

Report of the Stated Clerk – National Capital Presbytery Stated Meeting – January 23, 2024

Judicial Process

1. The Synod of the Mid-Atlantic has dismissed the remedial complaint filed against the presbytery by the Rev. Dr. Willie J. Keaton, Jr. A copy of the decision is attached to this report (Attachment 1). The decision was communicated to the parties on November 28. As of Wednesday, January 17, the Stated Clerk has not received any notice of appeal of the decision, and the 45-day period during which such an appeal may be filed has now lapsed.
2. The investigating committee referenced in the Stated Clerk's report to the presbytery at the November Stated Meeting concluded its investigation and has determined that no charges are to be filed. On December 7, the Stated Clerk informed the person who submitted the accusation and the accused of the investigating committee's determination in accordance with D-7.1401. The period of 30 days for filing a petition for review of the investigating committee's decision has passed, and therefore the matter is concluded.

Administrative Commissions

1. In accordance with the Presbytery's PNC/Session Handbook, the Stated Clerk has approved the formation of the following commission:

To ordain Candidate Samuel Sarpong to the Ministry of Word and Sacrament and install him as Designated Associate Pastor at Ebenezer Presbyterian Church for a definite term, beginning January 1, 2024 and ending December 31, 2025.

Date and Time: February 10, 2024, 1:00 p.m.

Place: Ebenezer Presbyterian Church

Members: Rev. Dr. Chris Deacon (Moderator), Rev. Yaw Nkansah, Rev. Carla Gorrell, Elder Flora Ofori Atta (Ebenezer), Elder Eric Acheampong (Christ the King)

2. The Book of Order requires that Administrative Commissions report their decisions to the appointing council (G-3.0109b). The Administrative Commission for Boyds Presbyterian Church reports that it has **VOTED** to return jurisdiction to the session of the church following the installation of a new class of officers. A full copy of their report is found as Attachment 2.

Attachment 1 – Decision in Keaton v. NCP (SMA #2023-002)

**Synod of the Mid-Atlantic
PERMANENT JUDICIAL COMMISSION
Keaton v. National Capital Presbytery Case, #2023-002**

OPINION

Procedural History. Complainant The Reverend Dr. Willie J. Keaton, ("Keaton") filed a Remedial Complaint alleging that National Capital Presbytery ("National Capital") committed an irregularity when it terminated Keaton's pastoral relationship with Northeastern Presbyterian Church at the stated meeting of the Presbytery on March 28, 2023.

Prior Decision of Synod of the Mid-Atlantic Permanent Judicial Commission (the Synod PJC). The Synod PJC held that it had jurisdiction, that Keaton had standing, and that Keaton had stated a claim on the single issue of

"WAS FAIR NOTICE OF THE MARCH 28, 2023 NATIONAL CAPITAL PRESBYTERY MEETING ALONG WITH AN OPPORTUNITY TO BE HEARD ON MATTERS AT ISSUE PROPERLY GIVEN TO REVEREND DR. WILLIE J. KEATON?"

The Synod PJC dismissed the other claims of Keaton for failing to state claims upon which relief can be granted.

Order for Transmittal of Documents. The Synod PJC ordered that (a) the Stated Clerk of National Capital the minutes and papers pertaining to the issue before the Synod PJC, and (b) Keaton transmit copies of any and all Notices of the March 28, 2023 National Capital Presbytery Meeting including, without limitation, any email, text, linked, electronic meeting invitation, written or any other Notice of such meeting regardless of the source or transmittal method of such Notice being delivered to Complainant.

The order for transmittal of documents offered each party to object to the validity of the documents submitted by the other party. Dr. Keaton did object to the documents submitted by the presbytery, but his objection concerned the substance of the presbytery's action, not the validity of the documents. Therefore, his objection is DENIED.

Material and Relevant Documents submitted by Keaton. Keaton submitted, among other documents, an email to Robert B. Eyre ("Eyre"), the attorney for Keaton, and to Keaton giving the Zoom link to the March 28, 2023 Presbytery Meeting set for 6:00PM Eastern Time.

Attachment 1 – Decision in Keaton v. NCP (SMA #2023-002)

Material and Relevant Documents submitted by National Capital. National Capital submitted, among other documents:

1. A proposed Notice from the National Capital Presbytery Stated Clerk to the Synod Executive of the March 28 NE Presbytery Meeting including acting upon “That the pastoral relationship between the Rev. Willie Keaton and Northeastern Presbyterian Church be dissolved with immediate effect because ‘the church’s mission under the Word imperatively demands it’ (G-2.0904).” and stating further that “Rev. Keaton will have the opportunity to appear, and to present reasons for not dissolving the pastoral relationship, at the March stated meeting. The meeting will be held via Zoom, and I will forward the instructions for registering for the meeting when they are sent out.”

2. A March 20, 2023 Notice of a March 28, 2023 Meeting of National Capital Presbytery with a Zoom link to the March 28, 2023 Presbytery Meeting set for 6:00PM Eastern Time.

3. The National Capital Presbytery packet for March 28, 2023 including ACTION ITEM #1 Recommendations from Committee on Ministry Pastoral Relationship between Rev. Willie Keaton and Northeastern Presbyterian Church.

4. An email sent March 27, 2023 at 10:42AM from the Synod Executive to the attorney for Keaton, Rob Eyre, including the thread of emails regarding the issues to be submitted to Presbytery.

5. A Tuesday, March 28, 2023 email sent at 1:33PM from Eyre to the Synod Exec with a copy to Keaton stating that, among other things,

- a. “I was not able to reach Dr. Keaton after Thursday of last week and was not sure how to respond to the notice of the Presbytery meeting.”
- b. “As of this morning, he had a phone and access to email, and he was preparing to attend the meeting. But just an hour ago, he advised me that he may not be able to attend due to his health issues.”
- c. “I see that Action Item #1 is on the docket for 6:40 p.m. ... I note that the meeting materials that set forth the proposed action and rationale, were only made available Friday – at what time I am not sure, but I downloaded them Monday morning.”

Attachment 1 – Decision in Keaton v. NCP (SMA #2023-002)

- d. “Dr. Keaton was not notified of the meeting of session at which the March 19 congregational meeting was discussed or called.”
- e. “I am asking that Action Item #1 be adjourned to the next available meeting date.”
6. Minutes of the March 28, 2023 Stated Meeting of National Capital Presbytery showing that, among other things, (a) Keaton was present at the Meeting as a Minister, (b) Eyre was present as a Corresponding Member, (b) the Committee on Ministry presented the Resolution of which Notice had been given regarding dissolving the pastoral relationship between Keaton and Northeastern Presbyterian Church, (d) “Rev. Keaton was recognized and spoke before yielding the floor. Rev. Rob Eyre, who presented himself as counsel for Rev. Keaton, also spoke. There followed a period of questions and debate during which the Moderator invited responses from Rev. Austin and Rev. Eyre.” and (e) “The Moderator put before the Presbytery the motion from the Committee on Ministry, and it carried, 168-13.
7. A March 30, 2023 letter from the Stated Clerk of National Capital Presbytery stating, among other things, that “I thank you and your counsel, Rev. Eyre, for attending the meeting and speaking during the discussion of the motion.”
8. The Bylaws of National Capital Presbytery, including
 - a. *Section 3.04 Notice of Meetings*. Written or printed notice stating the place, day and hour of a regular meeting, and, in the case of a special meeting, the purposes for which the meeting is called, shall be delivered not less than 10 days nor more than 50 days before the date of the meeting, either personally, by mail, by electronic mail (“email”) or facsimile, by or at the direction of the President or Secretary, to each member entitled to vote at the meeting.
 - b. *Section 3.05 Waiver of Notice*. “The presence of any member at a meeting without objection to the lack of notice of such meeting shall waive notice by such member. A waiver of any required notice signed by any member shall be the equivalent of giving such notice.”

Attachment 1 – Decision in Keaton v. NCP (SMA #2023-002)

Reasoning.

1. The National Capital Meeting was a Stated Meeting. Bylaws Section 3.04 requires at least a 10-day Notice prior to the Meeting. The Notice of the Meeting was sent out to Presbytery Members on March 20, 2023, less than 10 days prior to the Presbytery Meeting.
2. National Capital gave Keaton actual notice by email to Keaton’s lawyer, Eyre, which was acknowledged by Eyre including Eyre’s downloading the packet when it was posted the Friday prior to the Presbytery Meeting. Both Eyre and Keaton were present at the meeting and spoke.
3. Neither Eyre nor Keaton made “objection to the lack of notice of such meeting” in the language of Bylaws §3.05. Eyre, in his March 28, 2023 letter, asked for a postponement of the matter, but notwithstanding having objected to the lack of sufficient Notice of the Session Meeting, did not object to the insufficiency of Notice of the Presbytery Meeting.
4. The Minutes do not reflect any opposition voiced by either Keaton or Eyre during the Presbytery Meeting as to the sufficiency of the Notice of the Presbytery Meeting being inadequate by reason of having been published 8 days prior to the Meeting.
5. Adequate opportunity was given to Keaton to produce evidence of Keaton or his attorney objecting to the lack of 10-day’s notice of the Presbytery Meeting. In the absence of evidence of a timely Keaton objection to the Notice of the Meeting prior to the Meeting or at the Meeting, Bylaws Section 3.05 provides that Keaton’s and Eyre’s presence at the March 28, 2023 meeting constituted waive of notice by Keaton.

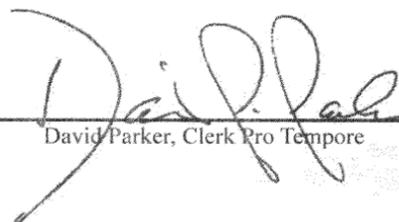
Holding. Fair notice of the March 28, 2023 National Capital Presbytery meeting along with an opportunity to be heard on matters at issue properly given to Reverend Dr. Willie J. Keaton.

Order. The Complaint of Keaton is dismissed.

ATTEST this 26th day of November, 2023:



Ken Murchison, Moderator



David Parker, Clerk Pro Tempore

Attachment 2 – Report of the Boyds AC

November 13, 2023

The Rev. David Baer
Stated Clerk
National Capital Presbytery
11300 Rockville Pike, Suite 408
Rockville, MD 20852

Re : Boyds Presbyterian Church
Returning Jurisdiction to the Session.

Dear David:

- In November 2020 an Administrative Commission (AC) was established for Boyds Presbyterian Church. The charter for that AC was to restore trust and effect reconciliation among the members.
- The AC assumed Original Jurisdiction in May 2021.
- In March 2023 it was determined issues precipitating the November 2020 Boyds AC have been resolved. The AC was reconstituted to work with Boyds in her discernment for the future.

Since Fall 2021 a dedicated cadre of Boyds members have worked together as a Steering Committee directing Boyds' work and worship under the supervision of the AC. Members of the AC have continued to meet with the Boyds Steering Committee throughout this period, including two Saturday gatherings specifically for a time of discernment.

- Boyds has completed and is working with the CAT results in its discernment.
- Boyds has a new mission statement: "Encouraging and nurturing our faith through worshipping God for His purpose in both church and community."
- Boyds has engaged The Rev. Derek Longbrake as a p/t supply preacher.
- As of November 5, Boyds will have taken in 4 new members – including one by profession of faith and baptism.

On November 5 Boyds will hold a congregational meeting to elect officers.

After prayerful consideration, the Boyds AC has voted to return original jurisdiction to the Boyds Session when her officers have been installed. The Boyds AC will continue to walk with the

Attachment 2 – Report of the Boyds AC

Boyds Session for about 6 months. We anticipate this AC will be dismissed at the May National Capital Presbytery meeting.

Respectfully

Leslianne

Rev. Leslianne Braunstein

Rev. Jeri Fields, Gary Mears, Rev. Robert A. Melone, Jr., Pastor Gary Mears, Rev. Pat Futato, Elder Janis Summers

Report from Leadership Council

The motion passes on 8/2/23 per eVote to LC.

8/1/23 via email to LC

Dear Leadership Council – Please see the message below, sent on behalf of Leadership Council Chair Diane Walton Hendricks:

Dear Colleagues -

I hope that you have been enjoying a break from the normal rhythms in this season of summer. I am sorry to interrupt that break on the Leadership Council front, but we have an action that is required of us. The good news is that this action is not something that has gone wrong, but rather an opportunity for LC to affirm the mission of one of our congregations as they serve Christ in their unique way in their community. Among all the reasons I might be interrupting our summer break, I give thanks that this is the reason I am doing so.

Please email a “Yes” or “No” vote on the following motion. Supporting information is below the motion.

Motion

Leadership Council concurs with Arlington Presbyterian Church’s Session, and approves the request for a disbursement of \$200,000 (\$100,000 each year for 2 years) from the Arlington Presbyterian Church investment account at New Covenant Trust Company to be used for ongoing rent relief of Gilliam Place residents, as outlined in the APAH-APC Housing Stability Proposal.

Arlington Presbyterian Church Session approved the following:

“We approve a gift of \$200k payment to APAH to support ongoing rent relief of Gilliam Place residents, as outlined in April 2023 proposal, copy attached.”

Background

When Arlington Presbyterian Church (APC) redeveloped its worship property into affordable housing, an MOU was created to define the proceeds of the sale would be held in trust for APC by National Capital Presbytery. The terms of the MOU currently state that to access the funds, APC session must approve, and NCP’s Leadership Council must concur. Under the current MOU, APC has only taken an annual draw to support its operations. The balance as of 6/30/23 in the account is \$6,297,026.61. The request below marks their first mission related request:

Proposal Summary

Feeling specifically called to support the community they have built (in partnership with Arlington Partnership for Affordable Housing (APAH)) at Gilliam Place, APC has the opportunity to provide seed money (\$200,000 over a 2-year period) for a rent assistance program for the residents at Gilliam Place. The rental assistance fund would be overseen by APAH. Ashley Goff (pastor at APC) has prepared a video outlining the request and why they feel called to support the community in this way.

Video Link: [APC APAH Housing Instability Proposal .mov](#)

In addition to the video, attached you will find the proposal for this program from APAH that APC considered.

Attachments:

- 2023 Housing Stability Proposal_APC

Best,

Heather Deacon
Director of Business Affairs
Phone 240-514-5356



April 23, 2023

The Reverend Ashley Goff
Arlington Presbyterian Church
918 S Lincoln St
Arlington, VA 22204

Dear Pastor Goff and Session,

I offer my appreciation and gratitude for APC's \$200,000 donation for the March 18th eviction prevention clinic. This gift returned housing stability to 75 households at risk of eviction and counting.

Background

For some of APAH's households, having an apartment with a rent that is affordable to their income is all the assistance they need to be economically stable. But for many others, additional assistance is needed. When APAH shared the troubling news that a growing number of residents living in Gilliam Place – and along Columbia Pike – were experiencing housing instability, and possibly eviction, APC immediately responded with an extraordinary financial commitment.

On March 18th, APAH, Arlington Thrive, and Arlington County Department of Human Services hosted an eviction prevention clinic to bring households at Buchanan Gardens, Columbia Grove, Columbia Hills, and Gilliam Place with rent delinquency greater than \$500 to a zero balance. When arrears are to be paid in full, APAH will forgive 20% of the resident's balance due to the 80/20 Eviction Prevention Policy adopted in November 2022. APC made funds available to cover the remaining 80% balance for eligible attendees of the clinic.

Impact

The clinic dispersed nearly \$190,000 from APC's initial \$200,000 gift to eliminate the overdue rent balances for 75 households.

APAH's resident services team continues to work diligently to disburse the remaining funds from APC's gift. Only eligible households at Gilliam Place are qualified to receive any remaining funds.

Ongoing Need

The threat of eviction has been lifted for these 75 households. But Harvard University's Joint Center for Housing Studies released an analysis of American Community Survey data which

found that “renter household incomes fell in the first two years of the pandemic as rents increased, leaving many renters with little money to spend on all their other needs.”¹

Recognizing the hardships facing so many residents, APAH did not raise rents between 2020 and 2022. Despite this, and even after eliminating their debt, some residents are likely to be chronically rent burdened. A grant from the Arlington Community Foundation’s Shared Prosperity Initiative provided funding in 2019 to provide rent subsidies for some APAH households. During this partnership, rents for the participating households were capped at 30% of their income. With the existing grant coming to a close, APAH could envision a next iteration of the program improved by lessons learned from this first experience. This yet-to-be-named program (e.g., shared prosperity version 2 if ACF were receptive) would utilize philanthropic funds to pay 10% of the monthly rent for participant households.

The requirements for participation will include that the apartment is designated for 50% or 60% Area Median Income (AMI) and that the household verified income is below 50% AMI. Additionally, their calculated rent burden must be above 30% of their monthly income. As an opt-in program, it will also require residents to participate in a matched savings program and to engage with APAH’s resident services team and programming. Pre- and post-evaluations will be conducted to determine the impact.

Request

APAH is requesting an additional leadership gift of \$200,000 from Arlington Presbyterian Church to support the ongoing rent relief needs of residents experiencing continued housing instability and to support the to-be-named shared prosperity version 2. A gift of \$200,000 is estimated to fund a 24-month program for 30 households.

The program budget assumes \$235 each month per household (an average of \$135 in rent subsidy plus \$100 deposited into the matched savings program). A 15% overhead rate has been included to support the implementation and administration of the program.

I had an initial conversation to discuss partnering around this issue at a high level with Jenn Owens at Arlington Community Foundation a few weeks ago. We did not make any agreements nor decisions but there seems to be mutual interest in further discussions in partnership for this next phase should this request be well received.

APAH’s resident services team remains committed to connecting residents with the right services at the right time to help them remain stably housed and have an opportunity to live their dreams. With your consideration of this additional gift, we believe we can do as Pastor Goff said “generate real power for change together.”

I welcome the opportunity to discuss this request. We are deeply grateful for your consideration. Thank you.

Respectfully,



Carmen Romero
President and CEO, APAH

¹ <https://www.jchs.harvard.edu/blog/lower-income-renters-have-less-residual-income-ever>

**NCP LEADERSHIP COUNCIL
Business Meeting - APPROVED**

September 10, 2023 at 4:00 PM

Via Zoom

Meeting ID: 966 5042 4923

Passcode: 632150

Sent by the Triune God to be agents of salvation, reconciliation, and justice, we empower and challenge our congregations to be Missional, Pastoral and Prophetic.

Attendance: Elder Lee Bishop, Rev. Brian Clark, Rev. Dr. Chris Deacon, Elder Miriam Dewhurst, Rev. David Douthett, Rev. Quinn Fox, Rev. Pat Futato, Rev. Dr. Diane Walton Hendricks, Elder Shani McIlwain, Rev. Dr. Sterling Morse, Rev. Nancy Neal, Elder Mike Rankin

Excused: Rev. Shelby Etheridge Harasty, Rev. Neill Morgan, Elder Le Quan Turner

NCP Staff: Rev. David Baer, Dina Bickel, Heather Deacon, Tara Spuhler McCabe

The Leadership Council (LC) meeting was called to order by LC Chair Rev. Dr. Diane Walton Hendricks at 4:03 p.m. via Zoom. Rev. Pat Futato led the devotion based on Paul's letter to the Philippians 4:2-9. Pat reflected on her six years on Leadership Council, praised the hard work of this body, welcomed new members and grateful for the time. LC thanked Pat for her service. LC through consent motion approved the June 7, 2023 minutes and the eVote from August 2, 2023.

Dr. Hendricks welcomed new members, Elder Lou Durden, Rev. Shelby Etheridge Harasty, and Rev. Dr. Hope Lee.

On behalf of the Nominating Committee, Stated Clerk, Rev. David A. Baer, reported that Nominating Committee recommends two nominees to serve on Nominating Committee. If approved these nominations will proceed to presbytery for election at the September stated meeting. The following motions were moved, seconded and approved.

MOTION: The Leadership Council moves to nominate Elder Jennifer Swanson (First Arlington) to serve on Nominating Committee, Class of 2026. *Approved*

MOTION: The Leadership Council moves to nominate Elder Shani McIlwain (Faith) to serve on Nominating Committee, Class of 2026. *Approved*

Dr. Hendricks introduced NCP's Business Affairs Director, Heather Deacon, to speak to the motion about Fairfax Presbyterian Church's resolutions from ACCP. She spoke on behalf of ACCP. LC received the following Summary/Background and Motion:

Summary/Background: In February 2019, ACCP approved a plan presented by Fairfax Presbyterian Church (Fairfax, VA) to develop 10 affordable housing townhomes with Habitat for Humanity of Northern Virginia utilizing a ground lease. The transaction required rezoning so final approval was

reserved until rezoning was completed and subsequent legal documents could be drafted. FPC subsequently updated ACCP on the project in December of 2020 at which time ACCP approved the signing of the rezoning application. Rezoning was approved in November 2022.

In January 2023, concerns were raised that Frannie Mae and Freddie Mac would not finance the townhomes due to the complicated ground lease/sub lease structure. This, coupled with NCP's concerns relating to the long-term liability inherently associated with ground leases led counsel to recommend consideration that the portion of the property intended for affordable housing be use conveyed/sold (at no cost) to a specifically created non-profit, controlled by Fairfax Presbyterian Church, called Glebe View, Inc.

At its August meeting, ACCP heard (and subsequently approved) a request to convey (sell) 1.19904 acres on the NE parking are of the Fairfax Presbyterian Church property to Glebe View, Inc. for the purpose of building 10 affordable housing townhomes.

As Presbytery has delegated the sale on non-worship property to ACCP, no additional approvals are needed for this request; however, NCP counsel strongly recommended that Leadership Council concur/subsequently approve the ACCP motion to ensure the conveyance of the land and granting of easements are valid for purposed of satisfying the title company's underwriting requirements. NCP has been represented in this transaction by pro bono counsel, John Hagner. Below is the motion approved by ACCP on August 24, 2023, of which Leadership Counsel is being asked to concur/subsequently approve:

"Under its authority as an Administrative Commission of National Capital Presbytery (NCP), the Administrative Commission on Congregational Property (ACCP) approves all resolutions as presented in the accompanying document drafted and reviewed by NCP legal counsel, John Hagner, titled "Administrative Commission on Church Property of the National Capital Presbytery Resolutions Approving the Development of the Glebe View/Habitat Townhomes Project By Fairfax Presbyterian Church and the Subdivision and Conveyance of the Project Land to Glebe View, Inc. and Granting of Easement and Other Rights for the Project Development and Possible Further Expansion of the Church Parking on Another Part of the Church Land" as requested by Fairfax Presbyterian Church.

ACCP further resolves to send said document to Leadership Council for subsequent approval to ensure the conveyance of the land and granting of easements are valid for purposes of satisfying the tile company's underwriting requirements.

Note: The ACCP does not expect the Leadership Council to require Presbytery's approval of the Glebe View Habitat Project but [Leadership Council] may decide to require Presbytery's approval."

Motion for Consideration by Leadership Council:

Leadership Counsel concurs with ACCP's approval of the following motion (approved by ACCP at their August 24, 2023 meeting) and confirms the Glebe View Habitat Project does not require the approval of the National Capital Presbytery:

Under its authority as an Administrative Commission of National Capital Presbytery (NCP), the Administrative Commission on Congregational Property (ACCP) approves all resolutions as

presented in the accompanying document drafted and reviewed by NCP legal counsel, John Hagner, titled “Administrative Commission on Church Property of the National Capital Presbytery Resolutions Approving the Development of the Glebe View/Habitat Townhomes Project By Fairfax Presbyterian Church and the Subdivision and Conveyance of the Project Land to Glebe View, Inc. and Granting of Easement and Other Rights for the Project Development and Possible Further Expansion of the Church Parking on Another Part of the Church Land” as requested by Fairfax Presbyterian Church.

In order to provide specific authority for the transactions and satisfy the underwriting requirements of the title insurance company insuring the Special Warrant Deed from National Capital Presbytery, Inc. to the entity to be formed by Fairfax Presbyterian Church (expected to be named “Glebe View, Inc.”) and possibly a Quit-Claim Deed of “Love’s Outlet” from National Capital Presbytery, Inc. to the City of Fairfax, Leadership Council adopts the following resolutions:

BE IT RESOLVED, that Heather A. Deacon, Treasurer, and _____, Secretary, of National Capital Presbytery, Inc. (NCP Inc.), are hereby authorized and directed to take all reasonable and necessary actions and steps, to perform or cause to be performed by the staff, employees, advisors and/or professionals of the National Capital Presbytery (NCP) all necessary and appropriate actions to effectuate the resolutions of the Administrative Commission on Church Property (ACCP) adopted on August 24, 2023, to execute, acknowledge and deliver all necessary and appropriate documents, and to incur all customary and necessary expenditures to complete NCP Inc.’s obligations and responsibilities with respect to the development of the Glebe View Habitat Project, including but not limited to the subdivision and site plan of the Fairfax Presbyterian Church land, the conveyance of approximately 1.19904 acres of land to the entity to be formed by Fairfax Presbyterian Church (expected to be named “Glebe View, Inc.”) the dedication of 0.20498 acres as part of the entrance drive to Fairfax Presbyterian Church named “Presbyterian Way,” and the possible quit-claim conveyance of land known as “Love’s Outlet” to the City of Fairfax, on the terms and conditions in the August 24, 2023 resolutions and all prior resolutions of the ACCP with respect to the Glebe View Habitat Project and which are necessary or appropriate to carry out the spirit and intent of these resolutions and such resolutions of the ACCP.

BE IT RESOLVED, FURTHER, that the Secretary of NCP Inc. and/or Stated Clerk of NCP may certify all or any part of these and prior resolutions of the ACCP concerning the development of the Glebe View Habitat Project and conveyances of land described above to any person or entity with a legitimate need to receive such certification in order to facilitate the development of the Glebe View Habitat Project and conveyances of land described above on the terms and conditions approved by these and prior resolutions of the ACCP.

ACCP requests LC to concur with the motion. The motion was moved, seconded, and approved to concur.

Stated Clerk David A. Baer reported that there had been a remedial case and that Rev. Dr. Willie Keaton had filed a second case. This one having to do with the action that the Presbytery took in March to dissolve the pastoral relationship between him and Northeastern Presbyterian Church. After a preliminary review by the Synod of the Mid-Atlantic, the Permanent Judicial Commission of the Synod, accepted the case on a very limited basis. One issue that Dr. Keaton raised that could be considered by

the Synod is whether he had appropriate notice of the action. NCP's Committee of Council is aware the case has been accepted and in accordance with the Rules of Discipline, the stated clerk transmitted the records of papers and materials pertaining to the case of the Synod. The case is proceeding forward at the time and NCP will continue to be represented by our Committee of Council, consisting of Elder John Hagner, Elder Miriam Dewhurst, Rev. Stephen Smith Cobbs with Rev. David Gray, consulting.

Rev. Baer highlighted that during our next stated meeting on Tuesday, September 26, 2023, we look forward to installing our moderator elect and vice moderator. Rev. Dr. Chris Deacon and Elder Lou Durden will assume those roles. Elder and Outgoing Moderator Shani McIlwain will preach a farewell sermon. We will also be chartering a church, Emmanuel Indonesian who have been in fellowship discernment since 2002, commissioning Commissioned Ruling Elders to churches and installing a Stated Clerk. The in person gathering at National Presbyterian Church will have a livestreaming available for those remote, but those who are remote will not have the ability to vote or participate in debates. To do so, you must be physically present at the meeting. The aim going forward is to have two in person meetings a year; one in May and one in September, which allows us a chance to gather and be in community around meetings but also allows the flexibility to meet three other times during the year over Zoom. This gives members the convenience that comes with electronic meetings.

On behalf of General Presbyter, John Molina-Moore, who has been out on bereavement, Stated Clerk, Rev. Baer gave an updated about Greenwich Presbyterian Church. After some prayerful discernment, Greenwich would like to begin the process of disaffiliation from the PCUSA. Rev. Baer explained there is a policy to address this and the next step would be for LC chair to appoint a delegation to visit with Greenwich's session to talk over the process of disaffiliation. The delegation needs to include at least one representative from the Committee on Ministry, the Stated Clerk or the clerk's designee and other selected members of Leadership Council.

Rev. Baer gave an update around First Presbyterian Church of Annandale regarding concerning behavior around the pastor's health. The Coordinating Commission of the Committee on Ministry took action for on behalf of the pastor to address the health issues and has provided support in the form of appointing a moderator of the session and working with the session to provide pulpit supply and pastoral care in the pastor's absence.

Rev. Baer gave an update around Garden Memorial Presbyterian Church. Heather Deacon has been authorized by the Administrative Commission for Garden Memorial to take legal action to secure a title to the property in the name of the presbytery following the dissolution of the congregation. NCP has filed our complaint asserting our right to the property. It has been contested. They filed a response and counter complaint and denied by the judge. And working on the response to the complaint and expect a hearing in November.

Rev. Baer reminded LC of the Presbytery-wide Installation Service on Saturday, October 29th at 3:00 p.m. at Gaithersburg Presbyterian Church. We have 7 confirmed for installation and hopefully LC can join in this celebration. There was discussion about how the idea of a presbytery wide installation service was developed.

LC Chair, Dr. Hendricks introduced the election of the next Chair and Vice Chair of LC and requested nominees. Elder Miriam Dewhurst was nominated, moved, seconded, and approved as Chair of

Leadership Council. Elder Michael Rankin was nominated, moved, seconded, and approved as Vice Chair of Leadership Council.

LC Chair Dr. Hendricks on behalf of LC, thanked outgoing LC members, Rev. Pat Futato, Dr. Quinn Fox, and Elder Lee Bishop for their service to the presbytery over the years. Dr. Hendricks closed the meeting in prayer. The meeting adjourned at 5:01 p.m.

Next Meeting: October 4, 2023 @ 12:30pm via Zoom

Sunday, September 17 at 4:00 pm

Sunday, September 24 at 2:00 pm

Sunday, October 1, at 4:00 pm

Sunday, October 8 at 3:00 pm

Installation of Rev. Robert Austell, AP Vienna

Installation of Rev. Dr. Raymond Hylton, Sr., Head of Staff, National

Installation of Rev. Emilee Williams, AP Fairfax

Ordination of Matthew Nabinger, Bradley Hills

Saturday, October 28, 2023 at 3:00 pm

NCP Presbytery-wide Installation Service – Location: Gaithersburg Presbyterian Church – Dr. Jonathan Lee Walton, president at Princeton Theological Seminary speaking; reception to follow; RSVP by October 13

NCP LEADERSHIP COUNCIL

Business Meeting

MINUTES – APPROVED

October 4, 2023 at 12:30 p.m.

Via Zoom

Sent by the Triune God to be agents of salvation, reconciliation, and justice, we empower and challenge our congregations to be Missional, Pastoral and Prophetic.

Attendance: Rev. Brian Clark, Rev. Dr. Chris Deacon, Elder Miriam Dewhurst, Rev. David Douthett, Elder Lou Durden, Rev. Shelby Etheridge Harasty, Rev. Dr. Diane Walton Hendricks, Elder Shani McIlwain, Rev. Neill Morgan, Rev. Dr. Sterling Morse, Rev. Nancy Neal, Elder Michael Rankin, Elder Le Quan Turner

Excused: Rev. Dr. Hope Lee

Staff: Rev. David Baer, Dina Bickel, Heather Deacon, Rev. Tara Spuhler McCabe, Rev. John Molina-Moore, LaJuan Quander

Guest: Elder Erik Kloster, Chair of Budget & Finance

Leadership Council (LC) Chair, Elder Miriam Dewhurst called the Zoom meeting to order at 12:32 p.m. She offered a devotion by Diana Butler Bass based on Luke 17:11-19 about the generosity of God and expression of gratitude. LC approved by consent motion LC Minutes from the September 10, 2023 meeting.

Stated Clerk, Rev. David Baer presented the slate of committee chair recommendations from Nominating Committee. The motions was moved and seconded. There was no discussion. The motion carries.

MOTION: The Leadership Council moves to approve the following Committee Chair recommendations from Nominating Committee, September 2023-August 2024:

| | |
|---------------------------------------|-------------------------------|
| AC on Congregational Property | Elder Mike McAdoo |
| Bills and Overtures | Elder Mark Eakin |
| Budget and Finance | Elder Erik Kloster |
| Church Development | Rev. Mark Gaskill |
| Committee On Ministry | Rev. Juli Wilson-Black |
| | Rev. Carla Gorrell |
| Committee on Preparation for Ministry | Rev. Megan Klose |
| Investment | Elder Karl Hoffman |
| Leadership Council | Elder Miriam Dewhurst |
| Mission Coordination | Rev. Rachel Pacheco |
| Nominating | Rev. Patrick Hunnicutt |
| Other Boards | n/a |
| Permanent Judicial Commission | Rev. Charles Van Gorder (Van) |

Personnel
Representation
Session Records
Stewardship

Elder Barbara Mitchell
Elder Mitchell Fulton
Elder Kate Addo
Elder Karl Mattison

LC Chair, Elder Dewhurst, welcomed and thanked Elder Erik Kloster, Chair of Budget & Finance for the committee's work on the operating and mission budgets. Elder Kloster thanked the committee for the opportunity and for the work by the NCP staff. Elder Kloster gave a summary of the changes (see attachment for summary). There was discussion about per capita, and the mission budget.

The following motions were considered and approved at the September Budget & Finance Meeting, held on September 22, 2023:

The Operating Budget Motion comes from Budget & Finance. There was no discussion and the motion carries.

MOTION: The NCP Budget and Finance Committee recommends to the Leadership Council a \$1,153,473.92 operating budget for 2024, which reflects the following change in per capita rates from 2023.

| | <u>2024 Per Capita Rate</u> | <u>2023 Per Capita Rate</u> |
|-----------------------------|-----------------------------|-----------------------------|
| General Assembly | \$9.80 | \$9.85 |
| Synod | \$1.15 | \$1.15 |
| National Capital Presbytery | \$37.61 | \$36.13 |
| <hr/> | | |
| Total | \$48.56 | \$47.13 |

The Mission Budget Motion comes from Budget & Finance. There was no discussion and motion carries.

MOTION: The NCP Budget and Finance Committee recommends to the Leadership Council a \$982,507.59 mission budget for 2024.

Rev. David Baer, reported that he along with Elder Miriam Dewhurst, Elder Lou Durden and Rev. Tara Spuhler McCabe, attended the four-day Synod of the Mid-Atlantic meeting in September. Conversations were organized around leadership in black churches, and repair of historic wrongs. Discussions were had about leadership, support of ministers and communities and building relationships. There were both listening and brainstorming discussions. It was also a time for learning, connection and building relationships around the synod. The business portion of the meeting took ninety minutes, and our minutes were approved without exception.

Rev. Dr. Chris Deacon, Moderator of the presbytery, led the discussion about the September Presbytery meeting evaluations. Comments were overwhelmingly positive. Highlights included the worship led by Faith Presbyterian, and outgoing Moderator Shani McIlwain's sermon. There's a hunger for more in-person meeting and moving to two in person meetings a year is a step in the right direction. There were very few negatives but one action item would be for healthier snack options.

General Presbyter John Molina-Moore provided updates about several churches.

General Presbyter, Rev. John Molina-Moore updated LC on the New Initiatives. The team met over the year. Rev. Clark and Rev. Molina-Moore tweaked the initiative and brought the initiative to New Things. Rev. Molina-Moore and Heather Deacon, Director of Business Affairs, are working on the financials. The present thinking is that it will be an internal training center inside the presbytery who will go out, find people nationally to learn the skill sets of what it means to plant a church. It would be tied to a financially sustainable route. The hope is to present this to LC in November for a vote on the floor of the presbytery in January 2024.

General Presbytery, Rev. Molina-Moore lifted up the churches in need. He also welcomed LC to attend the Presbytery wide Installation Service, held on Saturday, October 28th at 3:00 pm at Gaithersburg Presbyterian Church. We'll have seven pastors installed (Darnestown, Church of the Pilgrims, Manassas, Emmanuel Indonesian, Leesburg, Rockville and Christian Community) along with a vow renewal.

Leadership Council will mark their calendars for a strategic meeting/mini retreat on Wednesday, January 10, 2024 from 10:00 a.m. to 2:00 p.m. at Saint Mark Presbyterian Church.

Chair Miriam Dewhurst requested any new business. Director of Congregational Development and Mission, Rev. Tara Spuhler McCabe reported that the Dismantling Racism Team, a team of the Leadership Council, hopes to give a report the LC at the November meeting.

LC member, Rev. Brian Clark, closed the meeting with prayer at 1:35 p.m.

Next Meeting: November 1, 2023 @ 12:30pm via Zoom

Sunday, October 8 at 3:00 pm Ordination of Matthew Nabinger, Bradley Hills

Saturday, October 28 at 3:00 pm **NCP Presbytery-wide Installation Service** – Location: Gaithersburg Presbyterian Church – Dr. Jonathan Lee Walton, president at Princeton Theological Seminary speaking; reception to follow; RSVP by October 13

**NCP LEADERSHIP COUNCIL
Business Meeting - APPROVED**

November 1, 2023 at 12:30 p.m.

Via Zoom

<https://thepresbytery.zoom.us/j/96650424923?pwd=ZjdsMjEwUjZvVUNuOUhWZmZoR2hxQT09>

Meeting ID: 966 5042 4923

Passcode: 632150

Sent by the Triune God to be agents of salvation, reconciliation, and justice, we empower and challenge our congregations to be Missional, Pastoral and Prophetic.

Attendance: Rev. Brian Clark, Rev. Dr. Chris Deacon, Elder Miriam Dewhurst, Rev. David Douthett, Elder Lou Durden, Rev. Shelby Etheridge Harasty, Rev. Diane Walton Hendricks, Rev. Dr. Sterling Morse, Rev. Nancy Neal, Elder Michael Rankin, Elder Le Quan Turner, CRE

Excused: Elder Shani McIlwain, Rev. Neill Morgan

Staff: Rev. John Molina-Moore, Rev. David Baer, Dina Bickel, Heather Deacon, Rev. Tara Spuhler McCabe

Guests: Rev. Carla Gorrell, Rev. Pat Jackson, Rev. Juli Wilson-Black

Leadership Council (LC) Chair, Elder Miriam Dewhurst called the meeting to order at 12:33 p.m. Elder Lou Durden led the devotion based on Amos 5:20-24. God wants our lives to be marked by fairness, compassion, and integrity. We have to examine our hearts and our worship to make sure it reflects what God is looking for – living justly and loving a neighbor.

LC approved minutes from October 4, 2023. The Dismantling Racism Team, chaired by Elder Miriam Dewhurst and Rev. Pat Jackson, shared a brief written report with LC. The team is working on reestablishing themselves as a group since there are new members. LC members Elder Shani McIlwain, and Rev. Nancy Neal are also a part of this team. Rev. Jackson reminded LC that a part of the team's mandate is to carry forward the antiracism training to the presbytery. Training has taken place to include clergy and members of NCP congregations. They are continuing to broaden the reach to the additional clergy. The team will continue to work with *Service Never Sleeps* for the training. Offerings for 2024 will include two dates – February 6-7 in the evening and September 10-11 in the morning. In January, the team will launch a survey for congregations to identify what steps have been taken over the years to promote racial justice and healing with their congregations. The survey will also inquire about their needs and how the team could support their ongoing work to promote antiracism. LC thanked Rev. Pat Jackson and the team for this important work.

Rev. Juli Wilson-Black and Rev. Carla Gorrell, COM Co-chairs, were welcomed and presented a snapshot of the work of the Congregational Transitions Commission and how COM has thought about the realignment. Fourteen congregations are in the search process. Five congregations completed their search process and two have started. Of those fourteen, three are without a pastor, five have PNCs, four are looking for temporary pastors, three are looking for associates. All churches are different and have different search processes. As a result, COM is revising their PNC handbook to build in more flexibility.

COM is also looking at the EEO/AA Policy for possible revisions. COM is also looking at their realignment and looking for guidance on how to move forward. What are the next steps to implementing the revisioning work and what does it look like for COM? What is the goal? COM in terms of its teams, are step up, structured and functioning. LC Chair Elder Dewhurst gave thanks with gratitude to Rev. Wilson-Black and Rev. Gorrell for their leadership.

ACTION: What are the next steps for implementing the realigned structure that LC is recommending and what does that look like for COM? Rev. Diane Walton Hendricks will reach out to Rev. Carla Gorrell and Rev. Juli Wilson-Black about the structure. Rev. Shelby Harasty, as the Nominating Committee liaison to COM, would like to be included in the conversation to understand the needs.

General Presbyter, Rev. John Molina-Moore, spoke about the New Initiatives. The team includes members from the New Things Team and LC. The New Initiatives is rooted from the idea that there are pockets in our presbytery where there are thriving neighborhoods but no Presbyterian presence in that area. We also recognize that the future of congregational ministry is not completely sustainable with membership alone. Even our traditional churches rent out space to keep or meet their budgets. The hope is to bring new worshipping communities with a social enterprise. It becomes a way to meet the needs of the community as well as giving a space to develop new relationships inside the community that in turn will sustain the ministry. We currently have the model at Riverside with the Riverside Café. The hope is to start a training center inside the presbytery to train four to six people who feel called to this kind of ministry. The next step is to recraft the group to put a job description together for the director position and build a program within the next six to seven months.

Stated Clerk, Rev. David Baer, previewed the upcoming presbytery meeting and action item dialogue topic – the operating and mission budget for 2024. Rev. Baer also attended the PCUSA benefits and mission conference. There will be significant changes to the Board of Pensions benefits and our church consultant, Carrie Mitchell, will be reaching out to COM soon to explain.

Updates were given about our churches. Tara Spuhler McCabe, Director of Congregational Development and Mission, introduced the Holy Cow! Landscape which is a tool similar to the CAT for congregations, but this is for presbyteries. More information will come at December's meeting.

NCP has received some bids for the Community property.

MOTION: Leadership Council authorizes the Director of Business Affairs, Heather Deacon & General Presbyter, Rev. John Molina-Moore, to select a buyer and negotiate terms of sales relating to the sale of the former worship property located at 1122 Oronoco Street in Alexandria, VA. Leadership Council further authorizes the Director of Business Affairs to execute all documents relating to the sale. Results to be reported at the next Leadership Council following selection of buyer. (Note: Approval of sale occurred at the September 2022 Presbytery Meeting). *Approved*

LC Chair Miriam Dewhurst asked for new business. General Presbyter, John Molina-Moore spoke about the Atlantic Korean-American Presbytery (AKAP) that has a 200 member congregation in Fairfax, Virginia whose pastor has renounced jurisdiction. The pastor is trying to pull their church out without session or congregational conversations. This has cost AKAP almost \$200,000 in legal bills and no longer has any more funds. A judge has ruled in favor of the pastor. The trial court said that since AKAP

couldn't provide proof of covenant, therefore the property trust clause that holds property in trust, does not apply. There are all types of ways to show proof of covenant to bear witness of relationship including a terms of call and approved by the presbytery, minutes are approved by the presbytery and per capita. John and Heather met with OGA. OGA recommends appealing the ruling as this ruling cannot stand. AKAP has done some initial fundraising from neighboring presbyteries and is looking at NCP for some financial help to appeal the ruling. This impacts properties and if LC feels comfortable to pull \$5,000 to \$10,000 from the Property Management Fund and the sign off needed is by the General Presbyter and Director of Business Affairs. LC had the opportunity to voice their affirmation or concern. LC unanimously supports the rights of John Molina-Moore and Heather Deacon to do what they have the right to do. This financial help will be a grant. The worst-case scenario is that this is the last ruling.

Save the date for the Continuing Education Event to be held on March 11-13, 2023 at the Hyatt Regency in Cambridge, MD. The topic will be "Leading with Imagination: Flexing Your Ordination Vows" and the speaker will be Lakisha Lockhart, Assistant Professor of Christian Education, Union Presbyterian Seminary.

LC Chair Miriam Dewhurst closed the meeting with prayer at 2:05 p.m.

Next Meeting: December 6, 2023 @ 12:30pm via Zoom

Presbytery Meeting Tuesday, November 14, 2023 @ 6:00 p.m. via Zoom

Strategic Meeting Wednesday, January 10, 2024 @ Saint Mark Presbyterian Church 10:00 a.m. – 2:00 p.m.

NCP LEADERSHIP COUNCIL
Business Meeting Minutes - DRAFT

January 10, 2024

1:15 PM to 2:00 PM at Saint Mark Presbyterian Church, Rockville, MD

Sent by the Triune God to be agents of salvation, reconciliation, and justice, we empower and challenge our congregations to be Missional, Pastoral and Prophetic

Present: Chris Deacon, Miriam Dewhurst, David Douthett, Shelby Harasty, Diane Walton Hendricks, Shani McIlwain, Neill Morgan, Sterling Morse, Nancy Neal, Michael Rankin, Le Quan Turner,

Excused: Brian Clark, Lou Durden

NCP Staff: David Baer, Dina Bickel, Tempest Hutchings, Tara Spuhler McCabe, John Molina-Moore, LaJuan Quander

Leadership Council (LC)'s retreat was opened by LC Chair Elder Miriam Dewhurst at 10:10 AM. Elder Michael Rankin led the devotional based on Ecclesiastics 3 – A Time for Everything. Elder Dewhurst announced Rev. Hope Lee will no longer be serving Leadership Council. She also introduced Tempest Hutchings, NCP's financial and office administrative assistant. General Presbyter Rev. John Molina-Moore led LC in team building activities and how NCP can support churches in a season of transition.

Elder Dewhurst called the business portion of the meeting to order at 1:15pm. LC approved the November 1, 2023 minutes and concurred with the following eVote:

Concur with eVote 12/1/23:

Approve engaging with the LANDSCAPE tool from Holy Cow! Consulting for a cost of \$2,700 (provided by CDC from its 2023 budget), with additional costs for interpretation of the results (\$650) and a written executive summary (\$500) to be borne by the Leadership Council 2024 budget; and committing to sharing the results of the assessment with the presbytery at the May 2024 presbytery meeting.

If this motion is approved, a small team will be formed (see Tara's description) to facilitate the process. Members of this team so far include Chris Deacon, Tara Spuhler McCabe and Jeri Fields (an experienced CAT interpreter). We need another Leadership Council person. We have one or two people in mind, but if you feel called to this project - Tara promises it's short-term - please let me or Chris know.

The above motion was passed on 12/11/23 and Tara will follow up with CDC.

On behalf of ACCP, Rev. Molina-Moore presented the following motion regarding Clarendon Presbyterian Church's Redevelopment:

MOTION: To present the following motion to the presbytery: Leadership Council MOVES that the Presbytery APPROVE Clarendon Presbyterian Church's conveyance of their worship and non-

worship property located at 1301 and 1305 North Jackson Street, 1308 North Irving Street, and four lots with no assigned street addresses on North Irving Street, Arlington, VA to Arlington Partnership for Affordable Housing or its assigns (APAH) for the price of \$7,820,000.00 for purpose of developing the property in accordance with the terms presented in the Letter of Intent considered at the December 21, 2023 and January 4, 2024 ACCP meetings.

The motion was moved and seconded. There was discussion and the motion was approved.

MOTION: Leadership Council MOVES to APPROVE the 2022 Audit as prepared by Anderson, Davis & Associates.

Background info: The 2022 financial audit was performed during calendar year 2023 by Anderson, Davis & Associates. No material items were noted and there was little change in financial position from 2021 to 2022. In an effort to streamline processes, we recorded the audit presentation made to Budget & Finance at their December meeting and have included a link to the video of that presentation below. Additionally, the draft Financial Statements, Internal Control Letter and Management Letter are attached. You will note that it took much longer to complete the 2022 audit than our audits historically have taken. This is due in large part to the availability of bookkeeping staff to respond to routine auditor inquiries. We have taken steps to ensure this is not the case going forward. As you review the presentation and accompanying files, please feel free to reach out with any questions. You may reach out to myself, to our Budget & Finance Chair, Erik Kloster or directly to our auditors. Contact information is listed below:

| | | |
|---------------------------------------|--------------|--------------------------------|
| Heather Deacon, Treasurer: | 240.514.5356 | hdeacon@thepresbytery.org |
| Erik Kloster, Budget & Finance Chair: | 703.472.6347 | erik@ekcpa.com |
| Mike Davis, Auditor: | 410.766.2645 | mikedavis@andersondaviscpa.com |

Link to 2022 Audit Presentation: [2022 Financial Audit Presentation.mp4](#)

The motion was moved and seconded. There was no discussion and the motion was approved.

On behalf of Budget and Finance, Rev. John Molina-Moore presented the following motion regarding the 2023 Financial Audit:

MOTION: Leadership Council MOVES to APPROVE the recommendation of the Budget & Finance Committee to secure the services of the auditing firm of Anderson, Davis, & Associates to conduct NCP's 2023 audit.

Background: Budget & Finance recommends that the accounting firm of Anderson, Davis & Associates be engaged to conduct that 2023 financial audit.

In making this recommendation at their December meeting, Budget & Finance noted that over time Anderson Davis has become a trusted partner, providing us an unbiased audit, trusted guidance and have acted as a resource to several NCP congregations. They understand the nuance of religious organizations and the specific way that plays out in the finances of a middle governing body, such as ours. Additionally, they have been instrumental in helping us recover from the loss of institutional knowledge over the last 3 years. With that in mind, Budget & Finance

enthusiastically recommended that Anderson, Davis & Associates be retained to conduct our 2023 audit.

LC reviewed the evaluations from the November presbytery meeting. The Stated Clerk, Rev. David Baer, reported that for January's Presbytery meeting, we'll recognize NCP's Director of Communications, LaJuan Quander's forty years of service to the presbytery, along with approving COM to grant exception for a pastor to become installed at Capitol Hill, approving CPM to expedite the process for two candidates, and approving a recommendation from Bills & Overtures. Updates were given on some churches. The Dismantling Racism Team of LC will survey sessions about their progress. There was no new business.. The meeting closed with prayer by Elder Dewhurst at 1:47 PM.

Presbytery Meeting
Next Leadership Council Meeting
[Continuing Education Gathering and Retreat](#)

Tuesday, January 23 @ 6:00 PM via Zoom
Wednesday, February 7 @ 12:30 Devotion: _____
"Leading with Imagination: Flexing Your Ordination Vows" - March 11-13, 2024 @ Hyatt Regency Cambridge