



National Capital  
PRESBYTERY  
MISSIONAL • PASTORAL • PROPHETIC

# IMPACT 2022

NARRATIVE BUDGET





National Capital  
PRESBYTERY  
MISSIONAL • PASTORAL • PROPHETIC

# LEGEND

**LEGEND** *The symbols identify where your contributions and NCP staff is at work.*



**PER CAPITA  
GIVING**



**UNIFIED MISSION  
GIVING**



**DINA BICKEL**  
Administrative Coordinator



**JOHN MOLINA-MOORE**  
General Presbyter &  
Acting Stated Clerk



**HEATHER DEACON**  
Director of Business Affairs



**LAJUAN QUANDER**  
Director of Communication



**JESY LITTLEJOHN**  
Office Administrator



**ALL STAFF**



**TARA SPUHLER MCCABE**  
Director of Congregational  
Development & Mission



***"Together we can make a difference"***



# FROM THE GENERAL PRESBYTER

REV. JOHN MOLINA-MOORE

***"Strength for today and bright hope for tomorrow...  
Blessings all mine with 10,000 beside...  
All I have needed Thy hand hath provided"***

Many of you are familiar with the scarcity vs abundance mindset. If not, here's a quick summary. A scarcity mindset is a worldview where resources and opportunities are limited. There are only a limited number of slices of the pie which means there won't be enough to go around. As you can imagine this way of thinking forces us to see what we have as limited and to protect it at all costs. On the other hand, an abundance mindset sees only possibilities. There's always enough to go around and everyone will have what is needed. This mindset allows us to see possibilities rather than barriers.

This year I have watched our Presbytery work from an abundance mindset. We have moved a few steps from the fog of the pandemic and can see that the landscape for The Church has not only changed but is in constant flux. We could have easily ignored this reality and continued with life as usual and hoped for the best. Making sure we safeguarded the very few things we could control. That is operating from a scarcity mindset! That option would have felt safe, but it would not have been faithful.

We worship a God who is ever faithful to us! A God who has already provided everything we need to continue with the work of being disciples and equipping more. Our response to this faithfulness is to be faithful in return with what has been entrusted to us. This year all our committees and commissions had to navigate through new opportunities, many of which there was no road map, simply trusting the voice of The Spirit and faithfully resourcing all the work of NCP, both time tested work and innovative work.

The pages that follow reflect that faithfulness. The work of hundreds of hours of faithful volunteers around this body serving in unique ways to support our witness to the greater Washington DC area. And the work of your dedicated Presbytery staff, who are an amazing team of people committed to resourcing all of you in this faithful walk together.

I am proud of all that we have accomplished this year and I hope that you are too. It has only been possible because of God's faithfulness and yours.



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# 2022 BUDGET

We have two budgets at NCP. The Operational Budget and the Unified Mission Budget. Both exist for the same purpose: to fulfill the ministry goals of NCP to be Missional, Pastoral, and Prophetic. What we have put together below is a helpful visual to see how all of our resources are used to live into our shared identity. Your per capita giving and your unified mission gift help complete the picture of the work we can do together as a presbytery.



## Missional

32% | \$651,903

*Missional* is based on the Latin “missio” which means sending. A missional church is an outwardly focused church. A Missional church understands that its ministry is not to bring people IN to a church building, but rather to “Go ye therefore into the world” and to meet people where they are. But that explains how churches are Missional. How can a Presbytery be Missional? The Presbytery isn’t Missional...however, it does empower its congregations to become more outward focused. It does so by being a catalyst and providing tools and training. The Presbytery is also Missional when it enables new worshipping communities.



## Prophetic

33% | \$677,465

*Prophetic* refers to calling out the status quo. In response to this focus we continue our work through our Dismantling Racism Team and through our networks – Earth Care, Israel-Palestine, Refugee Ministry, and the Affordable Housing Network.



## Pastoral

35% | \$715,420

*Pastoral* is the way in which we care for our clergy, educators, congregations and assist in crisis situations.



# OUR LEADERSHIP COUNCIL AT WORK



PER CAPITA  
GIVING



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GIVING

## Leadership Council Realigns

**This is our current structure.** This year Leadership Council has been discerning the future vision of our Presbytery. Usually that means some type of “restructuring”. The hope is to avoid that. During the LC retreat this summer, members of the LC (Leadership Council) framed the work of restructuring best as, “we often leave Jesus out”. The plan is to not restructure but to realign. This alignment will give us clarity in our work of **supporting people and churches**. That has always been the calling and charge given to presbyteries. All the details of the realignment are still being worked out and will be presented for wider discussion in the first part of next year. A preliminary view of this new alignment follows. This vision has been shared with the committees and commissions in our current structure in hopes that they organically begin this work so that it feels natural when the official alignment takes place.





# OUR LEADERSHIP COUNCIL AT WORK



PER CAPITA  
GIVING

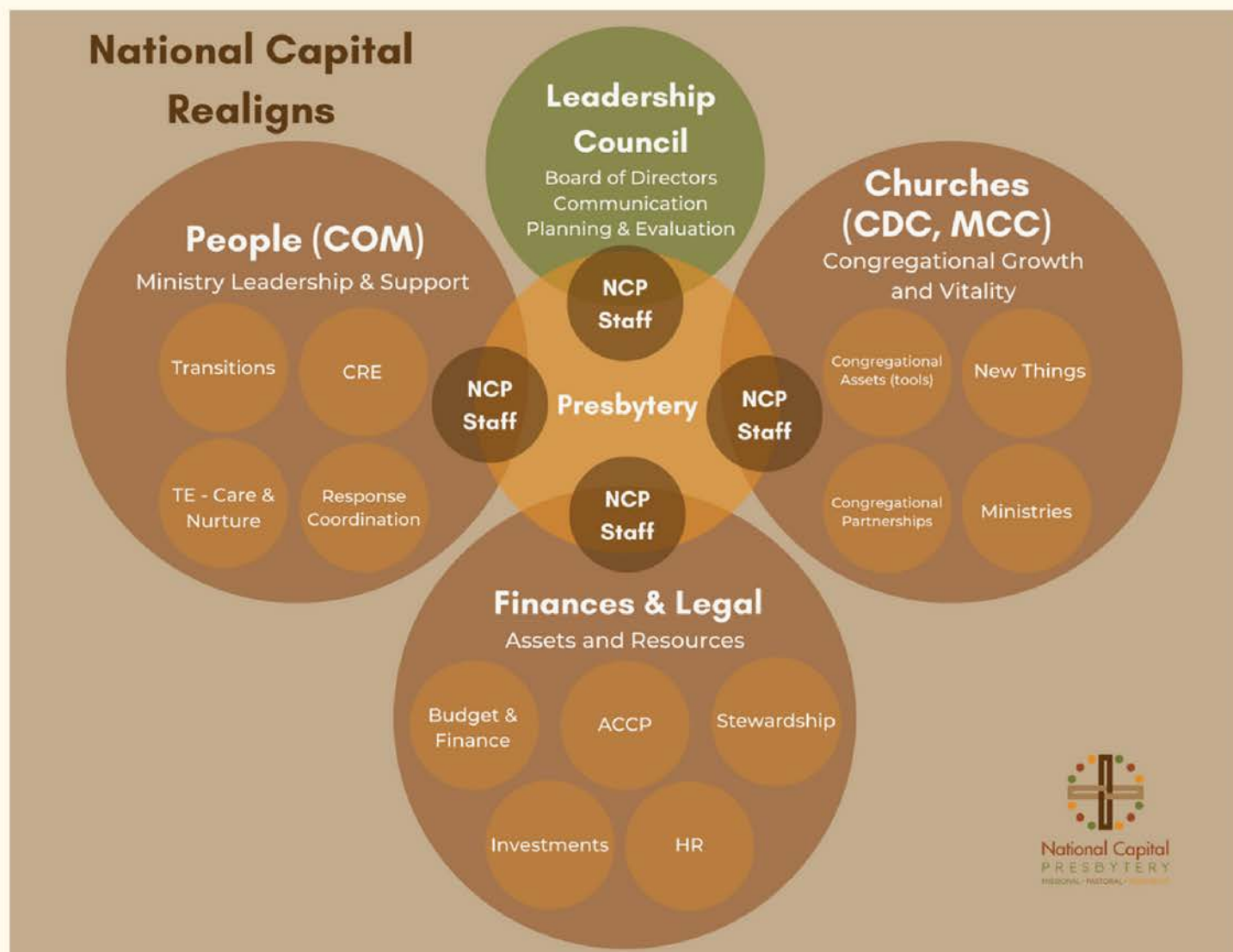
UNIFIED MISSION  
GIVING

## Leadership Council Realigns

**Here's what a realignment would look like.** We would take all the work the MCC (Mission Coordinating Committee), and the CDC (Congregational Development Commission) currently does and roll them together as one arm of the presbytery solely focused on our gatherings of people (think churches, new worshipping communities, fellowships, networks). Their work would be helping strengthen all those ministries to reach new people by being more missional, sharing new tools for better evangelism, creating workshops and learning opportunities, and encouraging more clarity in their mission and vision.

On the other side of the map, we would focus on supporting our people. This includes all Teaching Elders (serving churches, specialized ministers, at large members and honorable retired), our Commissioned Ruling Elders, educators, and youth workers. We would support our people through transitions, conflicts, training, and of course pastoral care.

The hope for all of this is to strengthen our connectionalism. The ministries of the Presbytery should never be siloed but intentionally overlapping so that we can strengthen everything through multiple points of contact and interaction.



# OUR LEADERSHIP COUNCIL AT WORK



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## Dismantling Racism

In 2021 the Dismantling Racism team, put forth by the Leadership Council of National Capital Presbytery, partnered with Service Never Sleeps to provide “training for our clergy and key leadership by marshaling credible, trusted resources to enable and better equip our congregations as they examine and confront the issues of racial injustice, systemic racism, restorative justice, and racial healing.” These trainings—“Dismantling White Supremacy” and “Allyship Training”—were, and are, required for all Clergy, Minister Professionals, NCP Staff, and all Chairs of standing NCP committees to complete over the course of three years (2021-2023). The Allyship training has since been made available for all members of the Body of the Presbytery. Additionally, these trainings are paid for by PER CAPITA contributions! Enabling us to provide this training at no additional cost to participants.



Since being set forth, 189 people have attended this training with representation from 56 of our 103 congregations. This includes 82 Teaching Elders, 9 Christian Educators, 7 Deacons, 42 Ruling Elders, 11 Friends of NCP, and 30 lay members of our congregations. NCP staff, team, committee, and commission was represented. In so many ways this Presbytery is showing up to do the hard and necessary work of dismantling the sin of racism in this country and in the Church. There will be continued opportunities for you to sign up for these trainings over the next year, and we hope that you will lean into the work God is calling us to do in the world.

TIME TO  
*Register*

FALL  
**COHORT**  
For Minister Members of NCP

Four Part Series

Allyship • September 21 & 22  
White Supremacy 101 • October 12  
Bias and Microaggressions • October 13  
Building Equity • November 9 & 10

UNITY · RECONCILIATION · JUSTICE  
**Dismantling Racism**

TIME TO  
*Register*

FALL  
**ALLY  
TRAINING**  
For members of NCP congregations,  
communities and friends

Wednesday, September 15  
AND  
Thursday, September 16  
from 6:00 PM to 9:00 PM

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**Dismantling Racism**



# CONNECTING

## Elder Led Bible Study



**Elder Rudy Cohen  
Burke**



**Elder William  
"Bill" Plitt  
Trinity, Arlington**



**Elder Therese  
Taylor-Stinson  
Northwood**



**Elder Miriam  
Dewhurst  
NY Avenue**



**Hon, Michael  
Rankin  
Redeemer**



**Elder Shani  
McIlwain  
Faith**

As dictated in the Book of Order, Ruling Elders are "persons of wisdom and maturity of faith, having demonstrated skills in leadership and being compassionate in spirit" (G-2.0301). Ruling Elders are essential to the work we do as congregations and as a body. We have been blessed to call outstanding Ruling Elders to serve as Moderators and Vice Moderators in National Capital Presbytery. This past Lenten season several of these former, and current, Moderators came together to lead our laity in a rich and Spirit-filled Bible study. **Elders Rudy Cohen (Burke), William "Bill" Plitt (Trinity, Arlington), Therese Taylor-Stinson (Northwood), Miriam Dewhurst (New York Avenue Presbyterian Church), Hon. Michael Rankin (Redeemer), and Shani McIlwain (Faith)** spent six weeks navigating the lectionary and what God put on their hearts to share. During this time, we were encouraged to dig deeper, search further, and pray with intention as we sought God's promises and call in our lives. It was truly a gift to be able to gather with those across the Presbytery as we anticipated the Resurrection of our Lord and Savior, Jesus Christ.

## NCP Gathering, Community Exegesis



Sometimes congregations can get comfortable in their routines of mission and ministry. The Community Engagement exercise supports leaders of our churches to shake up their practices and lenses while also seeing new possibilities that share the love of the gospel! Allison Fetch of St. Andrews shares, "This was really good. We would like to do this with our leadership at St. Andrews. This helps us understand how to connect into our neighborhood. I just never thought about my discipleship in this way."





## Continuing Ed and Retreat Gathering for Clergy-Educators-Church Professionals

The Rev. Dr. Edward Harding, Pastor, Prince George's Presbyterian Church

First, the retreat was extremely practical and relevant. Each of us serving in church leadership are always looking for ways to enhance, codify, and execute ministry strategies. Having the group from the Baltimore Center assist in not only responding to the question of "ministry relevance" in our individual contexts but providing practical and relevant ways to execute same was "huge."

Second, the retreat provided ways to connect new faces and reconnect with old ones. Ministry within the local judicatory can, at times, be like "herding cats." We all need colleagues who share our understanding and philosophy of ministry. However, in this time of increased polarization across the political divide, we need colleagues who do not share our same worldview. What I thought the retreat did was create a safe space where genuine dialogue could occur.

Third, the retreat provided, at least for me, the perfect amount of work time and unstructured play time. As a golfer, having a course on the property couldn't get much better. However, for those who prefer to enjoy the beach or perhaps taking a nature walk, those opportunities were also available. Upon receiving notice of the retreat, I sought counsel regarding whether or not the time investment would be worthwhile. I was assured the right amount of planning had gone into making this investment of time more than worth it. I certainly was NOT DISAPPOINTED!



*"...one of the best events I have attended in my 25+ years of membership in National Capital Presbytery."*

– the Rev. Dr. Edward Harding



*"...The retreat struck all the right chords with appropriate allocations between work, rest, and play. I look forward to the next one."*

– the Rev. Dr. Edward Harding





# GROWTH & IMPACT

## Commissioned Ruling Elders (CREs)



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**Frank Oti-Boateng, CRE**



**Nat Amarquaye, CRE**



**Gary Mears, CRE**

Your Presbytery Staff and Committee on Ministry have been hard at work putting together a process to find, equip and send out Commissioned Ruling Elders (CREs) this year. We have put together a tailor-made experience for each Ruling Elder who has felt the call to serve as a CRE. Our intent was to not just train them in the Reformed Tradition in how they approached Sacramental ministry but to build a network of support around them. This way they will be able to lean on other leaders around the presbytery in their preparation for service and throughout their service. Each CRE relates to a local church and pastor as an internship and is partnered with a pastor as an ongoing mentor. This individual would be someone they lean into for advice and support. This year, NCP commissioned 3 elders for service: Frank Oti-Boateng and Nat Amarquaye to serve at Christ the King and Gary Mears at Christ Presbyterian in Fairfax.



NCP has more individuals who have felt the call to this ministry and have begun to take the first steps in their training and equipping.

This WILL BE the growing edge for our presbytery. As of today, there are 28 of our 103 churches that cannot afford a fulltime pastor. We have immigrant fellowships who are discerning their next steps in chartering as congregation. We have an almost endless list of communities within the bounds of our Presbytery that do not have PCUSA witness. All of these, and more, could be supported by a CRE.

## Jumpstart



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The current reality of searching for pastors has changed tremendously this year! Just a year ago, our churches in the search process for pastors had a rather extensive list of a few dozen applicants applying. This year we have watched that number drop dramatically to under 10 for many of our churches in the search process. NCP is also facing a massive wave of retirements from pastors around this Presbytery over the next 2 years. We don't have enough traditional interim pastors to cover all the gaps! All these factors have forced us to rethink the search process for our churches.

How is your Committee on Ministry (COM) addressing this? By expanding the work of our Liaisons (individuals from around the Presbytery who walk alongside churches while they search) to a more comprehensive approach to support our churches in transition. As a church enters transition, one of our "Search Guides" (formerly Liaisons) will step in to facilitate a mini retreat for the congregation called "Jumpstart."

Jumpstart is designed to let the congregation's name and celebrate where they are, acknowledge their struggles and what they may need to officially let go of, and find clarity on where they are headed. Out of this retreat will come a completed Ministry Information Form (MIF) written by the Search Guide. The Search Guide will also work with them to actively explore all the possible avenues in calling a new person to serve in the role of pastor. This will not be the ONLY WAY we equip our churches to do the work of searching, but an additional approach in streamlining the work of the Pastor Nominating Committee (PNC).



# GROWTH & IMPACT

## Ministry Hub

Commissioned Ruling Elder, Gary Mears,  
Chairperson, New Things Team



Germantown Ministry Hub provides space for collegueship for New Worshipping Community development. This work and ministry can be isolating. The Ministry Hub offers an opportunity and place unique to this community to be connected inside our presbytery as well as outside of our presbytery.

## Dialogue for Peaceful Change (DPC)

Rev. Juli Wilson-Black, Fairlington  
Presbyterian Church



The leaders from Dialogue for Peaceful Change, from Belfast, Ireland provide tools for analyzing specific conflicts and figuring out strategies to deal with them. This is through effective listening, responding, and intentionally holding one another accountable as we reform the narrative of our reconciliation. The goal for this training is to have a cohort of leaders within our own presbytery who are available to serve as mediators or advisors when conflicted situations arise in congregations, in Sessions, or among church staff.

## Church Assessment Tool

Rev. Jeri Fields, Chairperson,  
Church Development Commission



"What would we have done differently to change/prevent/promote/continue a particular outcome?" "Wow! We see how our strengths as the body of Christ were used to glorify God. How can we continue to live into the mission of being the church?" These and other questions are offered from congregations participating in the CAT for the first time. The CAT is not a report card. The CAT is a tool that invites self-awareness and new insights into ways to become a healthier and more vital church. CDC is here to support you and provide resources to help you do so. We look forward to hearing the stories as they unfold.

## Keep Awake Youth Retreat at Massanetta



Over 60 members of National Capital Presbytery, from nine congregations and one fellowship are attending the Youth Retreat at Massanetta this November. The gathering is a shared sponsorship with the Synod of the Mid-Atlantic (our Synod) and the Presbyterian Mission Agency. This retreat is a focus of leadership development for our youth as they live out their discipleship through Matthew 25! Through the generosity of the Synod and the collaboration in our presbytery we are able to participate in through equitable practices of resources.





# GROWTH & IMPACT

## Property Redevelopment



As we explore what it means to be church in and after this pandemic, we are confronted with many truths. One such truth: the buildings that raised us are aging – leaving us conflicted about how we tend to the past while planning for the future. It is in this context that our churches are invited to reimagine and step into growing opportunities that can be both challenging and liberating. Increasingly, congregations are examining the role property and physical buildings can be used in creative ways for ministry. During this discernment, National Capital Presbytery desires to walk beside you bringing in tools and resources, opportunities for partnership, roadmaps for listening and for sharing, and support for your leadership.

We celebrate that in 2022, the following congregations entered into a property redevelopment phase: Church of the Pilgrims, Clarendon Presbyterian Church, and Northwood Presbyterian Church. They join the following congregations who are already involved in or have completed this work: Arlington Presbyterian Church, Fairfax Presbyterian Church, Fairlington Presbyterian Church, and Westminster Presbyterian Church (DC).

If your congregations find itself at this same crossroads, we encouraged you to reach out to NCP staff to talk about your path and to connect with others on the same journey.

## Black Presbyterians United (BPU) Confirmation

Jennifer Driggins, member, Southminster Presbyterian Church



"I love to be a part of confirmation because I never think of the questions that our youth ask us. Their curiosity in faith pushes me to research and think about my faith even deeper!" A collection of four congregations and one fellowship are the combined Black Presbyterians United 2022–2023 Confirmation Class that is led by the Rev. Whitney Fauntleroy.







# SUPPORTING NATIONAL CAPITAL PRESBYTERY

***Together we can make a difference.***

We hope you have felt the impact of the collaborative ministry of  
National Capital Presbytery in 2022.

You are invited as a church, an organization or as an individual to join with us by  
financially supporting our shared work in the year ahead. – Thank you for your  
generosity!

**Make a financial gift here:**

<https://bit.ly/3jOFaf>



so that our **churches can grow** 