would necessitate the congregation forming a corporation.

II. THE COMMITTEE REPORTS THE FOLLOWING ACTIONS:

1. Voted to apply the rent payments from Victoria Church to the Camp Hanover dam indebtedness.

2. Learned of a bond from the old presbytery office that had been received from Henrico County in the amount of \$4,500. Voted to apply the funds to the remaining debt on the Camp Hanover dam.

3. Ratified approval of contracts for new freezer and heater at Camp Hanover.

4. Ratified approval for Mitchell's Church to sale the manse as well as approval of the contract as had been approved previously via email.

5. Voted to receive the 2009 Financial Review presented by Keiter Stephens, CPA. The Trustees also received reports about the investment performance and cash and other reserves of the presbytery. The reports were very helpful:

Investment Performance	2007	2008	2009	3 yr avg
Presbytery's return	3.18%	-7.77%	6.56%	0.65%
DOW Jones Index				-5.44%
NASDAQ Composite				-2.02%
S&P 500 Index				-7.13%
Cash & Other Reserves	2007	2008	2009	
Cash & Cash Equivalents	\$2,591,499	\$2,039,129	\$ 944,414	
Investments	\$2,768,627	\$2,704,833	\$3,878,172	
Total Expenses	\$2,085,656	\$2,175,759	\$2,293,034	
Days of Cash	454	342	150	
Days of Accessible Funds	938	796	768	

**III. THE COMMITTEE, ACTING AS AN ADMINISTRATIVE COMMISSION,
REPORTS THE FOLLOWING ACTION: None**
(authority granted by the presbytery on October 8, 2002).

IV. CONSENT DOCKET RECOMMENDATIONS: None

V. THE COMMITTEE MAKES NO RECOMMENDATIONS.