

**ONE HUNDRED TWENTY-FOURTH STATED MEETING
MINUTES OF SALEM PRESBYTERY
NOVEMBER 12, 2019**

The One Hundred Twenty-Fourth Stated Meeting of Salem Presbytery, held on Tuesday, November 12, 2019 at First Presbyterian Church, High Point, North Carolina, was called to order with prayer by the Presbytery Moderator, the Rev. Felicia Stewart Hoyle at 9:00 a.m.

ENROLLMENT

Commissioners		Commissioned Ruling Elders	14
Elders	59	Christian Educators	3
Ministers	83	Corresponding Members	3
		Administrative Staff	2
		Stated Clerk	1
		TOTAL:	165
		(+visitors – 35)	200

The following is the record of ministers' attendance:

Attended:

Lindsey Altvater Clifton, Margaret Almeida, Marybeth Asher-Lawson, Taylor Barner, Kaye Barrow-Ziglar, Timothy Bates, Joseph J. Blankinship, Erin Bowers, Edward L. Boyce, Kenneth L. Broman-Fulks, Thomas Burleson, Kathryn Campbell, M. Gray Clark, William Kevin Conley, Wallace Frank Covington, Nancy Jo Dederer, Franklin M. Dew, Keith Dove, Terri Engle, Patricia Fletcher, Larry Freeman, Dana Fruits, Jonathan Gaska, Kenneth Griffin Gatewood, Kyle Goodman, Ralph (R.C.) Griffin, III, Kate Davelaar Guthrie, J. Randy Hall, Marti Reed Hazelrigg, Fredrick R. Horner, Charles H. Howell, Felicia Stewart Hoyle, William M. Hoyle, Sandra McNeill Kern, Jay Lambeth, Emily Schlaman Larsen, Eric Paul Larsen, Debbie Ann Layman, Charlie Lee, Robert E. Lee, Ruth B. Lenger, Jodi L. Lingan, Amanda Davee Lomax, Alexandra Mauney, Bryan F. McFarland, Judson J. Milam, Travis D. Milam, Raymond P. Mims Jr., Laura Kate Morrison, Stephen Moss, Josh Musser-Gritter, Lara Elene Musser Gritter, Glenn Otterbacher, Jeffrey P. Paschal, S. Curtis Patterson, Samuel Perkins, Floyd Peter Peterson, Kim Priddy, Paul Rhodes, Jessica Rigel, Brian Rummage, Frederic C. Sanford, Stephen W. Scott, Caroline Newman Sell, Nathan Scott Sell, John Senior, Ronald L. Shive, Paul Irving Sink, Jay D. Smith, Jeffrey Sockwell, Courtney Stevens, Samuel Stevenson, John Stuart Taylor, Ernest T. Thompson III, Katie Barrett Todd, Mason M. Todd, Elizabeth Troyer, Jorge Vazquez, Nancy Williams-Berry, Alicia Wilson, Leigh Wisner, Frank H. Wyche, Lee Zehmer

Excused:

Jay Banasiak, Kathryn Beach, Kellie Browne, Samuel Dansokho, Melissa G. Davis, Neil Wayne Dunnivant, John Elam, Judy Fitchett, Diane Givens-Moffett, Stephanie Hankins, Randy Harris, Evan Harrison, Jennie Leake Hemrick, William B. Heyward, Hye Jin Hwang, Dorothy C. Jacobs, John Johnson, Vicki Jones-Johnson, Barrie Miller Kirby, Randal V. Kirby, Jacqueline Lynn Kunkle, Alfredo Miranda, Rosa Miranda, Susan Moorefield, John Pruitt, James Rissmiller, Mark Wallace Sinnett, Jeffrey S. Smith, J. Grant Sutphin, Dale E. Walker

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

A-D

Alamance Graham Dail, **Asheboro First** Cheryl Russell, **Bethany (Graham)** Jean Payne, **Bethany (Statesville)** Edgar Ingram, **Bethel** Steven M. Stiles, **Bixby** Carter Robertson, **Burlington First** Jim Johnson, Wayne Abernathy, **Chapel in the Pines** Barbara Amago, **Church of the Covenant** Ann Finch, **Clemmons** Bev Sanford, John Rhyne, **Community in Christ** Bobbie Gaddy, **Concord** Della Kinney, **Covenant** Laura Gaylor, **Danbury Community** Skip Staples.

E-J

Fellowship Susan S. Harman, **Fieldstone** Warren Nelson, **Forest Hills** Lee Richie, **Greensboro First** Larry Bowden, Phyllis Parker, Sheri Evans, Louise Bristol, Teri Hammer, **Griers** Donna Kimbro, **Guilford Park** Marge Cromer, **Gulf** Hal McElroy, **High Point First** Billie Porter, Doyle Early, **Highland** Mac Taylor, Katherine Campbell, **Immanuel** Tony Blankinship, **Jamestown** Kim Schoepske, **John Calvin** Jody Blythe.

K-R

Lexington First Donna Bryan, **Logan** Elaine Woods, **Madison** Carolyn Hughes, **Mocksville First** Julie Parker, **Mount Vernon** Catrelia Hunter, **New Creation Community** Gaye Wulk, **North Wilkesboro** Pollye Pruitt, **Oak Ridge** John Carlson, **Parkway** David Robinson, **Pilot Mountain First** Darla Axtell, **Pine Ridge** Frankie Taylor, **Pittsboro** Donald McNeill, **Reidsville First** Nancy Crutchfield.

S-Z

Saint Andrews M. Eric Rimes, **Saint James** Karen Watts-Yehudah, **Saint Paul (High Point)** Doris T. Davis, **Shallowford** Lynn Watkins, **Sparta** Dave Moulton, **Springwood** Cynthia Ingle, **Starmount** Cuyler McKnight, **Statesville First** Jim Tarman, **Thomasville First** Sue Langfitt, **Trinity (Salisbury)** Annie Miller Bates, **Unity** James Moore, **Westminster** Parker Collins.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:
(All Churches in the Western Neighborhood were excused because of inclement weather.)

A-L:

Allen Temple, Bethesda (Ruffin), Bethesda (Statesville), Beulah, Boonville First, Calvary, Cameron, Church of the Cross, Cleveland, Collinstown, Cross Roads, Dellabrook, Dogwood Acres, Eben-ezer, El Bethel, Faith, Fifth Creek, Francisco, Freedom, Glenwood, Grace, Graham, Greenwood, Hawfields, Hills, Joyce, Kernersville First, Korean First, Lake Norman Fellowship, Lloyd.

M-Z:

Mebane First, Milton, Mocksville Second, Mt. Airy First, Mount Tabor, Mount Vernon Springs, New Hope, Oakland, Oakview, Old Providence, Piedmont, Pine Hall, Pleasant Grove, Prospect, Red House, Reid Memorial, Saint Paul (Greensboro), Salisbury First, Salisbury Second, Sandy Ridge, Sedgfield, Shady Side, Shiloh (Burlington), Shiloh (Statesville), Siler City, Smyrna, Speedwell, Spencer, Stoneville, Stony Creek, Tabor, Third Creek, Thyatira, Trinity (Elon), Trinity (Winston-Salem), Vandalia, Wentworth, Yadkinville, Yanceyville.

The following Church Educators were enrolled: Donna Chase, Lynn Turnage, Wes Pitts.

The following Commissioned Ruling Elders (Lay Pastors) were present: William Bates, Jim Beard, Steve Braxton, Bill Browder, Sid Crunk, John Groff, LaQreshia Bates-Harley, James Harley, Nita Henderson, Samuel Jenkins, Richard LaDew, Wayne Robertson, David Stratton, Fred Terry.

Stated Clerk present: David Vaughan

Corresponding Members present: Erika Funk, Charlotte; Danny Massie, Charleston Atlantic; Cassandra Thomas, Coastal Carolina.

Administrative Staff present: Laurie Scott, Peggy Trenchard.

CALL TO ORDER AND OPENING PRAYER

The Moderator, the Rev. Felicia Stewart Hoyle, called the meeting to order at 9:00 a.m. and constituted the meeting with prayer.

MORNING WORSHIP AND CELEBRATION OF THE LORD'S SUPPER

Salem Presbytery was led in worship by the Rev. Ken Broman-Fulks, pastor of First Presbyterian Church, High Point. Rev. Fulks preached the sermon, "Kicking the Can Down the Road" using the scripture reading from Isaiah 39:1-8. The Lord's Supper was celebrated following the sermon.

WELCOME FROM HOST CHURCH

The governing body was welcomed by the Rev. Ken Broman-Fulks, First Presbyterian Church, High Point, North Carolina. Information regarding the arrangements for this meeting was presented.

QUORUM

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

APPROVAL OF DOCKET

The docket was presented by the Moderator of Salem Presbytery, the Rev. Felicia Stewart Hoyle. The newly formed Stewardship Committee requested time for a report. This report will be added during the time for the Stated Clerk's Report.

ACTION:

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

The Moderator welcomed Salem Presbytery to the meeting and extended a special welcome to Elders attending Presbytery for the first time. Visitors and guests were also welcomed and recognized. The indigenous people who originally lived in the High Point area were recognized and honored. The Moderator encouraged Salem Presbytery to remember that while conflict can occur during the times of transition, the focus should be on love and respect.

REPORT FROM TRANSITIONAL GENERAL PRESBYTER
Rev. Steve Scott

The Rev. Steve Scott expressed his appreciation for the hospitality of First Presbyterian Church. The deaths of Salem Presbytery members, the Rev. Carlton Eversley, the Rev. Jim Wilson, and the Rev. Angus McGregor were announced with regret.

A report on the ongoing work of the Implementation team was given. The Synod of the Mid-Atlantic Assembly met in Richmond, Virginia with Rev. Steve Scott and Elder Mack Dagenhart as commissioners. Important highlights from the meeting included voting to become a Matthew 25 Synod and encouraging presbyteries to adopt that initiative as well.

News about changes and redesign of the Church Leadership Connection system was part of the information gained from the Presbytery Mid-Council Leaders meeting in Baltimore, Maryland, site of the upcoming General Assembly meeting in 2020. The Rev. Joe Blankinship also attended this gathering. General Assembly Stated Clerk, J. Herbert Nelson, reported on the challenges of collecting per capita.

Eighteen members of Salem Presbytery traveled to Birmingham, Montgomery, and Selma, Alabama as part of The Civil Rights Pilgrimage, planned and supported by the Peace and Justice task force and a grant from the Synod of the Mid-Atlantic.

All members were invited to become engaged in the work of Salem Presbytery and to offer financial support.

STATED CLERK REPORT
David Vaughan

FOR INFORMATION:

Upcoming meetings of Presbytery – 2020

2020 meeting dates have been established by the Executive Council. Salem Presbytery's upcoming meetings are as follows:

Tuesday, February 18, 2020	Clemmons Presbyterian Church, Clemmons
Tuesday, May 12, 2020	First Presbyterian Church, Boone
Saturday, August 15, 2020	Thyatira Presbyterian Church, Salisbury
Tuesday, November 10, 2020	Presbyterian Church of the Covenant, Greensboro, co-hosted by UKirk Gso (campus ministry)

Medicare Expansion in North Carolina – previous action by Salem Presbytery

At the August 2019 meeting of Presbytery, commissioners adopted a resolution regarding Medicaid expansion in North Carolina. As instructed, I forwarded this resolution to the Speaker of the NC House, the President Pro Tem of the NC Senate, to members of health-related committees of the NC General Assembly, to Governor Cooper, and to the Advisory Council on Social Witness Policy of the PC(USA). I received two acknowledgements of thanks: (a) one from a member of the staff of Representative Gailliard (Nash County/Rocky Mount), and (b) one from the Office of PC(USA) Social Witness Policy.

Annual Statistical Reporting

The season for preparing for the Annual Statistical Report is upon us. Clerks of Session will soon receive information from me in this matter.

STEWARDSHIP

Rev. Kyle Goodman and Rev. Kim Priddy

The work of the newly formed Stewardship committee was described, and Salem Presbytery was encouraged to consider contributing an additional \$130,000 to strengthen the financial standing of the presbytery as 2019 draws to a close. Time was allowed for members of Salem Presbytery to share ways in which the presbytery has had a positive impact on their lives.

PREPARATION FOR MINISTRY

Margaret Almeida and John Senior, Co-Moderators

Recommendation:

1. That the Salem Presbytery examine Blake Tickle, a member of Fellowship Presbyterian Church in Greensboro and a student at Wake Forest University School of Divinity, and that following his successful examination, he be enrolled as a Candidate for the office of Teaching Elder.
2. In accordance with G-2.0610, that the Salem Presbytery consider a motion from the CPM to allow a current student under care to take an alternative version of the Bible Context Exam.

ACTIONS:

2. Salem Presbytery voted to approve Blake Tickle's candidacy.
 3. Salem Presbytery approved an alternate version of the Bible Content Exam be given to a current student under the care of the presbytery.
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EXAMINATIONS

William Hoyle, Moderator - Debbie Layman, Vice Moderator - James Norris, Clerk

In addition to the persons whose statements are found below we examined and approved Rev. David Speering to assist in pastoral functions at First Asheboro, Rev. Sekinah Hamlin and Rev. Richard Hughes to work with Rev. Frank Dew in the pastoral leadership of St. James Greensboro

Wes Pitts

Faith Journey

My life, as with everyone, is a unique combination of experiences and people that have shaped it for good and bad. My parents divorced very early in my life and from an early age my brother and I were seemingly always moving because of custody battles or our parents' search for a partner or job. I was always having to learn how to adjust to new surroundings and new people as I bounced between parents, homes, schools, and churches so frequently, and I never really felt anywhere particular was home.

My first church experience was in Southern Baptist Church, which taught me God's love was conditional and many of those around me were not able to receive it. I remember being asked who God was, to which I replied, "love," and I was mocked by the minister in front of a large group of people. The God I was presented with wasn't of love, but of anger and fear. At the same time, I was struggling at home under a stepmother whose entire mission, it seemed to me, was to make my life miserable, as she constantly

berated me and told me I wasn't good enough. I reacted by turning into the person I was told I was, doing horribly in school, getting into frequent trouble, and having no self-worth. I was finally able to leave that home when I was 14, choosing to move in with my mom, where I was greeted with balloons on the mailbox and a sign that said, "welcome home," and for the first time I felt like I really had a home.

At my new home was my mom's girlfriend, Cheryl. Since first meeting her in the second grade, Cheryl had become a second mother, offering me love when she didn't have to at a time when I needed it most. Cheryl also reintroduced me to church, this time Presbyterian. She had me join the youth group, where I found friends and leader who cared for me and helped me see that I was a good person. Youth leaders and peers slowly built me back up to where I had self-confidence and ambition. Saint Andrews Presbyterian became a faith home for me, a place where I could explore and be given the resources to allow my faith to grow and thrive. I soon learned that my roles at the church truly made me happy and that it could be a calling for me. Through my years in the youth group, as a youth elder, going to Montreat Youth Conferences, and guidance from those around me, including pastors, I was able to discern a call to ministry. I wanted to focus on youth to ensure all children of God had a safe, caring environment in which they could grow spiritually and emotionally.

For college I chose a small Presbyterian school which I felt would help foster my calling and provide unique experiences, but during college I struggled with my faith, especially regarding theodicy, and backed away from ministry as a vocation. Without being sure of what I really believed, but knowing Jesus had to be central to it, I put new energy in exploring faith, but refocused my career goals on other ways I felt would lead me to the work of peace and reconciliation I was called to. Other paths, however, never seemed to fit and I began feeling lost. Clarity showed up in the affirmation of a call to ministry during my wedding reception while talking with a longtime friend. She knew of my struggles to figure out what I was meant to do, and simply looked at me and asked, "when are you going to just go to seminary?" I knew she was right, that pursuing ministry was the answer I'd been distancing myself from, and soon began making plans. I chose McCormick Theological Seminary because it allowed me to move to a new place and explore what faith communities looked like in a new context, while also having courses focused on the things about ministry that had begun to excite me, most notably food systems and faith. Since attending seminary I've reclaimed my faith in ways I never thought possible, but for a time I still struggled with whether I am called to congregational ministry. My time at First Statesville as the DCE has provided me the time and space needed for me to see that I do, indeed, have the skills and gifts for congregational ministry, and it's my call to help lead congregations.

Wes Pitts**Statement of Faith**

I believe in the triune God, Creator, Son, and Holy Spirit, one God known in three persons. God is love and out of love chose to create the universe and all that is in it. God created all humanity equally in the divine image, and in the garden called humanity to care for the entirety of creation. As God chose to create, so too has God chosen to offer the gift of grace, abundantly and freely. God's grace is known to humanity through God's covenantal promises and most evident in the death and resurrection of Christ.

Humanity is wholly dependent on God's grace; without grace humanity remains lost to sin. Sin is manifest through acts of selfishness, cruelty, hatred, and injustice, and separates humanity from God. Despite humanity's sins of commission and omission, God has still found value in humanity and offers grace. Although God's grace is freely given, humanity must accept the gift through faith. Faith is evident by our fulfillment of God's requirements that we do justice, love kindness, and walk humbly with God. While we continually fall short, we can have hope in God's steadfast love and know that God's faith in us will never fail and God's love for us will never end.

I believe in Jesus Christ, who is Emmanuel, God with us. While Jesus was fully divine and with God from the beginning, he was also fully human and walked the earth. Through Jesus' life and death, humanity has been claimed for God. Jesus lived as an example for all, a testament of God's abundant grace and call for justice, through whom we have been shown the reality of God's reign. We can know we act in faith when we fulfill Christ's call: that we love God, love our neighbors as ourselves, offer forgiveness, feed the hungry, and choose reconciliation over separation. Jesus lived, died, and was resurrected for all and calls all to discipleship. Jesus was not only an example of how to live but gives hope for new life through him.

I believe in the Holy Spirit, who is God ever present. Through the power of the Holy Spirit God calls humanity to faith to usher in God's reign. The Holy Spirit empowers women and men alike, with no favor for any race or culture, to live out their faith in unity with one another, and thus in unity with God.

I believe that Scripture is part of God's revelation to humanity. While written by human hands, it points to God and provides a place by which all may encounter God and know of God's love. God's Word is bigger than any single understanding and all must continually seek God's unending revelation to humanity.

I believe that the church is the body of Christ. The church is called to lead by example, promote the life and saving death of Jesus, engage the power of the Holy Spirit, praise God, build communities of love, and fight against injustice. The church is to be active in its community and provide comfort and healing to all; an idle church is void of purpose and does not profess God's reign. I believe that the church should provide access to the sacraments to all: just as Christ ate with sinners, the bread and the cup should be made available to all who seek communion with Christ by the Spirit; just as Jesus was baptized and claimed as God's own, the waters of baptism should be available to all who proclaim God's claim on their life.

I believe in life eternal. No matter what, we can have hope in God's love, trusting that humanity has been claimed for God; we know God does not lose what God has claimed.

Rev. Elizabeth Troyer

Faith Journey

I grew up in the church, quite literally. It seemed as children we were always at the church. Sunday morning, evening, Wednesday nights, random days for committee work, or Saturday church events, our family was there, in the midst of it. My earliest memories are of Vacation Bible Schools and Church camps.

The church shaped me. It gave me a place to be supported and accepted and occasionally to give me correction and redirection into healthier ways of being. It was the place I felt at home throughout our many moves. I may have been the new kids at school, but I knew the church would be there with open arms, so I never felt alone.

I served the church through my childhood and adolescence. I remember being excited to light the candles, to serve as liturgist, lead music, and participate on the youth leadership council. I was ordained as an elder at age 16 and served a full term before leaving to go to college. This identity as a Presbytery Elder went with me throughout those college years. My friends saw in me a resource and a safe, welcoming place to ask questions and grow. I was able to extend to them the same welcoming community I had experienced as a child.

I also served as a camp counselor at Bluestone Camp each summer throughout college and into my seminary years. This opportunity shaped my identity as a leader who shared faith without judgment, who welcomed questions and allowed spiritual exploration. These summers shaped me because they allowed me to identify my true core of beliefs in light of the many different faith stories I would encounter over time.

Since serving the church, my faith as continued to expand with each new encounter. In hearing the stories others bring into the community, I have been able to encounter God's work in the world through the eyes of others with vastly different life experiences from my own. I have heard the stories of those who believe vastly different ideas from my own, and in that listening, learned to appreciate the "whys of their beliefs, even I don't agree with the "What" of those tenets they hold dear. It has challenged me to radical hospitality and re-define what I mean by welcoming all people into community.

As I continue in this journey with God, I hope to continue walking and talking with others throughout their life moments, learning more about the breadth and depth of Jesus' love for the world and for each person in it. I hope to be open to new experiences and new ideas, to expending my own definitions of Faith and to speak God's presence into all places, both in darkness and in light.

Jesus is the Son of God, the light of the world, and the living and reigning Lord. In his Incarnation, life, death, Resurrection, and Ascension Jesus has taken humanity into his arms and carried us to the Father. In every moment, Jesus is actively interceding on behalf of humanity with the God and on the God's behalf to humanity. Jesus does for us what we cannot do for ourselves. Despite our fallen and sinful state, Jesus reconciles humanity with the God of love; in the process he restores our broken and hurting relationships with God and each other, making it possible for us to exist in a community of love and respect.

God is the creator and sustainer of the world. From the beginning, God has cared for and tended to the world and its inhabitants, people, animals, and the created world. Maintaining an active role in the creation, God the creator reaches out and into the world to shape and reshape the creation. In the creative power of God's sovereign providence, the world and humanity are constantly being created anew and afresh, abundant with possibilities and new paths. God has foreknowledge of the paths of time. In this knowledge, God guides and directs us.

The Holy Spirit serves to unify us with Jesus. Through the communion of the Holy Spirit in our lives, it is possible for us to participate in the work of Jesus on this Earth. The Holy Spirit is the bond which brings us into communion with the Father and the Son, but also in Union with each other. The communion of the Spirit also means communion with the body of Christ. Our church and Christian communities are called and brought into being through the Holy Spirit.

This triune God has called the church into being. The sacraments and preaching of the word created community among the people of God which exists to love one another as God loves us, unconditionally, and to reach out to those outside its walls who need the message of God's love. The scriptures of the Old and New Testament are unique and authoritative witnesses to God's work in the world, inspired by the Holy Spirit and illuminated by the community of God throughout the ages. The sacraments of Baptism and Communion are the signs and seal of God's Grace and serve to mark the church as a covenant community uniting the church on earth with the eternal church in heaven.

I am a "second career" minister in the Presbyterian Church (U.S.A.), having fought with God about going to seminary for about 15 years. (I like to say, "If you fight God long enough, eventually you'll lose.") My undergraduate degree is in journalism from the University of North Carolina at Chapel Hill. I worked for 12 years as a newspaper editor-reporter-photographer in a biweekly community newspaper, and then 8 years as coordinator of a community relations/community education program with a public school system, both in my home town of Whiteville, NC.

I am a lifelong Presbyterian, having learned about God and God's love very early in my life. I am Presbyterian first because that was the church in which I was reared, and now because I agree with Presbyterian/Reformed theology. In my home church after college I taught adult Sunday School for 12 years, I was ordained a Deacon and then an Elder, and I preached occasionally in my home church beginning in my late 20s. I preached in area churches 5 to 10 times annually and I completed the first Commissioned Lay Pastor training class in my home presbytery; though I was never commissioned to serve a specific congregation, eventually I preached more than 30 Sundays a year. Throughout this time, beginning in my home church, I began to feel a sense of call to preach.

I attended Union Theological Seminary in Richmond, VA, from February 1995 through May 1998, receiving the Master of Divinity degree as part of the first graduating class from Union-PSCE after the seminary federated with the Presbyterian School of Christian Education. I was ordained a minister in the PC(USA) in July of 1998 by the Presbytery of Cincinnati. In 9 years I served one church as a called pastor for 4 years, another as a designated pastor for 4 years, and another as an interim pastor for a year. I was vice-moderator of the Committee on Ministry for 1-1/2 years, and then moderator for 3 years. I have served the past 12 years in Virginia as pastor of a church in Shenandoah Presbytery, where I served on the Committee on Ministry, the Permanent Judicial Commission, and currently the Committee on Mission and Outreach.

In my years as a minister I have identified preaching, teaching, and designing and leading worship as my greatest strengths. My own faith has both increased in measure, and deepened in conviction, as the result of my own faith development, and sharing in the faith development of others. I mourn the shallow faith and commitment of so many in churches in our nation today, even as I stand in awe and respect of those exemplary and committed saints one encounters in ministry.

My wife, Elaine, and I were "high school sweethearts" who married in 1975. We have four adult children (3 in NC) and 7 grandchildren. My wife is now retired. I am not interested in retirement at this time because I still have a very strong sense of call to preach and lead worship, and to teach, both in Sunday sermons and in other venues (Sunday School, Bible Study, PW Circles, Session, etc.).

Rev. Frank Hunter Wyche**Statement of Faith**

I believe in the Triune God: Father, Son, and Holy Spirit; three Persons yet one God. I believe God is the sovereign creator and ruler of the universe, who made humanity male and female in God's image to be in relationship with God and with others.

I believe in Jesus Christ, God the Son incarnate, fully human yet fully God, whose earthly ministry of preaching, teaching and healing fully revealed God and God's love for all people. His atoning death on the cross, God's self-sacrifice, offers forgiveness and reconciliation with God; his resurrection and ascension assure us of eternal life with God.

I believe in the Holy Spirit, who opens our hearts and minds to the truth of God, and gives the gift of faith, as well as other spiritual gifts to all Christians. I believe the Holy Spirit is the inspirer of prophets, of writers of the Bible, and of all believers who are saved by God's grace. I believe the Holy Spirit is our counselor guiding us to deeper faith and understanding, and our comforter reassuring us of God's presence and love.

I believe the Bible is the written word of God, inspired by the Holy Spirit and faithfully recorded by God's people Israel as the Old Testament and the early Church as the New Testament; the unique and authoritative witness to the person and work of Jesus Christ; and a book of spiritual truth in which God reveals God to humanity, including God's love for all people and God's plan for human salvation through Jesus Christ.

I believe in the holy catholic Church, those people in every time and place saved by God's grace who will enjoy God's presence forever. The Church is the body of Christ in the world; the community of faith that proclaims, worships and serves God; that mutually supports, enables and nurtures believers, but also reaches out to nonbelievers by sharing the gospel, providing food, shelter, medical care and education, offering hope and comfort, and working for justice in the world. The Church administers the sacraments of Baptism and the Lord's Supper. Baptism receives individuals into the Church; shows God's love and claim upon us before we come to know or love God; and represents cleansing from sin, dying with Christ and rising to new life, and renewing God's covenant by which God's people are bound to God. In the Lord's Supper believers partaking of bread and wine receive by faith from the risen Lord the benefits of his death and resurrection, proclaiming his victory over sin and death even as we await his returning, rejoicing in the foretaste of God's kingdom; and then going forth to serve God with joy and thanksgiving.

I believe all people sin, which separates us from God. In Jesus Christ, God seeks to reconcile humanity to God; thus we are to proclaim to all people the good news of God's unmerited, unfailing love and unlimited grace.

Rev. Gordon Marshall

Faith Journey

Reflecting on my seven decades drives me to realize the profound presence of a living truth upon which I have always thrived, Matthew 28 b; And lo, I am with you always, even unto the end of the world. Early on, this living truth and proof of the everlasting presence of God in Jesus Christ sourced my identity, as one of the beloved children of the Father. Being an adopted child of God is the source and the seed of my hope, the security and stability of my future, and the constant motivation to live a life worthy of the calling I have received. I am remembering (always remembering) suddenly losing my young mother at 11 years old, my last living parent on November 29th in Bridgeport, Connecticut. On a cold, wet gray first of December morning with hopes of taking my Flyer Wagon to Rocky Mount, I took a brick to break apart my wagon, the last Christmas gift bought by my mother. One failed attempt after another, the wagon would not yield to my brick-slamming. Totally defeated, wet, cold, screaming at the top of my anger, I jumped up, throwing my arms (too short to box with God) to the streaming sky, railing, God why did you have to take my mother? While standing there angry, lost, confused waiting for my answer, my mother's partner, Richard Paige's, long strong, ebony fingers grasped my shoulder. My rage instantly surrendered to his calm and, encased my aching/breaking heart soothing my rage into quiet. As I grieved, I felt God's presence through the touch of another person I didn't relate to as a father or have any real liking for. This was my starting point from where I begin to grow to believe that my mother's death was not caused by God. I have come to believe that God is not the author of suffering events, but instead, He responds to us in our times of suffering with His presence. Throughout my life, from the safety of a rural Georgia boarding school to Atlanta, Georgia's Clark College, working as a M.L.King Middle School teacher, to 48 years of marriage to Sharon, parenting of 4 Black sons, serving as pastor of Black inner city churches, my experience of God's presence makes it possible for me to count each moment as meaningful, permitting me to live and serve in a world with oppression, injustice, hate, hunger, sin, and death and still not reject the world. As I am blessed to experience the presence of God I am enabled to see and feel the pain of others but not stop at accepting and experiencing only pain from pain filled moments. As a sign of God's presence in my life, I am able to experience greater wholeness of life. In all these challenges and joys, I have remembered and clung to the promise of Matthew 28b "and lo, I am with you always, even unto the end of the world."

Rev. Gordon Marshall

Statement of Faith

God

I believe God is the creator and the supreme authority throughout the universe. God has eternally existed in three persons the Father/Creator, the Son/Redeemer (Jesus Christ), and the Holy Spirit/Sustainer. In life and in death we belong to God.

Jesus Christ

I believe in Jesus Christ, the Son of God, who is the Word become flesh, Emmanuel God with us making all the difference in the face of hopeless circumstances. Christ is our source hope. Through his life, teaching, preaching, and ministry, we discover what life the meaning of covenant relation with God as our Father. Jesus lived in complete and sinless compliance to the will of God, and enjoyed an open and intimate relationship with God, as a son with a father.

The Holy Spirit

I believe this is the same Spirit who inspired the prophets and apostles, rules our faith and life in Christ through Scripture, engages us through the Word proclaimed, claims us in the waters of baptism, feeds us with the bread of life and the cup of salvation, and calls women and men to all ministries of the Church.

The Spirit gives life to humanity and all creation. I believe that the Holy Spirit proceeds from the Father and the Son and was given to the church at Pentecost. The Spirit convicts us of our sin, taking our hearts of

stone and giving us hearts of flesh, that we might repent and trust in Christ for our salvation. The Holy Spirit unites us with Christ in a mystical union, empowering us for service and comforting us in our woundedness.

The Bible

I believe that the Bible is the inspired and unfailing Word of God, and is useful for teaching, preaching, rebuking, and training.

The Scriptures are our comfort, our guide, our source for knowledge of God and God's purpose for humanity, faith, doctrine, and action

The Sacraments of the church

I believe in two sacraments; communion and baptism. In communion the church remembers Jesus's death until he comes again. In baptism the church affirms God's seal on our lives and welcomes us into the family of God.

The Mission of the Church

To strengthen God's people for ministry in obedience to Jesus Christ's command to the first disciples, Matthew 28:19

The Church is like a mother who will not forsake her nursing child, like a father who runs to welcome the prodigal home, that's the church of Jesus Christ

Rev. Hillary Bergman Cheek

Faith Journey

It was not until I was five years old that my family first began attending a church on a regular basis. My mother was raised in a Catholic household, and my father in a Methodist one. Neither of my parents felt particularly attached to the respective churches within which they had been raised and it just so happened that there was a Presbyterian church just a few blocks away from our home. We began attending Sunday services, I was baptized, and I grew to love this faith community of which we had become a part. This was a relatively small congregation, so when it came time to go through the process of confirmation, I was the only student in the class. After school each week, I would meet my youth director at a coffee shop or the Chinese restaurant near the church for my confirmation class. She was patient, kind, and took my questions seriously. I treasure those moments with my youth director, learning about theology over lettuce wraps or lattes.

Throughout high school, I found ways to become involved in the larger Church. I was a leader in an interdenominational club at my school, served on my presbytery's youth council, and looked forward to attending conferences at Montreat each summer. I loved attending Montreat youth conferences and would go on to serve on Montreat's summer staff for two years in college. As I was surrounded by so many talented, passionate, and engaging church leaders who urged others to go out and make the kingdom of God more visible in places where it may go unnoticed, God continued to plant seeds that I would later recognize as a call to ministry.

I attended a liberal arts college and quickly fell in love with the religious studies department, prompting me to change my major by the end of my second year. The profound impact that this decision had on my faith life was one conducive to a maturing and more critical analysis of my faith, religious texts, and history. I believe that through gaining a better understanding of other religions, philosophies, and movements, I also began gaining a deeper understanding of my faith.

After working at Montreat for two summers, I emailed a pastor from a Presbyterian church near my college and he invited me to meet with a few parents in the congregation and possibly serve as a youth advisor. A month later, I attended my first youth gathering at FPC Burlington and, driving home that night; tears began streaming down my face. I was partially crying out of thankfulness and partially out of fear. God had been planting seeds all along, and I was just now recognizing them. Going to seminary and becoming

a pastor were not in my plans. However, it was then that I began taking more seriously the many nudges I had felt toward ordained ministry.

After graduating from seminary, I served in a congregation as the Associate Pastor for Christian Education, working primarily with children, youth, and their families. While there, I slowly began sensing a call away from a focus on the programmatic areas of ministry and toward pastoral care and worship leadership. I joined the staff of University Presbyterian Church of Chapel Hill in May of 2018 and served as the Interim Associate Pastor until the end of this past June. I am extremely grateful for that year and the ways it helped me to confirm that pastoral care and worship are the areas in which I feel most called to serve. I am passionate about pastoral care and worship and feel as though I am most faithfully living into my identity as a pastor while engaging in these areas through visits with members, teaching, studying, and planning worship services. It is an immense privilege to step into the lives of those experiencing grief and loss, and I am deeply grateful to take part in such important and tender work. Throughout my life, God has worked through many strong and faithful communities and individuals who have reflected the love of God. I am grateful for their calls and for my own that call God helped me to understand through them.

Rev. Hillary Bergman Cheek

Statement of Faith

God alone is the creator and ruler of space and time, heaven and earth, life and afterlife, creates all people in God's own image and is alone worthy of worship. We find freedom and peace in faithful relationship with God and are shown how we should love and be gracious to one another through the assurance and example of God's love and grace. In the midst of our sin, rebellion, greed, and anger, God acts with mercy, love, compassion, and justice.

Through life and death, Christ establishes a relationship with humanity, allowing people, though imperfect, to participate in the kingdom of God. Jesus is fully human, fully divine, Savior, and Lord of all.

In resurrection, Jesus conquered sin and death, showing his divinity and care for the world and granting us grace and salvation. It is in him and his actions on our behalf that we are able to be in relationship with the triune God.

God calls us into loving relationship with God and one another, forming the Church. The Holy Spirit is ever present and breathing life into the Church, and it is through the Spirit that Jesus took the form of a man and was born of a woman on earth; bringing hope to the world. We stand in a line of great and faithful ancestors throughout time who have been touched, renewed, inspired, called, strengthened, transformed, and sanctified by the Spirit to join and contribute to a life in union with Christ and his people.

Being the Church is to worship God and care for the world that God has created and given to us, seeing all of humanity as neighbors whom we are to love. We are led to see all spaces as sacred, seeking God's presence and exemplifying God's care and faithfulness in all places and times.

In Baptism and Communion, we are claimed by the Holy Spirit and by a community of believers, promising to nurture and lead us faithfully through life. Scripture is a unique authority through which we learn about God's character and relationship with humanity, we are called into a way of living that reflects faithfulness to our creator, we hear a rich assortment of voices who have come before us and continue to speak to us, and we receive a witness to the life and works of Christ. We are led by the Holy Spirit to strive to interpret these holy works, seeing that there is no part of life nor death that has not been claimed by God.

The Church is a collection of faithful people serving and worshiping God, joined together by one creator, savior, and love. It is formed by God, headed by Christ, and inspired by the Holy Spirit. It is in this sacred community that the triune God is worshiped, the Word is preached, the sick are cared for, the weak are lifted up, the hungry are fed, and the thirsty are given the living water. Exhibiting love, forgiveness, hope, reconciliation, and unity, the Church lives and works in order to point to the God of us all and answer Christ's gentle calling into meaningful relationship with God and one another.

ACTION:

4. Salem Presbytery voted to sustain the examination of Wes Pitts and approve him for ordination.

COMMISSION ON MINISTRY
Rev. Joe Blankinship and Rev. John Johnson, Co-Moderators

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

A. SECURING A CONTRACT WITH AN INTERIM PASTOR/TRANSITIONAL MINISTER

1. Concurred with the Session of the **First Presbyterian Church**, Asheboro, North Carolina, in securing the interim/transitional contract with the **Reverend John Muse** for a period of twelve months beginning November 1, 2019.
2. Concurred with the Session of the **Community in Christ Presbyterian Church**, Greensboro, North Carolina, in securing the interim/transitional pastor contract with the **Reverend Bryan McFarland** for a period of twelve months beginning November 1, 2019.
3. Concurred with the Session of **Clemmons Presbyterian Church**, Clemmons, North Carolina, in securing the interim/transitional associate contract with the **Reverend Jodi Lingan** for a period of twelve months beginning October 1, 2019.
4. Concurred with the Session of **Faith Presbyterian Church**, Greensboro, North Carolina, in securing the interim/transitional pastor contract with the **Reverend Hillary Bergman Cheek** for a period of twelve months beginning December 1, 2019.

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

1. Concurred with the Session of the **Unity Presbyterian Church**, Woodleaf, North Carolina, in renewing the interim/transitional contract with the **Reverend William Kevin Conley** for a period of six months beginning September 11, 2019.

C. SECURING A TEMPORARY ASSISTANCE AGREEMENT

1. Concurred with the Session of **First Presbyterian Church**, Asheboro, North Carolina, in securing a Temporary Assistance Agreement with the **Reverend Dr. David Speering**, member of Charlotte Presbytery, for a period of six months beginning August 9, 2019.

D. SECURING A TEMPORARY SUPPLY

1. Concurred with the Session of **St. James Presbyterian Church**, Greensboro, North Carolina, in securing a Temporary Supply contract with the **Reverend Sekinah Hamlin**, a minister in the Christian Church (Disciples of Christ), from June 10, 2019 to January 31, 2020.
2. Concurred with the Session of **St. James Presbyterian Church**, Greensboro, North Carolina, in securing a Temporary Supply contract with the **Reverend Richard Hughes**, a minister in the Missionary Baptist Church, from June 10, 2019 to January 31, 2020.
3. Concurred with the Session of **St. James Presbyterian Church**, Greensboro, North Carolina, in securing a Temporary Supply contract with the **Reverend Frank Dew** from June 10, 2019 to January 31, 2020.

E. TEMPORARY SUPPLY RENEWAL

1. Concurred with the Session of **New Salem Presbyterian Church**, Stony Point, North Carolina, in renewing the Temporary Supply contract with the **Reverend Curtis White** for a period of twelve months beginning October 1, 2019.
2. Concurred with the Session of **Westminster Presbyterian Church**, Greensboro, North Carolina, in renewing the Temporary Supply contract with the **Reverend Caroline Sell** for a period of one year beginning July 1, 2019.

F. SECURING A STATED SUPPLY

1. Concurred with the Session of **Danbury Community Church**, Danbury, North Carolina, in securing a Stated Supply contract with the **Reverend Eric Larsen** for a period of twelve months beginning July 14, 2019.
2. Concurred with the Session of **Spencer Presbyterian Church**, Spencer, North Carolina in securing a Stated Supply contract with the **Reverend Lee Robison**, an Elder in the United Methodist Church, for a period of one year beginning January 1, 2019.
3. Concurred with the Session of **Grace Presbyterian Church**, Winston-Salem, North Carolina in securing a Stated Supply contract with the **Reverend Gordon Marshall** for a period of one year beginning September 29, 2019.

G. STATED SUPPLY RENEWAL

1. Concurred with the Session of **Bixby Presbyterian Church**, Advance, North Carolina, in renewing the Stated Supply contracts with the **Reverend Peter Peterson** for a period of twelve months beginning September 1, 2018, and September 1, 2019.
2. Concurred with the Session of **Second Presbyterian Church**, Salisbury, North Carolina, in renewing the Stated Supply contract with the **Reverend Margaret Taylor Almeida** for a period of one year beginning September 1, 2019.
3. Concurred with the Session of **St. Paul Presbyterian Church**, Greensboro, North Carolina, in renewing the Stated Supply contract with the **Reverend Dr. Jay Lambeth** for a period of one year beginning November 1, 2019.

H. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

1. Dissolved the Pastoral relationship between the **Reverend Brian Gawf** and **First Presbyterian Church**, Asheboro, North Carolina, effective August 31, 2019.
2. Dissolved the Pastoral Relationship between the **Reverend Karen Jackson** and **Faith Presbyterian Church**.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of the **Cooleemee Presbyterian Church**, Cooleemee, North Carolina, in renewing the contract of **Mr. John Groff** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning September 1, 2019.
2. Concurred with the Session of the **Siler City Presbyterian Church**, Siler City, North Carolina, in renewing the contract of **Mr. Richard LaDew** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning September 1, 2019.

3. Concurred with the Session of the **Mebane First Presbyterian Church**, Mebane, North Carolina, in renewing the contract of **Ms. Nita Henderson** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning September 1, 2019.
4. Concurred with the Session of the **Laurel Fork Presbyterian Church**, Laurel Springs, in renewing the contract of **Mr. Jeffrey Bumgarner** to serve as their Commissioned Ruling Elder-Lay Pastor for a period of one year beginning November 1, 2019.

B. TRANSFER MINISTER OUT OF SALEM PRESBYTERY

1. That the **Reverend Karen Ware Jackson** was transferred to the **Presbytery of New Hope** effective September 16, 2019.
2. That the **Reverend James Robert Jackson** was transferred to the **Presbytery of New Hope** effective September 16, 2019.
3. That the **Reverend Tommy Brown** was transferred to the **Presbytery of Western North Carolina** effective August 22, 2019.
4. That the **Reverend Sid Batts** was transferred to the **Presbytery of Coastal Carolina** effective October 24, 2019.
5. That the **Reverend Patrick McElwaine** was transferred to **National Capital Presbytery** effective October 24, 2019.
6. That the **Reverend Brian Gawf** was transferred to the **Evangelical Presbyterian Church** effective August 31, 2019.

C. MODERATOR OF SESSION

1. That **Ms. Rada Spencer** was appointed Moderator of Session for **Oakland Presbyterian Church**, Statesville, North Carolina.
2. That **Mr. Jim Beard** was appointed Moderator of Session for **Cleveland Presbyterian Church**, Cleveland, North Carolina.
3. That **Mr. David Vaughan** was appointed Moderator of Session for **Pleasant Grove Presbyterian Church**, Yanceyville, North Carolina.
4. That the **Reverend Nancy Dederer** was appointed Moderator of Session for **Faith Presbyterian Church**, Greensboro, North Carolina.
5. That the **Reverend Dr. Sam Stevenson** was appointed Moderator of Session for **Dellabrook Presbyterian Church**, Winston-Salem, North Carolina.
6. That the **Reverend Ed Boyce** was appointed Moderator of Session for **Oakland Presbyterian Church**, Statesville, North Carolina.
7. That the **Reverend Jud Milam** was appointed Moderator of Session for **Boonville Presbyterian Church**, Boonville, North Carolina.

D. ADMINISTRATIVE COMMISSION APPROVED

1. Stated Clerk approved the administrative commission to ordain the **Reverend Alexandra Mauney** to a pastoral residency at **First Presbyterian Church, Greensboro**, North Carolina, on October 13, 2019.
2. Stated Clerk approved the administrative commission to ordain the **Reverend Keith Dove** to a pastoral residency at **First Presbyterian Church, Greensboro**, North Carolina, on October 26, 2019.
3. Stated Clerk approved the administrative commission to ordain the **Reverend Allison Simmons** to a validated ministry as **chaplain at Iredell Memorial Hospital**, Statesville, North Carolina, on October 27, 2019.
4. Stated Clerk approved the administrative commission to ordain the **Reverend Changwon Seo** as Associate Pastor at **Korean First Presbyterian Church**, Greensboro, North Carolina, October 27, 2019.

E. MINISTER TRANSFERRING TO SALEM PRESBYTERY

1. That the **Reverend Elizabeth Troyer** a member of Charlotte Presbytery, was received by Salem Presbytery on September 16, 2019.
2. That the **Reverend Hillary Bergman Cheek** a member of New Hope Presbytery, was received by Salem Presbytery on October 24, 2019.
3. That the **Reverend Gordon Marshall**, a member of New Hope Presbytery, was received by Salem Presbytery on October 24, 2019.
4. That the **Reverend Frank Wyche**, a member of Shenandoah Presbytery, was received by Salem Presbytery on October 24, 2019.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. CALL EXTENDED TO MINISTER ACCEPTING A CALL IN SALEM PRESBYTERY

ACTIONS:

5. The call of the **Concord Presbyterian Church**, Statesville, North Carolina, to the **Reverend Elizabeth J. Troyer** to serve as Pastor was found in order; and the terms of the call (printed below) were approved; and that upon the signing of the Book of Ministerial Obligations, the call was placed in her hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the **Book of Order** (G-3.0307) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is November 1, 2019.

Cash Salary	\$37,300
Fair rental value of manse	\$13,590
50% of SECA	\$ 4,200
Utilities Allowance	\$ 8,000
Deferred Compensation	\$ 1,200
Business/Professional	\$ 700
Continuing Education	\$ 2,750
Moving Expense	\$ 2,000
Board of Pensions	Provided
Vacation	4 weeks
Study Leave	2 weeks
Two months maternity leave at full pay. Three-month Clergy Renewal Leave in the seventh year.	

6. The call of the **Sparta Presbyterian Church**, Sparta, North Carolina, to the **Reverend Frank Hunter Wyche** to serve as Pastor was found in order; and the terms of the call (printed below) were approved; and that upon the signing of the Book of Ministerial Obligations, the call was placed in his hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the **Book of Order** (G-3.0307) and the AAEEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is December 15, 2019.

Cash Salary	\$30,274
Fair rental value of manse	\$ 9,743
Deferred Compensation	\$ 1,200
Other Allowances	\$ 1,000
Automobile Expense	\$ 3,300
Business/Professional	\$ 500
Continuing Education	\$ 1,125
Other Allowances (Cell Phone)	\$ 600

Moving Expense	\$ 5,000
Board of Pensions	Provided
Vacation	4 weeks
Study Leave	2 weeks
Three-month Clergy Renewal Leave in the seventh year.	

B. CALL EXTENDED TO CANDIDATE ACCEPTING A CALL IN SALEM PRESBYTERY

ACTION:

- Following his successful examination, the call of the **First Presbyterian Church**, Reidsville, North Carolina, to **Charles Wesley Pitts**, a candidate under the care of Salem Presbytery to serve as Pastor was found in order; and the terms of the call (printed below) were approved; and upon the signing of the Book of Ministerial Obligations, the call was placed in his hands. The Commission on Ministry is satisfied that this congregation has complied with the EEO provisions of the **Book of Order** (G-3.0307) and the AAEEEO Policy adopted by Salem Presbytery (July 1993) in offering this part-time call, pending his successful examination and ordination. The effective date is October 8, 2019.

Cash Salary	\$38,250
Housing Allowance	\$15,000
Other Allowances	\$ 6,750
Continuing Education	\$ 1,500
Moving Costs	\$ 2,500
Board of Pensions	Provided
Vacation	4 weeks
Study Leave	2 weeks
Three-month Clergy Renewal Leave after seven years. One-month paternity leave at full pay.	

C. WELCOME LITURGY

The Moderator led Salem Presbytery in welcoming the new members recognized at this meeting.

D. COMMISSIONED RULING ELDERS (LAY PASTOR)

ACTION:

- Mr. David E. Stratton** was commissioned as the Commissioned Ruling Elder-Lay Pastor of the **Madison Presbyterian Church**, Madison, North Carolina, for a one-year period beginning October 1, 2019, and was granted permission to celebrate the Sacraments and Moderate the Session.

E. RE-COMMISSIONING OF ALL COMMISSIONED RULING ELDERS

ACTION:

- The **Reverend Jeff Sockwell** led Salem Presbytery in a service of Re-Commissioning of Commissioned Ruling Elders-Lay Pastors who are currently serving in congregations of Salem Presbytery.

F. REQUEST FOR HONORABLE RETIREMENT

ACTIONS:

- The **Reverend Donald McCann** was granted the status of Honorably Retired effective December 31, 2019 and the pastoral call with **Third Creek Presbyterian Church** of Statesville, North Carolina, was dissolved. Rev. McCann's retirement will be recognized and celebrated at the February presbytery meeting.

11. The **Reverend Terri Engle** was granted the status of Honorably Retired effective March 1, 2020. Rev. Engle's retirement will be recognized and celebrated at the February presbytery meeting.

G. PRESBYTERY MINIMUMS

ACTION:

12. Salem Presbytery approved the following proposed 2020 Presbytery minimums for compensation:

2020 MINIMUM ANNUAL COMPENSATION

for FULL TIME INSTALLED MINISTERS OF WORD AND SACRAMENT

Salary	\$30,879.00
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Housing Allowance (or free use of manse including utilities)	\$9,566.00
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(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 each year.)

Auto Reimbursement	Provided
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(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
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Medical Dues:	*Provided
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(Use BOP Dues Calculator at www.pensions.org)

Continuing Education and/or Book Reimbursement	\$1,125
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Vacation:	4 weeks
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Four (4) weeks is to be defined as, twenty-eight (28) calendar days, including four (4) Sundays)

Study Leave (including two (2) Sundays)	2 weeks
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Maternity Leave (with full pay)	2 months
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or

Paternity Leave (with full pay)	1 month
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Days off per week	1 day minimum
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Moving (to the field) expense reimbursement	Provided
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In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per years' 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 2.8% raise for all current employees

2020 COMMISSIONED RULING ELDERS MINIMUM COMPENSATION

Salary	\$20.80 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)	

2020 CERTIFIED CHRISTIAN EDUCATOR MINIMUM ANNUAL COMPENSATION

Salary:	\$40,458.00
Auto Reimbursement:	Provided
(This means that all business miles approved by the church's treasurer are to be reimbursed at the current Federal Allowable ^[1] Rate)	
Board of Pensions	
Pension & Disability Dues:	Provided
Medical Dues:	*Provided
(Use BOP Dues Calculator at 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

Days off per week 1 day

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per years' 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.

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.

* "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 2.8% raise for all current employees.

2020 MINIMUM COMPENSATION

for PART TIME MINISTERS OF WORD AND SACRAMENT NOT IN INSTALLED POSITIONS

Compensation calculated per hour \$25.50

Housing Allowance: A portion of the above compensation may be designated as "Housing Allowance" per IRS rules.

Part-time workers (less than 20 hours) are not eligible for Pension and Medical participation offered by the Board of Pensions PCUSA. However, employing organizations may offer eligible BOP products to eligible employees, and should they choose, provide some or all of the cost of the product. See www.pensions.org

Auto Reimbursement Provided

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

CHURCH GROWTH AND TRANSFORMATION Rev. Lee Zehmer, Moderator

Rev. Kim Priddy was recognized to describe the experience her congregation had with the Culture of Generosity Workshop funded by Salem Presbytery and led by Church Campaign Services. The two-year program was exceptionally beneficial in increasing their members' stewardship commitments. The program was commended to all churches in Salem Presbytery should the opportunity be provided again.

Rev. Zehmer reported that some congregations had participated in the proposed pulpit exchange, and Elders were again encouraged to visit other churches to gain new ideas to take back to their own congregations.

EQUIP
DCE Donna Chase, Moderator

Elder Donna Chase shared information about the Salem Presbytery Advocacy weekend. It will be held March 15-16, 2020. Child protection continues to be a focus of Equip, and members of the team are willing to help individual churches develop their policies in this important area.

Rev. Taylor Barner was recognized on behalf of Presbytery's Youth Council to encourage youth groups in Salem Presbytery congregations to participate in the fall Mission Project, a Potato Drop. Potatoes will be donated by the St. Andrews Society, for each youth group to bag and take to food pantries or other agencies in their respective communities. The event is to be held December 7 at Clemmons Presbyterian Church.

HUNGER
Rev. Frank Dew

Salem Presbytery provided over \$30,000 from Pennies for Hunger money to fund the seventeen 2019 Fall grant requests. This was 60% of the requested funding, and Salem Presbytery was encouraged to promote the Pennies for Hunger in their local congregations to fulfill future grant requests in their entirety.

Rev. Jess Rigel shared the process by which Alamance Presbyterian Church became a Hunger Action Congregation, the first in Salem Presbytery.

LUNCH ADJOURNMENT

Directions for lunch plans were given by Rev. Ken Broman-Fulks as well as a blessing of thanksgiving for the meal. Salem Presbytery was dismissed for lunch.

PRAYERS OF INTERCESSION AND THANKSGIVING

The Moderator reconvened the gathering of Salem Presbytery with prayers of intercession and thanksgiving for needs throughout the Presbytery, country and world.

CROSS MISSION
Rev. Erika Funk

The Rev. Erika Funk, director of CROSS Missions from Myers Park Presbyterian Church in Charlotte, showed a video and described the purpose of this ministry. It is to provide mission experiences for youth in an urban setting while furnishing lodging and specific ways to serve. Salem was encouraged to take advantage of the proximity of this opportunity and consider involving youth groups from our congregations.

CAMPUS MINISTRY
Rev. Katie Todd

The work of Campus Ministry in Salem Presbytery was described, and an appeal was made to support the ministry financially in 2019 by donating \$20.19.

PEACE AND JUSTICE
Rev. Frank Dew and Rev. Stuart Taylor, Co-Moderators

The Rev. Stuart Taylor reported on the work of the Peace and Justice Task Force which included a book study of *The Uninhabitable Earth*. The response to this study was to participate in the Global Climate Strike on September 27. Members of the Peace and Justice Task Force joined with members of New Hope Presbytery in staging a “Die In” at the Museum of Science in Raleigh, NC. Rev. Taylor showed a video of this event. Highlights from the recent Civil Rights Pilgrimage to Alabama were also shared by Rev. Jess Rigel.

MISSION COMMITTEE
Rev. Ray Mims, Moderator

The following information was given about the work of the Mission Committee:

The Mission Committee continues to sponsor mission opportunities for congregations, to assist with church mission trip planning and to encourage participation in disaster assistance efforts. Last month, the Presbytery sponsored Medical Missions trips to Ocosingo, Mexico between October 5th-20th. Over the two weeks, the medical teams provided a free clinic serving 887 patients at Los Manos de Cristo (The Hands of Christ) Clinic. (The Clinic was built through contributions from Salem congregations ten years ago.) Several hundred people received reading glasses along with medical supplies donated by congregations. Travelers packed these items in their carryon luggage to save on shipping cost. The medical travelers encounter many people suffering from intestinal diseases brought on by unsanitary drinking water. Partnering with the Wine to Water organization, the team was able to provide a large number of household water filters and trained the people how to use and maintain them. Later on, Clinic staff will visit households who received filters to see how they have impacted the health of family members.

The four weeks of medical missions annually are made possible by individuals who give of their time and expertise to provide health care to people living in abject poverty. Reading glasses and medical supplies collected by congregations help continue the care after patients leave the clinic. Additional medical staff are needed to go down on the upcoming trips in 2020. Doctors (all specialties), nurses, para-medics, pharmacists and those with Spanish language skills are needed for the upcoming trips. More reading glasses and medical supplies will also be needed (see wish list).

In addition to medical trips, youth disaster assistance trips are made during spring break weeks. A construction trip is planned for next June to help erect a worship building for a new and rapidly growing congregation in Ocosingo. Trips to other countries are being considered in the future. The Presbytery is collecting contact information for Mission leaders in Salem congregations so that mission communications can be shared. Contact information can be e-mailed or mailed to Salem Presbytery, P.O. Box 1763, Clemmons, NC 27012.

Tentative 2020 Schedule

February 1-8, 2020 Medical Trip - Ocosingo, Mex., Leader: Bill Herring, walnutcovefarm@yahoo.com
February 8-16, 2020 Medical Trip - Ocosingo, Mex., Leader: Bill Herring, walnutcovefarm@yahoo.com
April (tba) 2020 Youth Disaster Assistance trip.
June (tba) 2020 Church Construction Trip - Ocosingo, Mexico
October 3-10, 2020 Medical Trip - Ocosingo, Mex., Leader: Bill Herring, walnutcovefarm@yahoo.com
October 10-18, 2020 Medical Trip - Ocosingo, Mex., Leader: Bill Herring, walnutcovefarm@yahoo.com

COMMITTEE ON REPRESENTATION
Rev. Sandy Kern and Rev. Ray Mims, Co-Moderators

The Committee on Representation met on October 11, 2019.

The Rev. Sandy Kern presented the following report:

For Information:

1. Ministers and Elder Commissioners are encouraged to nominate individuals for service on Presbytery committees. A flyer describing committees of Presbytery, together with a nominating form, is a part of this meeting's packet.

For Action:

1. The Committee on Representation nominates the following for service on Presbytery committees:

Budget and Finance:

Class of 2022 - Ms. Ronda Tatum, Logan
 Mr. Paul Gilbert, Statesville First

Church Growth and Transformation:

Class of 2022- Rev. Jodi Lingan, Clemmons
 Rev. Stacey Steck, Thyatira

Commission on Ministry East:

Class of 2021 - Mr. (Rev.) Wes Pitts, Reidsville First

Class of 2022 - Mr. Bob Hill, Burlington First
 Mr. Thomas Vinson, Mebane First
 Ms. Sue Flippin, Bethel McLeansville
 Mr. Rick Purcell, CRE

Commission on Ministry Central:

Class of 2022 - Rev. Inger Manchester, Fieldstone
 Rev. Pat Fletcher, HR
 Rev. Brian Rummage, New Hope

Commission on Ministry West:

Class of 2022 - Ms. Penny Hedrick, Concord
Mr. Lee Woods, Logan

Committee on Preparation for Ministry:

Class of 2022 - Rev. R. C. Griffin, III, North Wilkesboro
Rev. Courtney Stevens, Highland

Examinations:

Class of 2022 - Rev. Travis Milam, Pilot Mountain First
Ms. Rebecca Sullivan, Lexington First
Rev. Sam Stevenson (adjunct), HR

Executive Council:

Class of 2022 - Ms. Mandy Santolla, CRE Pine Ridge
Mr. Sam Jenkins, Hawfields
Rev. Jeff Sockwell, Shallowford

Personnel:

Class of 2022 - Rev. Ernie Thompson, Westminster

2. The Committee on Representation nominates the following as Commissioners to the General Assembly in 2020.

Ministers:

Moderator-Elect- Rev. Paul Sink, Taylorsville
Rev. Kaye Barrow Ziglar, Logan
Rev. Jeff Paschal, Guilford Park
ALT. Rev. Kim Priddy, Sedgfield

Elders:

Dr. Beth Hooten, Burlington First
Ms. Cynthia Ingle, Springwood
Mr. Jack Hartle, Shallowford
ALT. Mr. Doug Brinkley, CRE Hills, Pine Ridge

YAAD:

Mr. Nolan Chilton, Burlington First
ALT. Ms. Messiah Reid, St. James

ACTION:

13. Salem Presbytery approved the slate of nominees for committees and the slate of nominees for Commissioners to the General Assembly in 2020.

EXECUTIVE COUNCIL

Rev. Jennie Hemrick, Moderator, CRE Fred Terry, Vice-Moderator

Elder Fred Terry presented the report from the Executive Council.

The Executive Council (EC) met on September 19 and October 17, 2019.

Regular reports were received from the Rev. Steve Scott, Transitional General Presbyter and David Vaughan, Stated Clerk.

For Information –

The Executive Council:

- Approved minutes of previous EC meetings;

- Received reports from the Personnel Committee and the Implementation Team;
- Acted upon the request of the Personnel Committee to provide severance packages and stay-bonuses for members of the administrative staff;
- Acted upon the request of the Implementation Team to list the Presbytery office property for lease;
- Acted upon the request of the Church Growth and Transformation committee to list the former Christ (High Point) church property for sale;
- Received reports on the financial status of the Presbytery;
- Reviewed and endorsed the 2020 Proposed Budget for the Presbytery, as presented by the Budget and Finance Committee;
- Approved the docket for the November meeting of Presbytery;
- Received updates on churches in particular need;
- Authorized Bill Hoyle, Laurie Scott, and Jeff Sockwell to sign Presbytery checks;
- Agreed to nominate three individuals for service on the Committee on Representation, Class of 2022;
- Reviewed community concerns, and prayed for the health of Salem congregations, pastors, and leaders.

ACTIONS:

14. Salem Presbytery elected Ruling Elder LaQreshia Bates-Harley, the Rev. Sandy Kern, and Ruling Elder Jinx Miller to a three-year term on the Committee on Representation, beginning January 1, 2020.
15. Salem Presbytery recognized the Rev. Ken Broman-Fulks, moderator of the Implementation Team who presented a video
16. Salem Presbytery recognized the Rev. Jay Lambeth who detailed the Budget and Finance Committee process in building a budget for 2020. It is hoped that the budget will be ready for approval by the February 18, 2020 meeting of Salem Presbytery.

ADJOURNMENT AND BENEDICTION

The Moderator adjourned the meeting with the benediction.

Recorded by:

Laurie Scott
Office Manager

David Vaughan
Stated Clerk

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