

**SALEM PRESBYTERY
COUNCIL REPORT
JULY 19, 2008
Norman Whitney, Moderator**

The Council met on May 8, 2008 and June 12, 2008 at Presbytery's Office. The following minutes reflect information and actions taken.

Presbytery's staff was able to return to the Presbytery Office in April, having been forced to abandon the premises early in January. The Special Mold Remediation Sub-committee indicated that follow-up tests were very good and that total expense for the repairs was \$16,000; Presbyterian Disaster Assistance paid \$10,000.

Willie Garvin, Business Manager and Treasurer for Salem Presbytery, retired on June 13 having served this Presbytery for 19 years, the longest serving member of the staff; she served the Presbyterian Church USA for 44 years. Willie was honored at a reception at Presbytery's Office and will be honored at the next meeting of Presbytery.

Wanda Daubenmeyer, who was employed as Business Manager by the Council on recommendation from the Personnel Committee in a conference call on May 22, was introduced. Her references were impeccable and her qualifications outstanding. Her benefit package is: Salary: \$52,000; Dental benefits:\$330.60; Pension and medical benefits:\$16,380. Council will be recommending to Presbytery that she be elected Treasurer of Salem Presbytery with all the powers pertaining thereto.

Representatives from RSI, Michael Vilardo and Al Oliver, gave a detailed report of their planning study which was conducted to assess the feasibility of successfully conducting a \$2.6 million capital fundraising campaign on behalf of Salem Presbytery. Funds raised during this campaign would support existing new church developments and plant new churches.

With data gathered from personal interviews, online surveys, focus groups, and the NCD Committee, Mr. Vilardo and Mr. Oliver gave specific positive factors such as enthusiasm for the new neighborhoods and new Presbytery staff members; agreement on the need to reach out to our region's growing population and changing demographics; and moderately high expectations for financial giving. The challenges include a perceived lack of communication from the Presbytery to local churches; competition from other philanthropic campaigns, and a relatively low percentage of respondents who indicated willingness to serve as Presbytery campaign volunteers or in positions of campaign leadership.

RSI suggests that additional work needs to be done in the next six months before launching any campaign. They cited increased clergy support, increasing neighborhood involvement, instigating a thorough assessment of existing new church developments, and considering revisions to the stated goals of the campaign (perhaps including mission/redevelopment, etc.). Having things in good order before launching the campaign, rather than doing so in the early stages of the campaign, will cut down the length and probably enhance the results. Council will recommend to the Presbytery that it move forward with the next investigative phase of the campaign to further test the viability/success factors over the next six months.

Rev. Jay Banasiak, Chair of the EQUIP Support Team (EST), presented a new model of structuring the EQUIP Area of Ministry within the new structure of Salem Presbytery. The model replaces the old "cluster" model with a new and creative environment for Educational Ministries in all aspects of the church. After briefly describing the history of the EST, Jay described the key aspects of the model which include:

*The model depends on a network of Neighborhood Partners who commit to communicate with the EST and provide occasional leadership for one another

- *A network of shared leadership & camaraderie among the congregations of Salem Presbytery, particularly within the three neighborhoods
- *Increases communication between the committees of the EQUIP Area of Ministry
- *Establishes a presence and responsibility as a Team within the new presbytery structure
- *Congregations work together to provide Educational Ministries for one another

EQUIP Support Team key aspects:

- *Ideal membership of 12 people, not including Associate Presbyter
- *Team members commit to serve on an annual basis (January-December), by September for the following year
- *Members can serve up to 5 years consecutively, with minimum 1 year off following the 5th year
- *Staffed by the Nominating Committee, as positions are vacated
- *Membership is made up from all three neighborhoods
- *Mix of educators, elders, pastors: could include other staff or laypersons
- *BOOK OF ORDER-mandated diversity
- *Moderator and Clerk selected or renewed from within the Team on an annual basis
- *Encouraged to rotate the Moderator position among the neighborhoods

Jay then offered a few examples of how the model might function, such as Partners working together to plan an education event or a youth rally day; maintaining a database of resources; and pointing congregations in the right direction when assistance with education-related ministries are needed.

Council affirmed the existence and presence of EQUIP as a team that has responsibility for giving guidance for Educational Ministries. Council asked that EQUIP assure that we have representation on the NC Campus Ministry Board. Time on the docket at the July meeting of Presbytery was granted for addressing Education/Lifelong Learning/Leadership Development.

Sam Marshall, General Presbyter, distributed POLICY & PROCEDURES FOR SEXUAL MISCONDUCT PREVENTION (Updated July 2007) and reminded Council of the importance of this information. Council approved asking the Committee on Ministry and EQUIP Support Team to make guidelines and a timetable for a workshop on sexual misconduct education and child abuse.

Sam also talked about the Acts 16:5 (“the churches were strengthened in the faith and grew daily in numbers”) Initiative which is designed to help congregations engage in a deliberate process of congregational transformation and to affirm past and present ministries while planning for the future. He distributed copies of THE TRAVAIL OF THE PRESBYTERY written by Joseph D. Small from the Office of Theology and Worship which traces the evolution of the presbytery from Calvin and Knox.

Note: The General Presbyter indicates that pursuant to Council’s advice at the May meeting regarding the request from the Lake Norman Fellowship being permitted to sell a portion of their land, that he has written a letter requesting that he, Lemuel Garcia, and perhaps Stated Clerk, Mack Dagenhart visit with the session to discuss how Presbytery might work with them and enjoy a relationship of mutual support.

Mack Dagenhart discussed the many requests for time on the docket of the next Presbytery meeting. Council encouraged the use of neighborhood meetings, electronic means/meetings and written information to assist in imparting information. Invitations to Julia Thorne, an Immigration Attorney at the GA office, to speak at the October meeting of Presbytery, and Helen Locklear from the Board of Pensions to speak at the July meeting of Presbytery were approved by Council. Mack also spoke about the need for churches to host the meetings of Presbytery in 2009.

Willie Garvin, Business Manager and Treasurer, reported the following:

- *The financial audit for 2007 was very good, and there is \$32,716 in unspent funds.

Presbytery will need to act to receive the audit

*Council approved distributing the extra \$32,716 as follows: using \$27,716 for transition costs such as moving expenses for new staff; and \$5000 for staff transportation costs in light of higher gas prices. Any unexpended funds will go to Salem Neighborhood Assistance (SNAP).

Council noted that a SNAP (Salem Neighborhood Assistance Program) grant has been approved for El Buen Pastor in the amount of \$10,000. The Rowan County Hispanic Ministries has also received a \$10,000 SNAP grant. The total SNAP grants for the Central Neighborhood are thusly \$20,000, the total allowed for Central Neighborhood. The Western Neighborhood SNAP grant fund remains at \$10,000; the Eastern Neighborhood SNAP grant fund at \$20,000.

Ron Bowie and Steve McCutchan were asked to help the Council examine the mission and purpose of Council in our new model. A brief manual stating the role of this "envisioning" Council, composition, function of connectors and council, and Trustee responsibilities was distributed. Time will be spent working on these issues at future meetings.

Trustee Actions:

1. Reynolda Presbyterian Church (which was dismissed "with its property" in 1987) is considering the sale of some of its property once deeded to Salem Presbytery's predecessor, Concord Presbytery, but Council agreed that we have no interest in pursuing claims to any property at Reynolda Presbyterian Church since it was dismissed from the PC(USA).
2. The D.P. Foust Trust, shared by Springwood Presbyterian Church, Salem Presbytery, and New Hope Presbytery, is not of sufficient size to warrant a court appointed trustee. The Clerk of Court's office has advised that the court would favorably entertain a motion to dissolve the trust and distribute the assets to the three parties with their concurrence. Council agreed that discussion continue and there be consideration of dissolving the trust.

RECOMMENDATIONS:

1. That Presbytery receive the audit of 2007 financial records.
 2. That Presbytery elect Wanda Daubenmeyer Treasurer of Salem Presbytery with all the powers pertaining thereto.
 3. That Presbytery move forward with the next investigative phase of the capital fundraising campaign. Council will review the plan/financial proposal from RSI before deciding whether to accept their proposal, or seek other bids for such a campaign.
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