



**Stated Meeting
Village Chapel Presbyterian Church, Charleston
February 21, 2026
SUPPLEMENTAL PACKET**

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THE PRESBYTERY OF WEST VIRGINIA

Synod of the Trinity – Presbyterian Church (U.S.A.)

Village Chapel Presbyterian Church, Charleston

February 21, 2026

A MISSION STATEMENT FOR THE PRESBYTERY OF WEST VIRGINIA

Transformed by the love of Christ, we will be a covenant community of vibrant congregations where everyone is welcomed, loved, and encouraged to discover their purpose and make a difference in their communities, reflecting new life in Christ.

DOCKET

*Indicates “Order of the Day” (To be taken up precisely at the time indicated)

*9:30 Call to Order John Bolt, Moderator

Business of the Presbytery

John Bolt, Moderator

Business of the Presbytery

- Introduction of a new Minister Maureen Wright, Stated Clerk
- Introduction of the Communications Coordinator
- Recognition of Ruling Elders attending Presbytery for the first time
- Statement of Quorum
- Seating of Corresponding Members
- Approval of Docket
- Consent Agenda Moderator
 - o A consent agenda groups together routine items and resolutions under one agenda item. Items included in the consent agenda will not be open for discussion and all are approved in one vote. Opportunity will be given prior to the vote for members to remove items from the consent agenda. Items that are removed will be added to the regular agenda for separate discussion.
- Appointment of Temporary Clerks
- Appointment of Standing Committees
 - o Committee on Bills and Overtures
 - Leadership Team members present

10:15

Educational Focus

Property Assessment Tool for Congregations

Ellie Johns-Kelley, Presbyterian Foundation

11:20

Announcements: Festival of Faith

11:25

Worship

*12.30

Recess for Lunch

*1.30

Afternoon Prayer

Moderator

Necrology

Moderator & Lead Presbyter

Report of the Commission on Operations	
- Honoring the Service of Susan Sharp Campbell	
Report of the Stated Clerk	Stated Clerk
- Presentation of Procedural Matters	
Report of the Lead Presbyter	Maureen Wright
Report of the Moderator	John Bolt
Report of the Leadership Team	Randy Fife

Good News from the Pews

This is a time of sharing good news from churches throughout the presbytery
by Ruling Elder Commissioners only.

Report of the Connectional Presbyter Search Committee	Chris Bailey
Report of the Treasurer	Chris Alfred
Report of Synod Commissioner	Elizabeth Campbell Maleke
Report of the Committee on Representation	Doug Jenkins
Report of the Commission on Pastoral Ministry	Julie Olt
Report of the Outreach Committee	John Nelson
Report of the 2025 Bluestone Committee	David Kaufman
New Business	
Completion of Feedback Forms	
4:00	Anticipated Time of Adjournment with Charge and Benediction by the Moderator
	Printed Report for Information Only: Commission on Operations

Additional 2026 Stated Meetings:

May 21 – Marshall University Christian Center
August 15 – Bridgeport Presbyterian Church
November 19 – First Presbyterian Church, Parkersburg

PRESBYTERY OF WEST VIRGINIA

REPORT OF THE CONNECTIONAL PRESBYTER SEARCH COMMITTEE

Christopher Bailey, Connectional Presbyter Search Committee Chair

February 21, 2026

RECOMMENDATION:

1. That Presbytery elect the Rev. Dr. Sarah Sanderson-Doughty, M. Div, Ph. D, to the position of Connectional Presbyter for the Presbytery of West Virginia for a five-year term beginning March 15, 2026, under the terms of the proposed compensation package.

RATIONALE:

The Connectional Presbyter Search Committee was charged by the Presbytery to conduct a comprehensive search that considered the implementation of the Strategic Plan and its focus on building and maintaining relationships so that we may more deeply share together in the ministry of Christ. Upon election, the committee began its work in April of 2025 and drafted a Ministry Discernment Profile (MDP) to be widely distributed across appropriate channels, including the Church Leadership Connection (CLC) system. After reviewing two rounds of matches generated by the CLC that were not actually very good matches for our position, the committee decided to focus primarily on candidates who self-referred to the position. Of the half-dozen self-referred candidates, the committee selected three for Zoom interviews. One candidate withdrew from consideration. The other two self-referred candidates participated in a series of Zoom interviews. Ultimately, both finalists participated in in-person interviews. Both candidates impressed the committee greatly with their gifts, experience, and passion, and we began an intentional period of prayer and discernment.

The presbytery is in transition. Sarah has experience working with churches and presbyteries in periods of both transition and conflict. We believe this experience will help her understand the anxiety that transition evokes and allow her to serve as a non-anxious presence. We also believe Sarah, as a new member of the presbytery team, will bring fresh insights that complement the institutional knowledge of the rest of the presbytery staff.

Sarah brings a rare combination of vision, relational skill, and theological depth that aligns well with the Presbytery's mission. Sarah embodies the heart of connectional ministry. In her own words, she treasures building relationships across generations, political perspectives, and cultural differences. She delights in people's stories and sees those stories as sacred threads that bind the church together.

She is an accomplished teacher and trainer, having led officer education, lay preaching trainings, and seminars on theology, scripture, and spiritual and personal growth. Her creativity shines in her use of music and voice to enrich worship and learning. She approaches change with vision and patience, understanding that transformation requires time and loving care. Her theological disposition is much attuned to discerning where God is at work in a particular time and place.

As a committee, we believe that Sarah Sanderson Doughty offers the Presbytery of West Virginia a creative, innovative mindset, a proven ability to build strong teams and meaningful relationships, and an infectious energy for creating something new. Her leadership is what is needed in this moment in the life of our presbytery—a leader who will foster connection, nurture hope, and guide us faithfully into the future. The committee recognizes Sarah’s strong sense of call to the mission and ministry of this presbytery and we wholeheartedly agree. We enthusiastically nominate her for the position of Connectional Presbyter.

On behalf of the Connectional Presbyter Search Committee, which also included Annie McMillan (Minister of Word and Sacrament, First Parkersburg), Kari Preslar (Ruling Elder, First Charleston serving as Commissioned Pastor, First Dunbar), Susan Eason (Ruling Elder, First Morgantown), and Todd Wright (Minister of Word and Sacrament, Village Chapel Charleston), I prayerfully and joyfully submit this report.

Rev. Christopher Bailey
Minister of Word and Sacrament
Marshall UKIRK, Huntington

I have been a lifelong Presbyterian, and am a third generation pastor. The congregations of my childhood, in Binghamton, NY and Syracuse, NY, nurtured me and were faithful to the baptismal vows made on my behalf. They helped me discover my voice for singing and for preaching, naming a call for ministry in me, long before I perceived it myself.

In early adolescence I had a front row seat for both the worst and the best manifestations of church. I experienced a devastating church fracture, the result of misconduct. Meanwhile, many of the congregations and committees of the Presbytery of Cayuga-Syracuse, supported me financially so that I might participate in a Peace Child tour to (then) Czechoslovakia. When I returned, I received invitations to preach, offer workshops, and sing in many of the churches of the presbytery and to serve on the peacemaking task force of the presbytery. Just as my secure place in a local congregation evaporated, I became a member of the presbytery, and was nurtured as a leader while still a teenager.

As a young adult, I participated in national peacemaking conferences, served as a Youth Advisory Delegate to the General Assembly in Wichita, KS, and on the Peacemaking Advisory Committee to the General Assembly.

When I arrived at the College of Wooster, I was thrilled to learn of two Presbyterian congregations in town so I could choose a church for the first time in my life! As an undergrad, I served as an intern, youth group leader, and choral scholar and was ordained as a ruling elder at Westminster Presbyterian Church. On campus I formed and led a peacemaking group and was active in "Sisters in Spirit," our branch of the National Network of Presbyterian College Women. I entered college saying I would "never be a minister," but my robust participation in campus ministry opened my eyes to a pastoral calling my junior year of college.

After college, I shared time in L'Arche (spiritual communities where adults with and without developmental disabilities live cooperatively together) in Syracuse, New York, helping facilitate a shared leadership model and support a dying core member (person with a disability) and her friends through her dying. But I knew I was called to go back to school. I was drawn to the diversity of the student body at McCormick Theological Seminary and fell in love with theology there.

Although my professors assumed I would serve an urban congregation or continue study in the academy, God's call has always been strong and persistent in my life, and led me to accept a rural call as the solo pastor of the First Presbyterian Church of Lowville in northern New York. In Lowville, I was occupied with the tasks of daily ministry with all generations and also invested in presbytery work. I helped build a lay academy and taught theology in that academy for the formation of commissioned pastors for the many rural congregations in our small presbytery. I carried out my ministry in partnership with my husband, Kevin, whom I married a few months after I was ordained. He discovered his vocation to church music when invited to step into this role in Lowville.

During this season, I was honored to be called to serve on the Theological Task Force on the Peace, Unity, and Purity of the Church. As the youngest member of the task force, I brought leadership in the area of attention to process in our work and interpreting our work in travels around the country.

After six full years in Lowville, I felt called to return to school and was blessed to be offered two fellowships to Vanderbilt University, to pursue a Ph. D. in Theological Studies as a Theology and Practice fellow. I entered Vanderbilt at the end of my second trimester of my one and only pregnancy and gave birth in a planned home birth in December of my first semester of studies. While in Nashville, we found a church home in the Village Church, an African-centric, then PC(USA) new church development. We were the only entirely white

family in this congregation. I gained a deeper awareness of my privilege and of the racism that had characterized much of my ecclesial experience. I also served in pulpit supply for the Presbytery of Middle Tennessee and as a bridge pastor for a congregation at a difficult moment of transition.

My family moved to Richmond, VA in the sixth year of my doctoral studies, while I was working on my dissertation in the area of Reformed Ecclesiology. I taught an elective and co-taught an introduction to theology course with and under the mentorship of Dawn DeVries. I received a call to serve as a co-pastor in Elkhart, IN at the end of this year long externship and moved to Elkhart the day before my daughter started kindergarten. This was a short, intense call in which I developed a curriculum for uniting a fragmented congregation, learned more about healthy management of church conflict, and became moderator of the Presbytery of Wabash Valley.

In 2017, I was elected commissioner to the General Assembly in Portland, OR and made vice-moderator of a committee at that assembly. I applied, while in Portland, to a church to which I felt strongly called and received a call to that Church, St. Andrew's Portland, in March of 2017. I helped stabilize this congregation after a very difficult transition, faithfully led them through the pandemic, and have worked with them to find creative ways to minister to dwindling numbers of young people in our congregation. I have helped the leadership to consider merger with other neighboring presbyterian congregations and leave them after a year of intense work with consultants and a lot of experiments in collaboration with two other congregations. I also have worked with community partners to raise consciousness about housing justice and participated in the Poor People's Campaign. After several years as chair of a team for the Presbytery of the Cascades and membership of the Presbytery leadership team, I became the first team leader for CART (the Conflict Assessment and Referral/Recommendation/Resource/Resolution/Reconciliation... Team), one of three new staff members meant to build teams as resources for the Commission on Ministry. I have recruited and facilitated the training of two successive CART teams, and helped intervene in both congregational and presbytery wide conflicts.

I now make the transition to West Virginia, believing the position of Connectional Presbyter beautifully weaves together so many experiences and passions from my decades in the PC(USA) and calls on my primary gifts. My husband, a music teacher in a Catholic school and my daughter, a junior in high school, will stay in Oregon until she graduates in 2027. We are a family of board and card game enthusiasts, theater and comedy appreciators and participants, and passionate singers, and we are making plans to maintain our strong and loving connection during this time of separation. I also enjoy studying and teaching the enneagram, daily yoga practice, knitting, traveling, and meaningful connections with friends.

I BELIEVE...

God is one in three persons, Abba, Son, and Holy Spirit. These persons are distinct and yet fully united. God exists in intimate relationship with Godself and all of God's actions and qualities should be understood within the context of this loving, intimate relationship.

God creates. Out of chaos and through infinite love, God spun this world and all therein into existence and God continues to create in love and power. In every birth, in every place, on every day, the signature of the Holy Creator can be witnessed. This source of all being and of my being defies description and causes me to reach beyond the limits of my vision and my existence. This mysterious, beautiful Creator God is utterly transcendent.

God sustains. Through the gift of the Holy Spirit, God continually reveals Godself that the children of God might be sustained. This immanent God is in and of all things and is revealed through the Spirit in relationship. To be sustained is not merely to survive. To be sustained is to be fed and nurtured that one might grow and that one might not stagnate. The Holy Spirit comforts and disturbs that such growth may be invited and stimulated. Mere comfort would fail to motivate a seeking of that which is beyond us. The disturbance of the Spirit calls us to relationship with God who is not only immanent, but is also transcendent.

God redeems. Though we are a people created in the image of God, we are a broken people. We are born of great love, but we struggle to live into this love and into the fullness of God's promise. We have been endowed with power that we often neglect, deny, or abuse. We participate in the destruction and desecration of God's good creation while we worship idols of our own creation. This brokenness places us in desperate need of God. Though we do not deserve and cannot earn the redemption of God, God meets us where we are by becoming fully human, by making Godself a concrete, visible entity who feels as we feel, and suffers as we suffer. God made Godself known to us through Jesus Christ out of a profound love. God experienced human death at the hands of the human failings of fear, greed, and control as the ultimate witness to this love and as a powerful message of what God is willing to do for our salvation. My hope rests in the knowledge that Christ indeed lives and is eternal and cannot be boxed. Christ is my light and my companion. Christ's teachings and example from his time on earth challenge and affirm me and call me to a radically different existence. Christ's transcendent presence heals and empowers me. In Christ Jesus is the perfect manifestation of the transcendent and immanent God.

This creative, sustaining, redemptive God has given humanity many gifts and perhaps the greatest gift of all is that of community. The Church is God's forgiven community, Christ's body on earth, drawn together by the power of the Holy Spirit, called to be a forgiving people. Through the refreshing and renewing waters of Baptism, the infinite grace of God is affirmed and a covenant relationship with an individual is initiated that is celebrated by and embodied in the covenant community of God, the church. In Eucharist, this relationship is celebrated, community is defined, and the body is nourished to do the work it is called to do. This community has been blessed with Holy words inspired by God and recorded in Scripture. The writings of the Hebrew Scriptures and the New Testament, illuminated by the Holy Spirit, offer guidance and inspiration and paint a picture of God's vision of peace and justice that we are to pursue. Through the sacraments and through praise and worship, life and the living God are celebrated and uplifted.



Matching Personal Discernment Profile

ID# 102637

Narratives

How do your particular gifts, experiences, and training help you in the ministry setting you believe God is calling you?

I am open to a wide range of vocational possibilities thanks to 22+ years of rich and diverse formative experiences. As a generalist in ministry, I've gained experience in most dimensions of pastoral ministry, in rural, urban, and suburban contexts, in several different regions of our nation, and in cross-cultural contexts. I am a gifted worship leader and preacher, most creative when working collaboratively. From the birth of the Stone Soup Kitchen in Louisville to the renewal of a mission partnership between St. Andrew's and a Presbyterian congregation in Cuba, I have encouraged the expansion of mission support in every church I serve. I thrive when shaping and facilitating learning, well supported by my Ph.D. for students of all ages. I have served churches in transition throughout my career, every community facing change, conflict, and crisis. I have also served presbyteries through transitions, helped to train lay people to fill pulpits, and navigated conflict locally, regionally, and nationally. It has been necessary to nurture my spiritual life and self care while serving in turbulent times. I now daily practice yoga and engage in extensive prayer.

Explain with theological details what areas of ministry you value most in your calling.

"I have given you the tongue of a teacher that you might sustain the weary with a word." (Isaiah 50:4, alt). These words came to me in the middle of a night before my senior year of seminary and continue to resonate. I am best described by the title "teaching elder." There are many teaching dimensions in ministry, not only in explicit class settings (in person and on-line), but also in worship, session moderation, team building, and sometimes pastoral care. I believe I have been called to be a teacher in and for Christ's church and am most alive when teaching.

I also cherish building relationships across generations, political perspectives, and cultural differences. I find human beings fascinating and delight in the stories of others. I believe that the life, death and resurrection of Jesus Christ does make a difference in human lives and human relationships and building bonds of affection and connection with people who are different from me and between people different from one another is one way to manifest the reconciling ministry of Christ.

God has blessed me with a flexible singing voice and a love of song. This is a primary tool I use for blessing communities I serve.

Describe a moment when you have "served using your energy, intelligence, imagination and love", that led change positively.

When our COM proposed hiring three part time staff people to build and lead teams to support their work of Transition, Conflict, and Pastoral Support, I immediately felt called to serve as Conflict Team Leader, applied and was hired. I developed an application for team membership, recruited viable candidates all around our geographically large presbytery, cultivated relationships with local mediators, helped design a training plan for the team, created a template for monthly meetings, and arranged logistics for in person training. I built a strong team ready to assess conflict and make recommendations for a healthier way forward in congregations and in the presbytery as a whole. Our presbytery has a mixed culture of conflict avoidance and high conflict in public assemblies. Having a group willing to face conflict directly and cultivate healthier responses to it is positive change

within our presbytery. I have facilitated this process, but all our work has been collaborative. This is how I use my energy, intelligence, imagination, and love to lead change— by building capable groups, equipping those groups, sharing power, and working collaboratively.

Please describe how have you dealt with failure or disappointment before.

In my current call as in my first call, I had a vision for the use of church property to provide shelter or support for unhoused people and in both cases the leadership of the church was unwilling to so use their property. In the case of my first call, my office was downstairs in a house, the upstairs of which was unused but for an hour of the week. Knowing people were unhoused, while sitting in an underused house was excruciating. While I was there they were willing to open their space for feeding, but not for housing and I supported them in doing what they felt called to do. In my current call, though they have been eager to package hygiene kits for the unhoused and support ministries serving the unhoused happening off site, any invitation to welcome the unhoused into our building or even to set up safe parking for one person living out of his car in our underused parking lot has been rejected by leadership. In both cases, the resistance and rejection has been disappointing. Further, I have responded to the disappointments in both cases by loving and working with the congregations on that for which they were ready and working beyond the congregation to seek to make a difference for the unhoused.

Describe a moment in your recent ministry that you recognize as one of effectiveness and fulfillment.

In late 2019, two young adults came to my home to play a game with my family. Before they left we got into a vigorous conversation about the Enneagram, a system for understanding human personality, a recent area of study for me. When they left my home, my daughter, then 11 years old, said "Why don't you start a monthly reading and discussion group about the enneagram? You love it so much." Why not, indeed? So it launched in January of 2020, and quickly pivoted to an on-line format with the onset of COVID. The online format allowed the participation of people of different faith or no faith, near and far, from within the congregation and beyond it. Facilitating this group has been satisfying and has deepened my understanding and capacity for teaching Enneagram theory, which I have done for a Unitarian church board, another Presbyterian congregation in my city, and in a day long workshop for my presbytery. It is fulfilling to witness growth in self-understanding and compassion in participants, and the development of a group with a high level of trust and intimacy and openness to newcomers, and my own intuitions for cultivating understanding of complex topics.

Personal Information

Name Sarah G Sanderson-Doughty	Email stoutearthchild@mac.com	Pronouns she/her
Address 7693 SW Afton Ln, Portland, OR 97224-7677	Phone Number 5038476101	Secondary Phone 6159753405
Ecclesiastical Status PC(USA) Minister of Word & Sacrament	Presbytery of Membership Cascades	Ordination Date 7/14/2002

Preferences

Employment Type	Minimum Effective Salary
Full-time	100000
	Community Type
	Preferences
	Town
	Small City
	Suburban
	Urban
	College

Education/Training

Formal Education

Bachelor of Arts- Self-Designed Major in Child Advocacy, Cum Laude - College of Wooster, (1994-08-25 - 1998-05-11)

Master of Divinity - McCormick Theological Seminary, (1999-08-15 - 2002-06-04)

Master of Arts- Theological Studies - Vanderbilt University, (2008-08-01 - 2015-05-08)

Ph.D in Theological Studies - Vanderbilt University, (2008-08-01 - 2015-05-08)

Continuing Education

2023, Member of the Enneagram and Family Systems Cohort, Life in the Trinity Ministries, Dallas TX

October 2022, Credo Conference, Board of Pensions (PC(USA)), Arkansas

2021-2022, Advanced Clergy Clinic in Family Emotional Process, Lombard Mennonite Peace Center, Lombard, IL

2003-2005, Early Ministry Institute, Synod of the Northeast

2003, Trained to be a Stephen Ministry Leader at Leadership Training in St. Louis, MO

October 2019, Mediation Skills Training Institute for Church Leaders, Lombard Mennonite Peace Center, Federal Way, WA

2018-2019, Clergy Clinic in Family Emotional Process, Lombard Mennonite Peace Center, Lombard, IL

2015-2019, Various Workshops on Conflict Management and Healthy Congregations with Lombard Mennonite Peace Center

2014-2016, Center for Congregations Workshops on 12 Keys to Effective Churches, Community Ministry, Creative Worship, Faith Formation in the 21st century

2008, PC(USA) Interim Ministry Training- part one, St.Louis, Missouri

August 2006, Student of the Goethe Institut in Göttingen, Germany (learning basic German)

2004, 2005, Participant in "Reclaiming the Text" Preaching Conference at Montreat Conference Center

2004, Worked on a book writing project with the Fund for Theological Education under the guidance of a specialist in non-fiction writing,

Training/Certification

Week 1 (Introductory) - St. Louis, MO (2008)

-

Conflict Mediator Training: Lombard Mennonite Peace Center - 2019

Language Proficiency

French-Conversational, German-Basic, Spanish-Basic, Latin-Basic, Hebrew-Basic, Greek-Basic

Technical Skills

Work Experience

4/20/2022 - Present

Other Conflict Team Leader

Presbytery of the Cascades

Portland, OR

The presbytery hired three people for part time

positions in 2022, all of us tasked with building teams on which the COM could draw as needed. I was hired as team leader for the Conflict Team, now known as CART (Conflict Assessment and Referral/Recommendation/Reconciliation Team). I recruited a team of willing volunteers in all four regions of our geographically large presbytery and arranged for training with professional mediators, facilitated monthly zoom meetings, and helped develop protocols for conflict assessment in congregations. I also participated in conflict assessment in some congregations, moderated meetings for conflicted congregations, and helped steer a massive assessment of presbytery wide conflict in 2024.

6/1/2017 - Present

Church Solo Pastor

St. Andrew's Presbyterian Church

Portland, OR

(Suburban, 101-250 members)

Again, as Solo Pastor, most of the dimensions of ministry are in my profile. Some highlights:

Stabilization of congregation after difficult transition.

Weekly worship planning, leading, and preaching.

Introducing a creative worship planning process.

Moderating Session and supporting committees.

Supporting local and global (Cuba partnership) mission.

Community organizing around houselessness.

Bible Study leadership, Enneagram teaching, Anti-racism teaching.

Presbytery leadership.

Support of strategic planning and stewardship.

Support of solar panel installation on roof.

Facilitation of pivot to virtual ministry in the pandemic.

Starting and leading a young people's group for a while.

Pastoral care in many forms.

Hosting a weekly coffee chat-- initially in person, eventually virtually.

Planning special mid-week evening communion services for holy seasons.

Experimenting with worship in different spaces in our building.

Serving as media spokesperson in times of crisis.

Supporting music ministry.

Supporting lay preachers.

Supervising small staff (navigating staff transitions and hiring several staff members)

10/1/2014 - 4/30/2017

Church Co-Pastor
First Presbyterian Church
Elkhart, IN

(Urban, 251-400 members)

This congregation had three worship services when I arrived and thus despite having a co-pastor I had weekly preaching and worship planning responsibilities. I gained skills in contemporary/emergent worship leadership and strengthened skills in "traditional" worship. I was co-moderator of Session. I developed curriculum to help better connect a congregation split across three services. I provided pastoral care and supported the deacons. I helped plan a series of concerts. I provided leadership to the presbytery and served on a community board. I presided at weddings and funerals and provided counseling prior to both. I worked with confirmants. I supported annual stewardship campaigns. I managed conflict. I helped invite change. Etc.

8/1/2013 - 8/1/2014

Other Lilly Fellow in Theological Education
Union Presbyterian Theological Seminary
Richmond, VA

Fall Semester- Solo Teaching a Theology Elective, "Church and Ministry: Seeking Theological Meaning Then and Now"; Spring Semester- Co-teaching "Theology II" with Dr. Dawn DeVries

Served on a Seminary Faculty Committee and attended Faculty meetings.

Preached in Seminary chapel.

Worked on my dissertation.

6/1/2011 - 7/1/2013

Church Parish Associate

The Village Church

Nashville, TN

(Urban, 101-250 members)

I served on a preaching team after the founding pastor of this Afrikancentric New Church Development left. We met monthly to discern together the appropriate focus for the month ahead and the scripture that best spoke into this. I also presided at table as needed and supported the Session. I provided some strategic planning support to the congregation earlier on. And I tried to help facilitate a healthier relationship between this predominately African American congregation and the predominately white congregation who hosted them.

7/1/2010 - 2/1/2011

Church Temporary Supply Pastor/Worship Leader

First Presbyterian Church

Lebanon, TN

(Town, 101-250 members)

I served as a bridge pastor, primarily planning and leading worship and preaching for a seven month period after a difficult pastoral departure. I helped to stabilize the community.

9/1/2009 - 5/15/2011

Other Teaching Fellow

Vanderbilt University Divinity School

Nashville, TN

In the following courses, I facilitated discussion sections, providing tutoring, and graded many papers. I did some lecturing as well.

Constructive Theology I- Dr. Douglas Meeks

Constructive Theology II- Dr. John Thatmanil

Constructive Theology II- Dr. Paul DeHart

Senior Seminar- Bishop Joseph Pennel

7/14/2002 - 7/1/2008

Church Solo Pastor

First Presbyterian Church

Lowville, NY

(Village, 101-250 members)

This was a fully immersive introduction to ministry. I believe I engaged in virtually every aspect of ministry one might encounter. Some highlights included:

Moderating session and strengthening our officer training

Planning and leading worship including preaching on a weekly basis

Coordinating a team of volunteer youth group leaders and serving as a youth group leader and confirmation teacher

Cultivating multiple sustained adult education opportunities-- Bible Studies, Theology studies, Topical seminars, etc.

Supporting increase in local hands-on mission.

Providing extensive pastoral care including home, hospital, and care facility visitation, care of families after deaths, pre-marital counseling and wedding officiting. Was also trained as a Stephen Leader and supported Stephen Ministry.

Support of stewardship and long range planning and all committees.

Re-established Board of Deacons.

Supported re-design of Sunday School for children.

Supervised a small staff.

Sang with a newly formed praise team.

Managed conflict.

Provided substantial leadership at the presbytery level.

Served on a community board.

Worked on community organizing around houselessness.

1/1/2000 - 6/1/2002

Other Educational Assistant
McCormick Theological Seminary

Chicago, IL

Clerical support and grading, planning of some lessons, discussion facilitation, in following courses/groups:

Introduction to Theology- Drs. Anna Case-Winters and Robert Cathey

Adjunct Faculty- Co-Teacher of Study Methods Course for International Students

Educational Assistant, Introduction to Biblical Studies- Drs. Sarah Tanzer, Melody Knowles, Ted Hiebert

Learning Partner/Co-Facilitator of Women's Conversation Group, McCormick Language, Resource, and Writing Center

8/1/1998 - 8/1/1999

Other Assistant, Co-Team Leader
L'Arche Syracuse
Syracuse, NY
Sharing life with adults with development disabilities and helping to support the functioning of a home.

Med management

Scheduling

Facilitating team meetings

Companionship with a core member (person with disability)

Being present with core members.

Support a core member through her dying process and the community upon her death.

Cooking, cleaning, personal care.

Leading community prayer.

Cooperating in shared leadership in a home.

Service to the Greater Church

1/15/2021 - 3/15/2022

Member of Strategic Planning Team

Presbytery of the Cascades

I served on a team who worked to develop mission and vision statement for the Presbytery in consultation with many throughout the presbytery.

6/19/2018 - 4/19/2022

Member of the Presbytery Leadership Commission

Presbytery of the Cascades

This is the council for our presbytery, making decisions to advance the mission of the presbytery in between assembly meetings. I served on the PLC through a time of great transitions.

6/19/2018 - 4/19/2022

Chair of Communications and Technology Team

Presbytery of the Cascades

I facilitated this team that administered technology grants to congregations, oversaw our communication forums and our emergency communication policy, and facilitate workshops for the presbytery on communications and technology. I was the primary communicator for the team. I also served on the search time to hire a new communications manager.

1/1/2017 - 5/1/2017

Convener of Team

Presbytery of Wabash Valley

I served as convener of a team to revitalize

Commissioned Ruling Elder Education.

6/1/2016 - 6/30/2016

Teaching Elder Commissioner and Vice-Moderator of Committee

General Assembly

I was selected as vice moderator of the peacemaking and international issues committee and moderated some complex committee decision-making processes and spoke in plenary as well.

1/1/2015 - 5/1/2017

Member of Leadership Team, Vice Moderator,

Moderator

Presbytery of Wabash Valley

Served on the Presbytery council and eventually as vice moderator (planning worship for presbytery assembly meetings) and moderator of the presbytery assembly.

1/1/2015 - 1/1/2017

Clerk of LeadershipSearch Team

Presbytery of Wabash Valley

In my short time in the Presbytery of Wabash Valley we sought and hired a new presbytery leader and stated clerk. I served as the record keeper for our team.

5/24/2010 - 5/26/2010

Guest Instructor

Pastoral Enrichment for Transitions in Ministry

Program, Synod of Mid-America

Designed and led a course on pastoral imagination for newer pastors in the Synod of Mid-America.

1/15/2005 - 6/1/2008

Co-Dean and Instructor

Presbytery of Utica- Lay Academy

I helped to organize and teach in the lay academy we founded in order to prepare ruling elders for commissioning or pulpit supply. I helped design the curriculum and served as theology instructor.

6/1/2003 - 6/1/2008

Chair of Committee on Preparation for Ministry

Presbytery of Utica

I was initially a member and then a chair of this committee that supported inquirers and candidates preparing for ministry and facilitated the assessment of readiness for ministry.

12/1/2001 - 6/30/2006

Member

General Assembly Theological Task Force on Peace, Unity, and Purity

Served on this diverse body particularly providing leadership in process and group facilitation. I also traveled around the country interpreting our work.

7/1/1999 - 8/1/1999

Young Adult Coordinator

Presbyterian Peacemaking Conference

Facilitated discussion and community among young adults in the 1999 peacemaking conference at montreat.

6/1/1997 - 6/30/1997

Youth Advisory Delegate

General Assembly

Served on churchwide partnerships committee and in plenary, provided some worship leadership support as well.

9/1/1994 - 6/1/1998

Member

General Assembly Peacemaking Advisory Committee
Served on this national committee supporting the
peacemaking ministries of our denomination

6/1/1994 - 6/30/1994
Youth Advisory Delegate
General Assembly
Served on the Peacemaking, Christian Education, and
Stewardship committee.

7/1/07 - 8/1/2007
Conference Pastor
Women's Connection Conference at Montreat
Provided one on one counsel to conference
participants.

Statement of Faith

I BELIEVE...

God creates. Out of chaos and through infinite love, God spun this world and all therein into existence and God continues to create in love and power. In every birth, in every place, on every day, the signature of the Holy Creator can be witnessed. This source of all being and of my being defies description and causes me to reach beyond the limits of my vision and my existence. This mysterious, beautiful Creator God is utterly transcendent.

God sustains. Through the gift of the Holy Spirit, God continually reveals Godself that the children of God might be sustained. This immanent God is in and of all things and is revealed through the Spirit in relationship. To be sustained is not merely to survive. To be sustained is to be fed and nurtured that one might grow and that one might not stagnate. The Holy Spirit comforts and disturbs that such growth may be invited and stimulated. Mere comfort would fail to motivate a seeking of that which is beyond us. The disturbance of the Spirit calls us to relationship with God who is not only immanent, but is also transcendent.

God redeems. Though we are a people created in the image of God, we are a broken people. We are born of great love, but we struggle to live into this love and into the fullness of God's promise. We have been endowed with power that we often neglect, deny, or abuse. We participate in the destruction and desecration of God's good creation while we worship idols of our own creation. This brokenness places us in desperate need of God. Though we do not deserve and cannot earn the redemption of God, God meets us where we are by becoming fully human, by making Godself a concrete, visible entity who feels as we feel, and suffers as we suffer. God made Godself known to us through Jesus Christ out of a profound love. God experienced human death at the hands of the human failings of fear, greed, and control as the ultimate witness to this love and as a powerful message of what God is willing to do for our salvation. My hope rests in the knowledge that Christ indeed lives and is eternal and cannot be boxed. Christ is my light and my companion. Christ's teachings and example from his time on earth challenge and affirm me and call me to a radically different existence. Christ's transcendent presence heals and empowers me. In Christ Jesus is the perfect manifestation of the transcendent and immanent God.

This creative, sustaining, redemptive God has given humanity many gifts and perhaps the greatest gift of all is that of community. The Church is God's community, Christ's body on earth, drawn together by the power of the Holy Spirit. Through the refreshing and renewing waters of Baptism, the infinite grace of God is affirmed and a covenant relationship with an individual is initiated that is celebrated by and embodied in the covenant community of God, the church. In Eucharist, this relationship is celebrated, community is defined, and the body is nourished to do the work it is called to do. This community has been blessed with Holy words inspired by God and recorded in Scripture. The writings of the Hebrew Scriptures and the New Testament, illuminated by the Holy Spirit, offer guidance and inspiration and paint a picture of God's vision of peace and justice that we are to pursue. Through the sacraments and through praise and worship, life and the living God are celebrated and uplifted.

Optional Links

Day One Podcast - A Sermon on Mark 13 and an interview - <https://day1.org/weekly-broadcast/6729f13c6615fb0a80000f71/view>

Seeking to Build a Bridge - A blog that is inactive at the moment but contains reflections, sermons, and liturgical writing. - <https://sarahbuildsbridges.wordpress.com/>

Lecture at San Francisco Theological Seminary - On September 12, 2018, I was a guest lecturer at San Francisco Theological Seminary, lecturing on "Understanding Racism and a Theology of Sin" - <https://www.youtube.com/watch?v=1dNAknYSSIA>

References

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Sexual Misconduct Self Certification

I certify below that no civil, criminal, or 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.

Committee Notes

No

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Sarah Sanderson-Doughty

Connectional Presbyter

The search committee of Presbytery of West Virginia has recommended an
Annual Salary of

Cash Salary	\$ 33,000.00
Housing Allowance	\$ 42,000.00
Home office Allowance	\$ 480.00
Total Gross Pay	<u>\$ 75,480.00</u>
SECA Allowance	\$ 6,249.74

Board of Pension premiums to be paid on your behalf:

2026 Medical Member only	\$ 16,761.25
Pension (8.5% of actual salary)	\$ 6,415.80
Death & Disability (1% of actual salary)	\$ 754.80
Temp Disability (.5% of Actual Salary)	\$ 377.40
Continuing Education Allowance:	\$ 2,600.00

Total Compensation Package **\$ 108,638.99**

Moving Expenses \$ 20,000.00

Vouchered Travel for 2026 will be reimbursed at the IRS allowable rate (for 2026 .725¢ per mile)

Additional allowances as specified in the personnel policy:

Time off

Paid Vacation	4 weeks
Continuing Education	2 Weeks
Sick Leave	6 Days (cumulative up to 18 work weeks)
Personal Day	1 day for Birthday