

**ONE HUNDRED SEVENTEENTH STATED MEETING  
MINUTES OF SALEM PRESBYTERY**

**FEBRUARY 20, 2018**

The One Hundred Seventeenth Stated Meeting of Salem Presbytery, held on Tuesday, February 20, 2018 at Highland Presbyterian Church, Winston-Salem, North Carolina, was called to order with prayer by the Presbytery Moderator, the Rev. Stephen W. Scott at 9:00 a.m.

**ENROLLMENT**

Commissioners		Commissioned Ruling Elders	13
Elders	73	Christian Educators	3
Ministers	102	Corresponding Members	2
		Administrative Staff	2
		Stated Clerk	1
		<b>TOTAL:</b>	<b>196</b>

The following Ministers were enrolled: (+visitors –36) 232

**A-F:**

Marybeth Asher-Lawson, Taylor Barner, Kaye Barrow-Ziglar, Timothy Bates, Sidney F. Batts, Joe Blankinship, Erin Bowers, Kenneth L. Broman-Fulks, Olen Bruner, Thomas Burleson, Kathryn Campbell, Virginia Christman, Lindsey Altvater Clifton, Christy Clore, W. Kevin Conley, Lindsay Conrad, Frank Covington, Newton Cowan, Nancy Jo Dederer, Franklin M. Dew, Will Eads, David Ealy, John Elam, Terri Engle, Carlton A.G. Eversley, Larry Freeman, Dana Fruits.

**G-L:**

Jonathan Gaska, Brian Gawf, Diane Givens-Moffett, Kyle Goodman, William Stephen Hannah, Randy Harris, Marti Reed Hazelrigg, Jennie Leake Hemrick, William B. Heyward, Bryan Hovey, Charles H. Howell, Felicia Stewart Hoyle, William M. Hoyle, James Robert Jackson, Karen Ware Jackson, John Johnson, Vicki Jones-Johnson, Sandra M. Kern, Ki Seok Kim, Barrie Miller Kirby, Jacqueline Lyn Kunkle, Thomas J. Labonte, Jay Lambeth, Emily Schlaman Larsen, Eric Paul Larsen, Debbie Ann Layman, Charlie Lee, Robert E. Lee.

**M-R:**

Inger Manchester, Touré Marshall, Donald McCann, Patrick McElwaine, Bryan McFarland, Ken Meeks, Judson J. Milam, John L. Milholland, Raymond P. Mims, Jr., Alfredo Miranda, Susan E. Moorefield, Stephen A. Moss, Josh Musser-Gritter, Lara Musser-Gritter, Glenn Otterbacher, Jeffrey P. Paschal, S. Curtis Patterson, Samuel Perkins, Floyd Peter Peterson, Kim Priddy, John Pruitt, Paul Rhodes, Brian Rummage.

**S-Z:**

Stephen W. Scott, John Senior, Howard Sherrill, Paul Irving Sink, Jay Dale Smith, Jeffrey S. Smith, Stevan A. Snipes, Laura M. Spangler, William Stacey Steck, Courtney Stevens, Samuel Stevenson, John Stuart Taylor III, Ernest T. Thompson III, Katie Barrett Todd, Mason M. Todd, Andrew Taylor Troutman, E. Dale Walker, Randolph T. Wellford, Elinor Ware Wilburn, Daniel C. Wilkers, Nancy Cole Williams-Berry, Alicia Wilson, Virginia Wood, A. Lee Zehmer.

The following Ministers asked in advance to be excused from this meeting of Presbytery:

Amanda Anderson, Jay Banasiak, Donald Barbour, Steve Braswell, Kellie Browne, Samuel Dansokho, Melissa Davis, Christopher F. East, Lou McAlister East, Lee Ellenwood, Sandra Lee Greene, Hye Jin Hwang, Kathryn Conlan Lee, Mitzi Lesher-Thomas, Troy Lesher-Thomas, Joel Long, Sam Marshall, Rosa Miranda, Rebecca Todd Peters, Paul N. Ridolfi, Ronald Lowell Shive, Burwell Shore, Jeffrey Sockwell, J. Grantham Sutphin.

The following Ministers were not present and did not request an excuse from this meeting of Presbytery:

A-L:

Margaret Almeida, Kathryn Beach, Frederick Beck, Kent Berry, Thomas A. Brown, Hilton J. Cochran, Jill Yvette Crainshaw, Neil Wayne Dunnivant, Jonathan H. Freeman, Larry W. Freeman, Kenneth Griffin Gatewood, Carter B. Gillespie, Robert J. Goforth, Stephanie Hankins, Peter Hazelrigg, Elizabeth Inman, Dorothy C. Jacobs, Cynthia Douglas Keever, Randal V. Kirby, Khelen Rhodes Kuzmovich, William F. Lawrence, Jr., Insook Lee, Amanda Davee Lomax.

M-Z:

Amanda Maguire, Francis Rivers Meza, Richard Osmer, Jo Nygard Owens, Carl Parsons, Steve Macon Pharr, Andre Resner Jr., Mark Alan Sandlin, Mark Wallace Sinnett, Erich W. Thompson, Leigh Wisner, Tom Wray.

The following Churches were enrolled by the attendance of their elected Elder Commissioners:

A-D

**Alamance** Kirby Ward, Ken Carraway, **Asheboro First** Terry Lawrence **Bethany (Graham)** Jean Payne, Bethany **(Statesville)** William Campbell, **Bethel** Sherri Amoriello, **Bixby** Carter Robertson, **Boone First** Dean Gropper, **Burlington First** Dick Cannon, Tom Whitaker, **Calvary** Betty Agnew-Wasson, **Church of the Covenant** Barbara S. North, **Church of the Cross** Kaye Peebles, **Clemmons** Anne Welch, Gail Sharpe, **Community in Christ** Michael Edens, **Concord** Penny Hedrick, **Covenant** Annette M. Collins.

E-J

**Elkin** Rusty Tysor, **Flat Rock** Nina L. Ellis, **Forest Hills** Linda Greene, **Francisco** Greg Collins, **Franklin** Frank Thomason, **Grace** Patricia Roberts, **Greensboro First**, Susan Devaney, Atim Idika, Layne King, Ashley Stewart, **Griers** Bill Morris, **High Point First** Ann Byerly, Shanon Stover, **Highland** Martha Neely, Elizabeth Gee, **Immanuel** Tory Blankinship, **Jamestown** Bob Craver.

K-R

**Lexington First** Craig Miller, **Lloyd** Rachel P. Jackson, **Logan** Lee Woods, **Madison** Carolyn Hughes, **Mebane First** Thomas Vinson, **Mocksville First** Barbara Johnson, **Mount Jefferson** Richard McPhatter, **Mt. Tabor** Douglas Hall, **Mount Vernon** Catrelia Hunter, **North Wilkesboro**, Dan Day, **Oak Ridge** Brad Morton, **Parkway** Tom Nelson, **Pilot Mountain First** Sherri Collins, **Pleasant Grove** Paul T. Gresik, **Prospect** Rick Lyerly, **Reid Memorial** LaQreshia Bates-Harley **Reidsville First** Kate Harrell.

S-Z

**Saint Andrews** Fred B. Knott, Jr., **Saint Paul (Greensboro)** Johnnie Miller, **Salisbury First** Kathy Sanborn, Gwynne Shoaf, **Sedgefield** Myra Montgomery, **Shady Side** Ken Davis, **Springwood** Mike Griggs, **Starmount** David Buchanan, **Statesville First** Jim Tarman, Bill Long, **Stony Creek** J. Leo Boswell, **Third Creek** Pam Horne, **Thomasville First** Sue Langfitt, **Thyatira** David Hall, **Trinity(Salisbury)** Alfreda B. Cowan, **Trinity (Winston-Salem)** Tom Hedgecock, **Unity** James Moore, **Westminster (Greensboro)** Larry Hooker, Denise Booe, Laura Hochstein, Dottie Henderson.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

A-L:

Allen Temple, Baird's Creek, Bethesda (Ruffin), Bethesda (Statesville), Beulah, Boonville First, Cameron, Cleveland, Collinstown, Cooleemee, Cross Roads, Danbury Community, Dellabrook, Dogwood Acres, Eben-ezer, Ebenezer, El Bethel, Fairmont, Faith, Fellowship, Fieldstone, Fifth Creek, Freedom, Glendale Springs, Glenwood, Graham, Greenwood, Guilford Park, Gulf, Hawfields, Hills, John Calvin, Joyce, Kernersville First, Korean First, Lake Norman Fellowship, Lansing, Laurel Fork, Lexington Second, Love Valley.

M-Z:

Milton, Mocksville Second, Mt. Airy First, Mount Vernon Springs, New Creation Community, New Salem, Oakland, Oakview, Old Providence, Piedmont, Pine Hall, Pine Ridge, Pittsboro, Red House, Rumble Memorial, Saint James, Saint Paul (High Point), Salisbury Second, Sandy Ridge, Shallowford, Shiloh (Burlington), Shiloh (Statesville), Siler City, Smyrna, Sparta, Speedwell, Spencer, Stoneville, Tabor, Taylorsville, Trinity (Elon), Vandalia, Wentworth, Yadkinville, Yanceyville.

The following Church Educators were enrolled: Darryl Ray, Lynn Turnage, Dianna Wright.

The following Commissioned Ruling Elders (Lay Pastors) were present: William Bates, Jim Beard, David Boger, Doug Brinkley, Bill Browder, Tom Burleson, Sr., Sidney Crunk, John Groff, James Harley, Nita Henderson, Samuel Jenkins, Fred Terry, Parks Williams.

Stated Clerk present: David Vaughan

Corresponding Member present: Michael Erwin, Church Campaign Services, Dennis Testerman, Charlotte Presbytery

The following Administrative Staff were present: Laurie Scott and Peggy Trenchard.

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#### CALL TO ORDER AND OPENING PRAYER

The Moderator, the Rev. Stephen W. Scott, called the meeting to order at 9:00 a.m. and constituted the meeting with prayer.

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#### MORNING WORSHIP AND CELEBRATION OF THE LORD'S SUPPER

Salem Presbytery was led in worship by the Rev. Randy Harris, Pastor of Highland Presbyterian Church, Rev. Debbie Layman, Associate Pastor of Highland Presbyterian Church, Rev. Courtney Stevens, Associate Pastor of Highland Presbyterian Church, and Elder Dianna Wright, Associate Presbyter of Salem Presbytery. Elder Dianna Wright brought the message, "Saving God's World from the World We Live In" using scripture passages from Deuteronomy 30:11-20 and Matthew 25:31-46. The Lord's Supper was celebrated following the sermon.

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#### WELCOME FROM HOST CHURCH

The governing body was welcomed by Rev. Randy Harris, Highland Presbyterian Church, Winston-Salem, North Carolina. Information regarding the arrangements for this meeting was presented.

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#### QUORUM

The Stated Clerk, Elder David Vaughan, advised the Moderator that a quorum was present for conducting the business of Presbytery.

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#### APPROVAL OF DOCKET

The docket was presented by the Moderator of Salem Presbytery, the Rev. Stephen W. Scott. No additional new business had been received by the Stated Clerk.

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#### **ACTION:**

1. Presbytery approved the docket.
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#### WELCOME AND REPORT FROM THE MODERATOR AND INTRODUCTIONS

Elders attending Presbytery for the first time were recognized and welcomed by the Moderator. Corresponding Members were also recognized.

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#### GREETINGS FROM ECUMENICAL GUEST

The Rev. Worth Green, pastor of New Philadelphia Moravian Church, Winston-Salem, brought greetings from the Provincial Elders Conference of the Moravian Church Southern Conference. He emphasized our common work and ministry in Winston-Salem and wished Salem Presbytery well in its mission.

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#### GREETINGS AND PRESENTATION FROM SALEM PRESBYTERY STAFF

Associate Presbyter Bryan McFarland, Associate Presbyter Dianna Wright brought prayers, and Hispanic Mission Evangelist Alfredo Miranda brought greetings, and announcements to Salem Presbytery.

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#### STATED CLERK'S REPORT Elder David Vaughan, Stated Clerk

#### **FOR INFORMATION:**

#### **Session Minutes Reviews:**

Former Stated Clerk, Mack Dagenhart, will be reviewing minutes immediately following today's meeting.

**Annual Statistical Reporting:**

30 churches in Salem Presbytery have not entered anything into the database of the Office of the General Assembly. The system is closed to churches, but Presbytery staff has a small window of time to input these statistics.

Churches are encouraged to fill out the Salem Information Form for 2018 and the Necrology for 2017 and turn those in to the Presbytery office.

**Sexual Misconduct Prevention and Child/Youth Protection Policy:**

The Stated Clerk has asked the EQUIP Task Force to collaborate with COM to develop a Child and Youth Protection Policy to be presented at the May meeting. This is now a requirement for each council of the Church according to a new constitutional amendment now in the Book of Order.

**FOR ACTION:**

**Request to fill vacancy in Class of 2020 for Executive Council:**

Propose that Rev. Lindsay Altvater Clifton, Co-Pastor of Forest Hills Presbyterian Church be elected to fill this vacancy.

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**ACTION:**

2. Salem Presbytery voted to elect Rev. Lindsay Altvater Clifton, Co-Pastor of Forest Hills Presbyterian Church, to the Executive Council, class of 2020, effective January 1, 2018.

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EXECUTIVE COUNCIL  
The Rev. Diane Givens Moffett, Moderator

The Executive Council (EC) met on December 14, 2017 and January 30, 2018.

Elder Fred Terry introduced the members of the Transitional General Presbyter search committee: Elder Beth Barksdale, Rev. David Ealy, Rev. Felicia Hoyle, Elder David Parker, Rev. Ernie Thompson, and Elder Terry. The criteria for the position and the process of the search were detailed. The Rev. Stephen W. Scott was called to fill the post of Transitional General Presbyter effective March 1, 2018 for a period of 18-24 months. Elder Terry asked that Salem Presbytery concur.

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**ACTIONS:**

3. Salem Presbytery voted to affirm the call to the Rev. Stephen W. Scott as Transitional General Presbyter.

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4. The Executive Council asked that the Moderator recognize the Rev. Jeff Smith, who addressed the Presbytery concerning the work of the Dream Team.

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## For Information –

The Executive Council:

- Approved minutes of previous EC and Presbytery meetings;
  - Received updates from the “Dream Team”, the EC’s task force seeking to envision a sustainable programmatic and administrative structure and mission for the Presbytery’s future;
  - Received updates from the committee searching for a Transitional General Presbyter, noting that nine PIFs were received;
  - Celebrated the service to the EC of those whose terms are concluding: the Rev. Mark Brainerd (Westminster-Greensboro), Elder Cathy Hubbard (North Wilkesboro), and Commissioned Ruling Elder Fred Terry (Mocksville Second);
  - Elected the Rev. Diane Givens Moffett as EC’s Moderator for 2018, and the Rev. Jennie L. Hemrick as the EC’s Vice Moderator for 2018;
  - Granted signature authority for Presbytery banking to the Rev. William Hoyle, the Rev. Bryan McFarland, and Mrs. Laurie Scott;
  - Approved the docket for the February 2018 meeting of Presbytery;
  - Reflected regularly on the work, worship, and witness of Salem’s congregations and missional organizations.
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## COMMISSION ON MINISTRY

Rev. Joe Blankinship and Elder Larry Hooker, Co-Moderators

### I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

#### A. SECURING AN INTERIM PASTOR/TRANSITIONAL MINISTER

1. Concurred with the Session of **Fellowship Presbyterian Church**, Greensboro, North Carolina, in securing the **Reverend Nancy Jo Dederer** to serve as Interim Pastor for a period of 12 months, beginning January 16, 2018.

#### B. RENEWING A CONTRACT WITH AN INTERIM PASTOR/TRANSITIONAL MINISTER

1. Concurred with the Session of **John Calvin Presbyterian Church**, Salisbury, North Carolina, in renewing the interim contract with the **Reverend John A. Wilkerson, Jr.** for a period of six months beginning December 1, 2017.
2. Concurred with the Session of **Presbyterian Church of the Covenant**, Greensboro, North Carolina, in renewing the interim contract with the **Reverend Mark Sandlin** for a period of 12 months beginning December 8, 2017.

#### C. SECURING A TEMPORARY SUPPLY

1. Concurred with the Session of **First Presbyterian Church**, Pilot Mountain, North Carolina, in securing **Travis Milam** to serve as Temporary Supply for a period of six months, beginning September 1, 2017.

#### D. TEMPORARY SUPPLY RENEWAL

1. Concurred with the Session of **Saint Paul Presbyterian Church**, High Point, North Carolina, in renewing the Temporary Supply contract with **Laetitia Wells**, for a period of twelve months beginning January 1, 2018.
2. Concurred with the Session of **Collinstown Presbyterian Church**, Westfield, North Carolina, in renewing the Temporary Supply contract with the **Reverend Shaun Draughn** for a period of twelve months beginning November 1, 2017.

3. Concurred with the Session of **Mt. Tabor Presbyterian Church**, Cleveland, in renewing the Temporary Supply contract with the **Reverend Timothy Porter** for a period of twelve months beginning January 1, 2018.
4. Concurred with the Session of **Shady Side Presbyterian Church**, Lexington, North Carolina, in renewing the Temporary Supply contract with **Nathan Jones** for a period of six months beginning November 12, 2017.
5. Concurred with the Session of **First Presbyterian Church**, Pilot Mountain, North Carolina, in renewing the Temporary Supply contract with **Travis Milam** for a period of three months beginning March 1, 2018.

E. STATED SUPPLY RENEWAL

1. Concurred with the Session of the **Baird's Creek Presbyterian Church**, Vilas, North Carolina, in renewing the Stated Supply contract with the **Reverend Keith Freeman** for a period of one year beginning January 1, 2018.
2. Concurred with the Session of the **North Wilkesboro Presbyterian Church**, North Wilkesboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Steven A. Snipes** and **Wilkesboro Presbyterian Chapel** for a period of one year beginning January 1, 2018.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of the **Immanuel Presbyterian Church**, China Grove, North Carolina, in renewing the contract of **Mr. Jim Beard** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning March 1, 2018.
2. Concurred with the Session of the **Wentworth Presbyterian Church**, Reidsville, North Carolina, in renewing the contract of **Mr. Marty L. Brim** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning January 1, 2018.

B. TRANSFER MINISTER OUT OF SALEM PRESBYTERY

1. That the **Reverend Phillip Hagen** was transferred to Kendall Presbytery effective January 25, 2018.
2. That the **Reverend Richard Coble** was transferred to the Presbytery of Western North Carolina effective January 25, 2018.
3. That the **Reverend John Hartman** was transferred to Donegal Presbytery effective January 25, 2018.

C. MODERATOR OF SESSION

1. That the **Reverend Sandy Kern** was appointed Moderator of Session for **Spencer Presbyterian Church, Spencer**, North Carolina.
2. That the **Reverend Olen Bruner** was appointed Moderator of Session for **Allen Temple Presbyterian Church**, Cleveland, North Carolina.

D. MINISTER TRANSFERRING TO SALEM PRESBYTERY

1. That the **Reverend Charlie Lee** a member of Coastal Carolina Presbytery, was received by Salem Presbytery on, November 30, 2017.
2. That the **Reverend Nancy Jo Dederer**, a member of Chicago Presbytery, was received by Salem Presbytery on January 25, 2018.
3. That the **Reverend Bryan Hovey**, a member of Western North Carolina Presbytery, was received by Salem Presbytery on January 25, 2018.

4. That the **Reverend Andrew Taylor-Troutman**, a member of Peaks Presbytery was received by Salem Presbytery on October 26, 2017.

### III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

#### A. CALL EXTENDED TO MINISTER TRANSFERRING TO SALEM PRESBYTERY

##### ACTIONS:

5. The call of the **Starmount Presbyterian Church**, Greensboro, North Carolina to the **Reverend Charlie Lee** to serve as Pastor was found in order; and the terms of call (printed below) were approved and the call was placed in his hands. The effective date is February 19, 2018.

Salary	\$38,315
Housing Allowance	\$36,000
Automobile Expense	Current Fed Rate
Business/Professional	\$ 5,000
SECA	\$ 5,685
Moving Costs	\$10,000
Board of Pensions	Provided
Vacation	4 weeks
Study Leave	2 weeks
Three month Clergy Renewal Leave after seven years.	

6. The call of the **Chapel in the Pines Presbyterian Church**, Chapel Hill, North Carolina to the **Reverend Andrew Taylor-Troutman** to serve as Pastor was found in order: and the terms of call (printed below) were approved and the call was placed in his hands. The effective date is January 1, 2018.

Salary and Housing	\$67,000
Automobile Expense	\$ 2,000
Business/Profession Expense	\$ 3,000
Continuing Education	\$ 3,000
SECA Supplement	\$ 5,125.50
Moving Costs	\$10,000
Board of Pensions	Provided
Vacation	4 weeks
Study Leave	2 weeks

Full medical, pension, disability, and death benefit coverage under Board of Pensions. One month paternity leave at full pay. Three month Clergy Renewal Leave after seven years.

#### B. WELCOME LITURGY

Salem Presbytery participated in a liturgy of welcome for new members.

##### **Welcome into membership of Salem Presbytery**

*Charlie, Nancy Jo, Bryan and Andrew have been received into membership of Salem Presbytery. Let us join in celebration as they are welcomed.*

Leader: As in one body we have many members,  
and not all the members have the same function.



**People:** so we, who are many, are one body in Christ,  
and individually we are members one of another.

Leader: We have gifts that differ according to the grace given to us

**People:** prophecy, in proportion to faith;

Leader: ministry, in ministering;

**People:** the teacher, in teaching:

Leader: the exhorter, in exhortation;

**People:** the giver, in generosity;

Leader: the leader, in diligence;

**People:** the compassionate, in cheerfulness.

Leader: Let us not lag in zeal, but be ardent in spirit, serving the Lord.

*Romans 12:4-9, 11*

**ALL:** We remember with joy our common calling to serve Christ, and we celebrate God's call to our brothers and sisters in Christ as they serve among us as ministers of Word and Sacrament.

Leader: As you join us in ministry, the Presbytery remembers some of our constitutional responsibilities to ministers and congregations. *(G-3.0301)*

**ALL:** As Elders and Ministers of Word and Sacrament, we, Salem Presbytery, pledge ourselves to provide encouragement, guidance, resources and pastoral care to you as members of our presbytery.

Leader: As we join in this new relationship we reclaim our historic calling and remember the great ends of the church as stated in our *Book of Order*. Please join me as we remember that The Great Ends of the Church are:

**ALL:** The proclamation of the gospel for the salvation of humankind;  
the shelter, nurture, and spiritual fellowship of the children of God;  
the maintenance of divine worship  
the preservation of the truth;  
the promotion of social righteousness;  
and the exhibition of the Kingdom of Heaven to the world.

*(Book of Order, F-1.0304)*

Leader: Prayer

C. COMMISSIONED RULING ELDER (LAY PASTOR)

**ACTION:**

- 7. **Mr. Samuel D. Jenkins** was commissioned as the Commissioned Ruling Elder-Lay Pastor of the **Griers Presbyterian Church**, Leasburg, North Carolina, for a twelve month period beginning February 1, 2018, and he was granted permission to celebrate the Sacraments and Moderate the Session.

D. ELDERS AUTHORIZED TO CELEBRATE THE LORD’S SUPPER

**ACTION:**

- 8. **Elders Sue Moore, Cindy Ingle, Rick Purcell, Ethan Sherrod, Doug Brinkley, Fred Terry, Sue Flippin, and Dianna Wright** were authorized by Salem Presbytery to serve the Lord’s Supper in the congregations of Salem Presbytery for one year, beginning January 1, 2018.

E. PERMISSION TO APPROVE ADMINISTRATIVE COMMISSIONS

**ACTION:**

- 9. Salem Presbytery granted the Stated Clerk, David Vaughan, permission between stated meetings of Salem Presbytery to approve the Administrative Commissions selected for the installation or ordination services of Teaching Elders.

**ACTION:**

- 10. Salem Presbytery approved the following 2018 Minimum Annual Compensation for Full Time Installed Ministers of Word and Sacrament, Commissioned Ruling Elders, and Certified Christian Educators.

**2018 MINIMUM ANNUAL COMPENSATION**

**for FULL TIME INSTALLED MINISTERS OF WORD AND SACRAMENT**

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Salary	\$29,460.00
Housing Allowance (or free use of manse including utilities)	\$9,123.00
<i>(Note: If given a housing allowance it must be specified in writing and recorded in the minutes of the Congregational meeting that approves the terms of call.)</i>	
Auto Reimbursement	Provided
(This means that all business miles approved by the church’s treasurer are to be reimbursed at the current Federal Allowable Rate)	
Board of Pensions	
Pension & Disability Dues:	Provided
Medical Dues:	*Provided
(Use BOP Dues Calculator at <a href="http://www.pensions.org">www.pensions.org</a> )	

Continuing Education and/or Book Reimbursement	\$1,125
Vacation:	4 weeks
Four (4) weeks is to be defined as, twenty-eight (28) calendar days, including four (4) Sundays)	
Study Leave	2 weeks
Maternity Leave (with full pay)	2 months
or	
Paternity Leave (with full pay)	1 month
Days off per week	1 day minimum
Moving (to the field) expense reimbursement	Provided

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in the ministry (up to 10 years) should be added to the minimum salary adopted by Presbytery.

If ministers are provided with a manse in which to live, the churches to which such ministers are called are encouraged to establish an equity allowance for the minister.

In the seventh year of service, the congregation is encouraged to provide for a three-month Clergy Renewal Leave (Sabbatical), continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence.

The church may wish to include supplemental income to the Pastor for ½ of Social Security costs; the Pastor is responsible for paying 100% of this cost.

These figures do not include the cost of someone to fill the pulpit when the pastor is away, or the cost of Worker's Compensation insurance, or other similar expenses.

\* "It is the ethical duty of the church, and therefore all churches are mandated to provide 100 percent of the cost of the major medical insurance premiums to cover Teaching Elders/Certified Christian educators and members of their families." Presbytery policy as of 3/2014

*It is recommended that churches consider a 2% raise for current employees.*

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**2018 MINIMUM COMPENSATION for COMMISSIONED RULING ELDERS**

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Salary	\$19.84 per hour
In addition, there is a \$100 per year for every year of service, up to ten (10) years.	
Vacation:	4 weeks
(Four (4) weeks is to be defined as, twenty-eight (28) calendar days, including four (4) Sundays)	

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**2018 MINIMUM ANNUAL COMPENSATION**

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**for CERTIFIED CHRISTIAN EDUCATOR**

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Salary: \$38,585

Auto Reimbursement: Provided

(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal Allowable Rate)

Board of Pensions

Pension & Disability Dues: Provided

Medical Dues: \*Provided

(Use BOP Dues Calculator at [www.pensions.org](http://www.pensions.org))

Professional Development: \$1,125

Vacation: 4 weeks

Study Leave: 2 weeks

Maternity Leave (with full pay): 2 months

or

Paternity Leave (with full pay): 1 month

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in church education (up to 10 years) should be added to the minimum salary adopted by Presbytery.

These figures do not include position costs such as, Worker's Compensation, Social Security and Medicaid tax.

\* "It is the ethical duty of the church, and therefore all churches are mandated to provide 100 percent of the cost of the major medical insurance premiums to cover Teaching Elders/Certified Christian educators and members of their families." Presbytery policy as of 3/2014

*It is recommended that churches consider a 2% raise for current employees.*

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PROPOSAL REGARDING OVT-006

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Megan Gregory, on behalf of the Session and congregation of Trinity Presbyterian Church, Winston-Salem, made the following motion:

**MOTION:**

"The Session of Trinity Presbyterian Church moves that Salem Presbytery concur with OVT-006, 'On Directing the Board of Pensions and the Presbyterian Church (U.S.A.) Foundation to Divest from Fossil Fuel and Actively Invest in Securities That Focus on Renewable Energy,' with Additional Rationale."

## **ACTION:**

11. Salem Presbytery adopted the motion presented by Trinity Presbyterian Church, Winston-Salem to concur with OVT-006.

### **RATIONALE: The rationale for our motion to Salem Presbytery is two-fold:**

- **First, we believe that divesting from fossil fuel companies, and reinvesting in renewable energy, is part of a faithful response to climate change, grounded in God's call to care for Creation and love our neighbors.** Full details can be found in the original and additional rationale, but briefly:
  - Climate change threatens core commitments of our faith, which calls us to be good stewards of the Earth (Genesis 2:15) and to stand in solidarity with neighbors who are poor and vulnerable (Isaiah 58:6-10; Matthew 25:34-36).
  - In 2008, the PC(USA) affirmed the goal of limiting global warming to less than 2° C above pre-industrial levels. To meet this goal, humanity must leave at least 85% of known fossil fuel reserves unburned. Investing in fossil fuel companies, therefore, is inconsistent with our church's policy commitment, especially in light of the industry's lobbying activities against policies that would regulate greenhouse gas emissions.
  - Fossil fuel divestment will: align our investment holdings with our values raise public awareness of the urgency of taking action to mitigate climate change, and free financial resources to reinvest in creating good jobs in energy efficiency and renewable energy.
- **Second, by concurring with Additional Rationale, Salem Presbytery can ground this action in Biblical values, and highlight points that strengthen the case for the PC(USA) divesting from fossil fuels.** The proposed Additional Rationale complements the originating Presbytery's rationale by:
  - Articulating the Biblical foundations for working to mitigate climate change.
  - Outlining the current science of climate change mitigation, which shows that investing in fossil fuel companies is inconsistent with church's stated policy commitment to limiting global warming to 2° C or less.
  - Lifting up the potential of directing reinvestment in energy efficiency and renewable energy toward companies that locate in communities facing economic transition and re-train fossil fuel workers for the clean energy economy of the future.

### **Summary of OVT-006: Fossil Fuel Divestment & Renewable Energy Reinvestment**

#### **Recommendation: The Presbytery overtures the 223rd General Assembly to:**

1. Commend the Board of Pensions (BoP) and Presbyterian Foundation for creating fossil free options for participants, and the Mission Responsibility Through Investment Committee for increased engagement with companies in the Fossil Fuel industry-- actions that embody the beginning of a faithful response to the devastating and urgent reality of climate change.
2. Recognize that by continuing to hold investments in the fossil-fuel companies that most egregiously contribute to the climate crisis, the PC(USA) is complicit in harming God's creation and "the least of these" who are disproportionately affected by climate change.
3. Direct the BoP and the Presbyterian Foundation to divest from the fossil fuel industry.
4. Direct the BoP and the Presbyterian Foundation to actively seek out and invest in securities of companies whose predominant focus is in renewable and/or energy efficiency.
5. Direct the BoP and the Presbyterian Foundation to report to the 224th General Assembly (2020) about their progress in effecting recommendations 3 and 4.

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## LUNCH ADJOURNMENT

Directions for lunch plans were given by the **Reverend Randy Harris** as well as a blessing of thanksgiving for the meal. Salem Presbytery was dismissed for lunch.

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## CALL TO HEALTH Rev. Will Heyward

During the lunch hour Rev. Will Heyward, on behalf of COM, encouraged Salem Presbytery to participate in the Board of Pensions Call to Health program online. Participation at a certain level lowers health insurance deductibles for members of the health plan.

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## RECONVENE

After lunch, the Moderator reconvened Salem Presbytery with prayer.

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## PRAYERS OF THE PEOPLE

The Moderator led Salem Presbytery in a time of prayer of intercession for needs throughout the presbytery, country, and the world.

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## REPORTS

Reports were heard from the following people, committees, and agencies:

**EQUIP:** Educator Charlotte Allbright reported on behalf of the EQUIP team.

**SEND:** Rev. Ray Mims presented information on behalf of the SEND mission committee. Rev. Mims introduced Elder Brad Morton from Oak Ridge Presbyterian Church who gave a compelling testimony of his experience over the course of seventeen mission trips to Chiapas, Mexico:

**PEACE AND JUSTICE:** Rev. Stuart Taylor and Rev. Frank Dew representing the Peace and Justice Committee shared news and information. Special guest, Dennis Testerman, Moderator of Presbyterians for Earthcare and member of Charlotte Presbytery was introduced.

**PYC:** Rev. Taylor Barner and Rev. Eric Larsen on behalf of PYC highlighted the upcoming Presbyterian Youth Retreat at Camp Merrywood. The theme is "On the Path".

### **ACTION:**

**12.** Salem Presbytery endorsed the Poor People's Campaign proposed by Peace and Justice in the following Call to Faithful Resistance:

### ***Call to Faithful Resistance***

As followers of Christ and as Presbyterian Christians we believe we have a prophetic responsibility to speak truth to power whenever our government fails to live up to the standards of justice and the interests of the common good. Standing in that prophetic tradition, we remember Moses who said to Pharaoh: "Let my people go!" We recall Amos who said "Let justice roll down like a mighty water and righteousness like an ever-flowing stream". We recall the Prophet Nathan saying to King David in the midst of his betrayals and violence: "You are the man!" We listen again to Isaiah's call from God and the prophet's response: "Here I am! Send me". And our Lord and Savior Jesus Christ claimed this prophetic mantle when He strode into his nation's capital and turned over the money changers tables in the temple. This is the prophetic tradition in which we stand.

Standing in this prophetic tradition we recall how Presbyterians were among the first in our nation's history to withdraw their consent to be governed by British tyranny prompting many to call the American Revolution the "Presbyterian Rebellion". We now withdraw our consent. As teaching and ruling elders who promised to be continuously guided by our historic creeds we remember the Barmen Declaration of the Confessing Church and its dangerous affirmation that to say yes to the Lordship of Christ meant to say no to Nazi tyranny. We now feel compelled to say yes to our faith in Jesus Christ and to say no to policies of domination and exclusion being carried out in US society. And we remember 50 years ago how Dr. Martin Luther King, a contemporary prophet of our time led a poor people's campaign into Washington DC echoing the chorus of prophets who went before him. And now 50 years later, we ask Presbytery to endorse a new Poor People's Campaign in our nation's capital and we invite all members of Presbytery who feel called to commit to participation in this campaign this coming spring of 2018 ( May 13-June 21).

In this Call to Faithful Resistance we are praying for another Presbyterian Rebellion. We have come to believe that we are in a national emergency that requires us to stand firmly in our prophetic tradition and recover our prophetic voice. Therefore in order to be true to our faith and our moral traditions we must respond with faithful resistance. As faithful Christians we must say "Yes" to those things for which we stand. Similarly, we must name those things that we cannot accept and to which we must say "No". We therefore call upon members of Salem Presbytery to join us in this covenant of faithful resistance culminating in 40 days of Resistance in Washington DC. Over the past few months, the Rev. William Barber of Repairers of the Breach has organized State Coordinating committees of diverse leaders who will be identifying 1,000 people per state who will engage in nonviolent protest. Together they are weaving together a platform that addresses systemic racism, poverty, ecological devastation, the war economy, and our national morality. These leaders have been drawn from families living in extreme poverty, DACA students and their families who make up some of the 11 million undocumented immigrants in this country, mothers without health care, those who fight for \$15 minimum wage workers, moral leaders, and many other activists who see this is a time for a breakthrough and a moral revival of the heart and soul of our democracy. We are preparing ourselves for a season of nonviolent moral activism, and the people are ready! In the spring of 2018, in at least 25 state capitals and Washington, D.C., we will launch the Campaign with 40 Days of Moral Action (May 13-June 21) – educational workshops, cultural celebrations, protest, and even civil disobedience. Please join us.

#### **ACTION:**

13. Salem Presbytery approved calling on our elected representatives to support a bipartisan clean Dream Act that would provide a pathway to citizenship as well as support the reunification of families.

CREATING A CULTURE OF GENEROSITY  
Rev. Mike Erwin, Director of Church Campaign Services

Rev. Mike Erwin described the program for transforming church stewardship and generosity subsidized by Salem Presbytery. Congregations were encouraged to register and take advantage of this opportunity.

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**INSTALLATION OF PRESBYTERY MODERATOR FOR 2018-2020**

The new moderator of Salem Presbytery, Rev. Felicia Stewart Hoyle, was installed by the outgoing moderator, Rev. Steve Scott, using the following Liturgy:

**SENTENCES OF SCRIPTURE**

Moderator: Lead a life worthy of the calling to which you have been called, making every effort to maintain the unity of the Spirit in the bond of peace.

**ALL: There is one body and one Spirit,  
just as we were called to the one hope of our calling,  
one Lord, one faith, one baptism,  
one God and Father of all,  
who is above all and through all and in all. (Ephesians 4:1-6)**

**CALL TO DISCIPLESHIP**

Moderator: We are called by God to be the church of Jesus Christ, a sign in the world today of what God intends for all humankind. The call of Christ is to willing, dedicated discipleship. Discipleship is both a gift and a commitment, an offering and a responsibility.

Felicia, the grace bestowed on you in baptism is sufficient for your calling because it is God's grace. God has called you to particular service as Moderator of the Presbytery of Salem. Please answer these questions:

Who is your Lord and Savior?

Moderator-Elect: Jesus Christ is my Lord and Savior.

Moderator: Will you be Christ's faithful disciple, obeying his word and showing his love?

Moderator-Elect: I will, with God's help.

Moderator: Do you welcome the responsibility of this service because you are determined to follow the Lord Jesus, to love neighbors, and to work for the reconciling of the world?

Moderator-Elect: I do.

Moderator: Will you serve the people with energy, intelligence, imagination, and love, relying on God's mercy and rejoicing in the power of the Holy Spirit?

Moderator-Elect: I will, with God's help.



*The Moderator then addresses the assembled Presbytery:*

Moderator: Do you – members, commissioners, and educators of Salem Presbytery – confirm the call of God to our sister Felicia as Moderator of this Presbytery?

**ALL: We do.**

Moderator: Will you support and encourage her in this ministry?

**ALL: We will.**

*The Moderator leads the Presbytery in prayer:*

MODERATOR: Faithful God, in baptism you claimed us; and by your Holy Spirit you are working in our lives, empowering us to live a life worthy of our calling. We thank you for leading Felicia to this time and place. Establish her in your truth, and guide her by your Holy Spirit, that in your service she may grow in faith, hope, and love, and be a faithful disciple of Jesus Christ, to whom with you and the Holy Spirit, be honor and glory, now and forever.

**ALL: Almighty God,  
in Jesus Christ you called disciples  
and, by the Holy Spirit, made them one church to serve you.  
Let your Spirit rule your church,  
so that we may be joined  
in love and service to Jesus Christ,  
who, having gone before us,  
is coming to meet us in the promise of your kingdom.  
Amen.**

**CHARGE**

Moderator: Felicia, you are installed to service as Moderator of Salem Presbytery. Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God through him. (Colossians 3:17)

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**ADJOURNMENT AND BENEDICTION**

The new Moderator, after paying tribute to Rev. Scott, the retiring moderator, pronounced the benediction and adjourned the meeting with prayer.

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Recorded by:

Laurie Scott  
Office Manager

David Vaughan  
Stated Clerk

