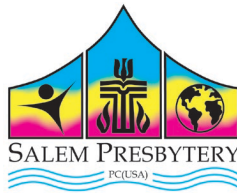


P. O. Box 1763, Clemmons, NC 27012
336.766.3393



www.salempresbytery.org

TO: Members of Salem Presbytery and Commissioned Ruling Elders
Ruling Elder Commissioners from Salem's churches
Certified Church Educators and other church staff
Guests of the Presbytery

Meeting: Tuesday, May 11, 2021

Worship will begin at 9:00 am.

PLACE: **ZOOM Virtual Platform - Registration required prior to 8am, 5/11/2021.**
Zoom credentials will be sent by email to all registrants on 5/9/2021. Save that email for use on 5/11/2021.
Register here, if you haven't already:
<https://us02web.zoom.us/meeting/register/tZwvceitqjliH9R40CEvsJRmddvnfxhlcTtJ>

Our virtual meetings, while certainly not the same as being in person, have been successful, thanks to our staff and participants. As you will see, we have important work to do at this meeting. Our plan to adjourn around 12:30pm.

We will be delighted to hear our Transitional General Presbyter, the Rev. Dr. Barbara A. Smith, preach during morning worship. The Sacrament of the Lord's Supper will be celebrated; please have elements available to participate in this holy feast.

We are grateful to the Presbytery staff and committee leadership for preparing us for our time together. We look forward to seeing you.

Paul Sink, Moderator
David Vaughan, Stated Clerk

Our Vision

By the grace of God and the working of the Holy Spirit, Salem Presbytery is a catalyst for transformational ministry, vital mission, and dynamic leadership in local congregations and worshipping communities.

9:00v **Call to Order and Opening Prayer** Rev. Paul Sink, Moderator

**Morning Worship and
Celebration of the Lord's Supper**

10:00 **Organization of Presbytery** Moderator
Establishment of Quorum Elder David Vaughan, Stated Clerk
New Business (Written proposed motions to be given to the Stated Clerk before the meeting begins.)
Approval of Docket

Moderator's Welcome Moderator
Corresponding Members (Teaching Elders from other Presbyteries and ministers of other Christian denominations)
Ruling Elder Commissioners attending for the first time
Visitors and Guests

10:15 **Transitional General Presbyter's Welcome and Report** pg. 4 Rev. Barbara Smith

10:20 **Stated Clerk Communications & Report** pg. 5 Stated Clerk

10:25 **Messages from Presbyterian organizations**
Board of Pensions Elder Elizabeth Little
Presbyterian Homes of North Carolina pg. 25 Sarah Barker
Synod's Committee on Representation pg. 26 Rev. Kaye Barrow-Ziglar
Synod Assembly report Rev. Felicia Stewart Hoyle

10:40 **BREAK**

10:45 **Commission on Ministry** Rev. Amanda Anderson, Rev. John Johnson
Quarterly Report pg. 28
Presentation of Call (Asheboro First)
Reorganization Plan for Commission on Ministry pg. 31

11:15 **Executive Council** pg. 35 Rev. Kathy Beach
Implementation Team Rev. Ken Broman-Fulks
Budget and Finance Committee pg. 38 Rev. Jay Lambeth
Stewardship Committee Rev. Kyle Goodman, Rev. Kim Priddy
Personnel pg. 45 Rev. Charlie Lee

11:45	EQUIP		Beth Hayes, Moravian Resource Center
12:15pm	Peace and Justice Task Force		Rev. Jess Rigel and Rev. Wes Pitts
12:25	Committee on Representation	pg. 48	Rev. Sam Perkins
12:30	New Business and Announcements Adjournment with Benediction		Moderator Paul Sink

Following Adjournment:

Please remain online for a brief break-out period of fellowship with a randomly-selected group of your sisters and brothers in Salem Presbytery.

Next Presbytery Meeting:
Saturday, August 14, 2021 9:00am
Virtual Meeting via ZOOM

Mission of Salem Presbytery

Salem Presbytery connects, supports, and strengthens local congregations and worshipping communities to carry out Christ's transformative work of love and justice in the church and in the world.

Good Morning Salem Presbytery! Today is my third presbytery meeting with you. And while we're still virtual, I remain thankful for the technology that has allowed us to connect whether we are next door, in another county, or another state. And as much as we long for the days that we can be fully together, reality is that a hybrid model of gathering is the new norm as it includes some that wouldn't have been able to be among us otherwise – retirees who have moved away, those serving in validated ministries who aren't able to get away but can tune in, those who are homebound due to illness or a broken-down car!

The same is true for worship! I have consistently worshipped with Salem Presbytery churches since I began my ministry among you. And as I hear stories from many of you as I "zoom" among you, many of your churches are experiencing higher numbers of people either tuning in "live" or watching recorded services. The gospel is being shared in ways we could never have imagined when we welcomed 2020.

Zoom meetings – while I admit my eyes are sometimes blurry at the end of the day – allow for more participation across the presbytery since commuting to meetings from far and wide isn't necessary. I sure get more done in a day with meetings stacked up against one another.

And while more and more people have been vaccinated, we still need to be careful! I have to admit I felt a great sense of relief this past Monday (April 26) when I was officially two weeks post second vaccine. But I still have no desire to eat at an indoor restaurant, go the movies, or spend any amount of time indoors – in public.

Yesterday (April 27), I met with members of the Transitional General Presbyter search team who now serve as a support team for me in my ministry among you. We talked about when I might venture to North Carolina, and agreed that later this Summer, after people return from vacations, might be a good time. In fact, even though our August Presbytery meeting is slated to be virtual, I'm thinking of scheduling that time to "be in town" as long as we aren't dealing with higher numbers of infections from who knows what variants. Stay tuned...

I continue to thank God for leading me to Salem, and hold you in my prayers!

Reverend Barbara Smith
Transitional General Presbyter

FOR INFORMATION:

Upcoming meetings of Presbytery - 2021

Saturday, August 14, 2021 - Virtual

Tuesday, November 16, 2021 - Location/method pending

Annual Directory

This packet contains the annual Presbytery directory, which I am required to publish. Please note that this roster includes Presbyterians only; we are grateful for those of other denominations who are faithfully serving our churches. CREs are listed only if they are serving under a current commission.

Minutes of Administrative Commissions to Ordain/Install

This packet contains the minutes, since August 2020, from Administrative Commissions to Ordain/Install a minister of Word and Sacrament.

2020 Mission Challenge Award

The income from the Mission Challenge Fund (one of our restricted investments) will be used by the Presbytery to encourage churches to increase their mission funding. Each year, the Presbytery shall select two churches each to receive 50% of the fund's income. The churches' use of the money will be restricted to a mission project of its choice. The awards include:

* To the church achieving the highest percentage increase of annual funding for the Presbytery's mission budget;

* To the church spending the highest percentage of their annual budget on mission (based upon data submitted in the 2020 Annual Statistical Report).

I will announce the recipients of the 2020 awards at this meeting of Presbytery.

FOR ACTION:

Dismissal of Administrative Commission for Oakland Presbyterian Church

At the request of the Oakland Session, I appointed in August 2019 an Administrative Commission to work with the Oakland Session to help the Session envision a future for the Oakland church. Original members of the AC included RE Sarah Davis, RE John Hoover, Rev. Paul Sink, former RE Rada Spencer, and the Rev. Stacey Steck. Rev. Sink served as moderator and has reported (along with Carol Johnson, Clerk of Session) that the AC's work is complete. I will, therefore, ask the Presbytery to dismiss the AC with its thanks.

2020 Necrology

I will ask the Presbytery to review the 2020 Necrology and I will offer a prayer of thanksgiving for these saints of God who now are in the nearer presence of our Savior, Jesus Christ.

David Vaughan
Stated Clerk

Stated Clerk Office
Active PC(USA) Members in Salem Presbytery
May 2021

108	Margaret Almeida	Stated Supply	Salisbury Second
101	Marybeth Asher-Lawson	Pastor	Springwood
103	Taylor Barner	Associate Pastor	Burlington First
101	Kaye Barrow-Ziglar	Pastor	Logan
108	Timothy Bates	Stated Supply	Calvary/Cameron
101	Kathryn Beach	Pastor	Rumple Memorial
791	Kent Berry	Therapist	Private Practice (validated)
103	Erin Bowers	Associate Pastor	High Point First
101	Steve Daniel Braswell	Pastor	Graham
101	Thom Burleson	Pastor	Parkway, Winston-Salem
101	Jeremy Cannada	Pastor	Statesville First
105	David Cagle	Interim Pastor	Guilford Park
101	Kathryn Campbell	Pastor	Fellowship
105	Hillary Bergman Cheek	Interim Pastor	Faith
641	Virginia Christman	Chaplain Dept.	WFU (validated)
105	Kevin Conley	Interim Pastor	Unity
644	Jill Y. Crainshaw	Director/Vocational	Formation Wake Forest Divinity School (validated)
701	Amanda Davee Lomax	Campus Minister	Salem College (validated)
105	Nancy Jo Dederer	Interim Pastor	Lexington First
791	Keith Dove	Pastoral Resident	Greensboro First
103	Neil Wayne Dunnavant	Associate Pastor	Greensboro First
101	David Ealy	Pastor	Hawfields
101	John Elam	Pastor	Franklin
108	Eric Faust	Temporary Supply	Bethesda, Statesville (also HR 299)
101	Dana Fruits	Pastor	Mocksville First
101	Jonathan Gaska	Pastor	Trinity, W-S
101	Grif Gatewood	Pastor	Mt. Airy First
101	Will Gipe	Pastor	Prospect
402	Diane Givens-Moffett	Exec. Dir.	Presbyterian Mission Agency LOB
101	Jon Kyle Goodman	Pastor	Alamance
701	Sandra Greene	Chaplain	Wake Forest Baptist Health
101	Ralph C. Griffin	Pastor	North Wilkesboro
101	Joshua Musser Gritter	Co-Pastor	Salisbury First
101	Lara Musser Gritter	Co-Pastor	Salisbury First
641	Stephanie Hankins	Campus Minister	ASU
101	Randy Harris	Pastor	Highland
101	James Evan Harrison	Pastor	Pittsboro
101	Marti Reed Hazelrigg	Pastor	Oak Ridge
108	Jennie Hemrick	Stated Supply	Hills
101	William B. Heyward	Pastor	Mount Jefferson
101	William M. Hoyle	Pastor	Clemmons
103	Dorothy Campbell Jacobs	Associate Pastor	Greensboro, First
101	John Johnson	Pastor	Bethany, Graham
101	Ki Seok Kim	Pastor	Korean First
103	Randal Kirby	Associate Pastor	Salisbury First

Stated Clerk Office
Active PC(USA) Members in Salem Presbytery
May 2021

701	Jacqueline Lynn Kunkle	Chaplain	Hospice of Iredell County (validated)
701	Khelen Kuzmovich	Chaplain	Resident at WFUMC
101	Emily Schlaman Larsen	Pastor	St. Andrews
108	Eric Larsen	Stated Supply	Danbury Community
103	Debbie Layman	Associate Pastor	Highland
101	Charlie Lee	Pastor	Starmount
105	Jodi Lingan	Interim Associate	Clemmons
101	Inger Manchester	Pastor	Fieldstone
101	Vicki McCain	Pastor	Church of the Cross
105	Bryan McFarland	Interim Pastor	Community in Christ
701	Francis Rivers Meza	Chaplain	NCBH (validated)
403	Rosa Miranda	Agency Staff	LOB
101	Laura Kate Morrison	Pastor	John Calvin
701	Thomas L. Nesbit	Chaplain	Alleghany County Hospice
644	Richard Osmer	Professor	Princeton Seminary (validated)
641	Glenn Otterbacher	Campus Minister	Wake Forest University (validated)
103	Samuel Perkins	Associate Pastor	Westminster, Greensboro
644	Rebecca Todd Peters	Professor	Elon University (validated)
101	Wes Pitts	Pastor	Reidsville First
101	Kim Priddy	Pastor	Sedgefield
101	John Pruitt	Pastor	Kernersville First
644	Andre Resner	Faculty	Hood Theological Seminary (validated)
101	Paul Rhodes	Pastor	Bethel, McLeansville
108	Paul Ridolfi	Stated Supply	Vandalia
103	Jessica Rigel	Associate Pastor	Alamance
101	Brian Rummage	Pastor	New Hope Presbyterian
101	Mark Sandlin	Pastor	Presbyterian Church of the Covenant
108	Caroline Sell	Temporary Supply	Westminster
108	Nathan Sell	Pastoral Resident	Greensboro First
644	John Senior	Dir. Supervised Min.	Wake Forest Divinity (validated)
103	Changwon Seo	Associate Pastor	Korean First
101	Ronald Shive	Pastor	Burlington First
701	Allison Simmons	Chaplain	Iredell Memorial Hospital
101	Paul I. Sink	Pastor	Taylorsville
101	Jay Dale Smith	Pastor	Jamestown
101	Jeffrey Steven Smith	Pastor	Boone First
108	Steven A. Snipes	Stated Supply	Wilkes Chapel
101	Jeffrey Sockwell	Pastor	Shallowford
108	Laura M. Spangler	Stated Supply	Lloyd
101	William Stacey Steck	Pastor	Thyatira
103	Courtney Stevens	Associate Pastor	Highland
101	Andrew Taylor-Troutman	Pastor	Chapel in the Pines
101	Elizabeth Troyer	Pastor	Concord
791	Erich Thompson	Liturgical Furniture	Greensboro (validated)
101	Ernest Thompson III	Pastor	Westminster

Stated Clerk Office
Active PC(USA) Members in Salem Presbytery
May 2021

641	Katie Barrett Todd	Campus Ministry	UKirk Greensboro (validated)
105	Mason Todd	Interim Pastor	Stony Creek
301	Jorge Vazquez	Pastor	El Buen Pastor (NCD)
791	Dale Walker	Chaplain	Southland Electrical
105	Dan Wilkers	Interim Pastor	Elkin
791	Alicia Wilson	CSW	Salisbury (validated)
105	Leigh Wisner	Interim Co-Pastor	Forest Hills
101	Tom Wray	Pastor	Smyrna
101	Frank Wyche	Pastor	Sparta
105	A. Lee Zehmer	Interim Pastor	High Point First

**Stated Clerk Office
PC(USA) Members-at-Large in Salem Presbytery
May 2021**

797 Amanda Anderson
797 Jay Banasiak
797 Kellie Browne
797 Hilton J. Cochran
797 Newton Cowan
797 Samuel Dansokho
797 Melissa Davis
797 Lee Ellenwood
797 Jonathan Freeman
797 Carter Gillespie
797 Robert J. Goforth
797 Peter Hazelrigg
797 Felicia Hoyle
797 Hye Jin Hwang
797 Libby Inman
797 Vicki Jones Johnson
797 William Lawrence, Jr.
797 Insook Lee
797 Touré Marshall
797 Susan Moorefield
797 Jo Nygard Owens
797 Steve M. Pharr
797 Mark Wallace Sinnett
797 Kathryn Summers
797 J. Grantham Sutphin
797 Elinor Ware Wilburn
797 Virginia Wood

Stated Clerk Office
Honorably Retired PC(USA) Ministers in Salem Presbytery
May 2021

299	Will Ackles	299	Caroline Gourley Grisette	299	Franklin L. Partridge
299	Donald Johnson Barbour	299	Randy Hall	299	S. Curtis Patterson
299	Frederick A. Beck	299	William Hamilton	299	Floyd P. Peterson
299	Joseph J. Blankinship	299	Hewon Han	299	Joseph L. Pickard
299	Jesse Bledsoe	299	William Stephen Hannah	299	A. B. Plexico
299	Ronald L. Bowie	299	Frederick R. Horner	299	Richard Qualls
299	L. Adlai Boyd	299	Charles Herbert Howell	299	Leland A. Richardson
299	Kenneth L. Broman-Fulks	299	Marcia Jaureguizar	299	Paul N. Ridolfi
299	Olen Bruner	299	William Stephen Johnston	299	James M. Rissmiller
299	Malcolm Bullock	299	Henry J. Keating	299	Russell Ritchel
299	Charles R. Carter	299	Cynthia Keever	299	Jeannette G. Rodenbough
299	Jae Chung	299	Sandy Kern	299	Charles Frederic Sanford
299	Gray Clark	299	Walt King	299	Christopher Schooley
299	Fred Coates	299	Barrie Kirby	299	Stephen W. Scott
299	Frank C. Collier	299	Thomas J. LaBonte	299	Grant M. Sharp
299	Clyde T. Cooke	299	Tom Lane	299	R. Paige Shelton
299	Frank Covington	299	George T. Lashley	299	Jerold D. Shetler
299	Richard Cox	299	Robert Eugene Lee	299	Suzanne Shoffner
299	Calvin Crump	299	William A. Leist	299	Bernard Spielman
299	Max Eugene Deal	299	Ruth Lenger	299	Delores Spielman
299	Judith Dellinger	299	Robert M. Lewis	299	John Douglas Sterrett III
299	Franklin Dew	299	S. Edwin Lewis	299	Samuel Stevenson
299	Bobby DeWitt	299	B. Paul Lindsay	299	Frank Stewart
299	James Dickens	299	David Allison Long III	299	Julia Ross Strobe
299	M. Susan Dobyms	299	Joel M. Long	299	Larry Summey
299	James Dollar	299	Gordan L. Marshall	299	John Stuart Taylor III
299	Christopher F. East	299	Samuel P. Marshall III	299	Harry S. Thomas
299	Lou McAlister East	299	Robert M. Matthews	299	Glenn Thomason
299	Stewart Ellis	299	Donald R. McCann	299	Ernest T. Thompson Jr.
299	Terri Engle	299	Stephen P. McCutchan	299	Thomas R. Vaughan
299	Martha Anne Fairchild	299	Douglas McLeroy	299	Stanley M. Voth
299	Eric M. Faust	299	Mary McNeal	299	Harold F. Waldruff
299	Judith Benson Fitchett	299	Judson Milam	299	W. Russell Ward Jr.
299	Patricia M. Fletcher	299	Raymond Mims	299	Bill Waterstradt
299	John Donald Fowler	299	Alfredo Miranda-Rodriguez	299	Randolph T. Wellford
299	James T. Frazier	299	Molly Morgan	299	Jeffrey White
299	Elijah B. Freeman, Jr.	299	Stephen A. Moss	299	Dan Wilkers
299	Larry W. Freeman	299	Kathy Muder	299	Benjamin F. Williams
299	Robert O. Freeman	299	George H. Murray IV	299	Nancy Williams-Berry
299	Harold E. Fuller	299	Donald Nance	299	R. Scott Woodmansee
299	Robert Gant	299	Arnold Nuckles		
299	Philip Gehman	299	Carl Parsons		
299	Joanne Glaser	299	David C. Partington		

Stated Clerk Office
Commissioned Ruling Elders, CRE in Salem Presbytery
May 2021

107	Bill Bates	Love Valley, Fifth Creek, Old Providence
107	Jim Beard	Immanuel
107	Jerry Blankenship	Third Creek
107	Steve Braxton	Trinity, Elon
107	Marty Brim	Wentworth
107	Doug Brinkley	Pine Ridge
107	William Browder	Mt. Vernon Springs
107	Joseph T. Brown	Dogwood Acres
107	Jeffrey Bumgarner	Laurel Fork, Fifth Creek, Old Providence
107	Sid Crunk	Glendale Springs
107	Jack Dyer	Stoneville
107	Timothy Glaser	Bethany Statesville
107	John Groff	Cooleemee
107	James Harley	Freedom, Reid Memorial
107	Richard LaDew	Siler City
107	Sue Moore	Unity
792	Rick Purcell	VM, Graham
107	Wayne Robertson	Greenwood
107	David Stratton	Madison
107	Frederick Terry	Mocksville Second

Stated Clerk Office
Certified Christian Educators in Salem Presbytery
May 2021

Charlotte Allbright, Burlington First
Sarah Beth Christie, Retired
Rachel Culler, Retired
Evelyn Edwards, Retired
Eleanor Godfrey, Retired
Jacquelyn Hall, Retired
Wynn McGregor, Retired
David Smithey, Children's Ministry
Elizabeth Welter, Retired
Samantha Wesley, Retired
Parks Williams, Retired

Elder Commissioners for each church
Effective May 11, 2021
 (Numbers remain unchanged from 2020)

Note: Please observe that, in order to improve parity between Ruling Elder Commissioners and Minister Members at Presbytery Meetings, the Stated Clerk anticipates that some of these numbers may be revised upwards this year. After input from Salem's Executive Council, I will communicate revisions with all churches prior to the August 2021 meeting of Presbytery. David Vaughan

Church	Presbytery Commissioners
Alamance Presbyterian Church	2
Allen Temple Presbyterian Church	1
Asheboro First Presbyterian Church	2
Baird's Creek Presbyterian Church	1
Bethany Presbyterian Church, Graham	1
Bethany Presbyterian Church, Statesville	1
Bethel Presbyterian Church	1
Bethesda Presbyterian Church, Ruffin	1
Bethesda Presbyterian Church, Statesville	1
Beulah Presbyterian Church	1
Bixby Presbyterian Church	1
Boone First Presbyterian Church	1
Boonville First Presbyterian Church	1
Burlington First Presbyterian Church	2
Calvary Presbyterian Church	1
Cameron Presbyterian Church	1
Chapel in the Pines Presbyterian Church	1
Church of the Covenant, Presbyterian (Greensboro)	1
Church of the Cross, Presbyterian	1
Clemmons Presbyterian Church	2
Cleveland Presbyterian Church	1
Collinstown Presbyterian Church	1
Community In Christ, Presbyterian	1
Concord Presbyterian Church	1
Cooleemee Presbyterian Church	1
Covenant Presbyterian Church (Winston- Salem)	1
Cross Roads Presbyterian Church	1
Danbury Community Church	1
Dellabrook Presbyterian Church	1
Dogwood Acres Presbyterian Church	1
Ebenezer Presbyterian Church (Jefferson)	0
Eben-ezer Presbyterian Church	1

Elder Commissioners for each church
Effective May 11, 2021
 (Numbers remain unchanged from 2020)

Note: Please observe that, in order to improve parity between Ruling Elder Commissioners and Minister Members at Presbytery Meetings, the Stated Clerk anticipates that some of these numbers may be revised upwards this year. After input from Salem's Executive Council, I will communicate revisions with all churches prior to the August 2021 meeting of Presbytery. David Vaughan

El Bethel Presbyterian Church	1
El Buen Pastor, NCD	0
Elkin Presbyterian Church	1
Faith Presbyterian Church	1
Fellowship Presbyterian Church	1
Fieldstone Presbyterian Church	1
Fifth Creek Presbyterian Church	1
Flat Rock Presbyterian Church	1
Forest Hills Presbyterian Church	1
Francisco Presbyterian Church	1
Franklin Presbyterian Church	1
Freedom Presbyterian Church	1
Glendale Springs Presbyterian Church	1
Glenwood Presbyterian Church	1
Grace Presbyterian Church	1
Graham Presbyterian Church	1
Greensboro First Presbyterian Church	5
Greenwood Presbyterian Church	1
Griers Presbyterian Church	1
Guilford Park Presbyterian Church	1
Gulf Presbyterian Church	1
Hawfields Presbyterian Church	1
High Point First Presbyterian Church	2
Highland Presbyterian Church	2
Hills Presbyterian Church	1
Immanuel Presbyterian Church	1
Jamestown Presbyterian Church	1
John Calvin Presbyterian Church	1
Joyce Presbyterian Church	1
Kernersville First Presbyterian Church	1
Korean First Presbyterian Church	1
Lake Norman Fellowship Presbyterian Church	0
Lansing Presbyterian Church	1
Laurel Fork Presbyterian Church	1
Lexington First Presbyterian Church	1

Elder Commissioners for each church
Effective May 11, 2021
 (Numbers remain unchanged from 2020)

Note: Please observe that, in order to improve parity between Ruling Elder Commissioners and Minister Members at Presbytery Meetings, the Stated Clerk anticipates that some of these numbers may be revised upwards this year. After input from Salem's Executive Council, I will communicate revisions with all churches prior to the August 2021 meeting of Presbytery. David Vaughan

Lloyd Presbyterian Church	1
Logan Presbyterian Church	1
Love Valley Presbyterian Church	1
Madison Presbyterian Church	1
Mebane First Presbyterian Church	1
Milton Presbyterian Church	1
Mocksville First Presbyterian Church	1
Mocksville Second Presbyterian Church	1
Mount Airy First Presbyterian Church	1
Mount Jefferson Presbyterian Church	1
Mount Tabor Presbyterian Church	1
Mount Vernon Presbyterian Church	1
Mount Vernon Springs Presbyterian Church	1
New Creation Community Church	1
New Hope Presbyterian Church	1
New Salem Presbyterian Church	1
North Wilkesboro Presbyterian Church	1
Oak Ridge Presbyterian Church	1
Oakland Presbyterian Church	1
Oakview Presbyterian Church	0
Old Providence Presbyterian Church	1
Parkway Presbyterian Church	1
Piedmont Presbyterian Church	1
Pilot Mountain First Presbyterian Church	1
Pine Hall Presbyterian Church	1
Pine Ridge Presbyterian Church	1
Pittsboro Presbyterian Church	1
Pleasant Grove Presbyterian Church	1
Prospect Presbyterian Church	1
Red House Presbyterian Church	1
Reid Memorial Presbyterian Church	1
Reidsville First Presbyterian Church	1
Rumple Memorial Presbyterian Church	1
Salisbury First Presbyterian Church	2
Salisbury Second Presbyterian Church	1
Sandy Ridge Presbyterian Church	1

Elder Commissioners for each church
Effective May 11, 2021
 (Numbers remain unchanged from 2020)

Note: Please observe that, in order to improve parity between Ruling Elder Commissioners and Minister Members at Presbytery Meetings, the Stated Clerk anticipates that some of these numbers may be revised upwards this year. After input from Salem's Executive Council, I will communicate revisions with all churches prior to the August 2021 meeting of Presbytery. David Vaughan

Sedgefield Presbyterian Church	1
Shady Side Presbyterian Church	1
Shallowford Presbyterian Church	1
Shiloh Presbyterian Church, Burlington	1
Shiloh Presbyterian Church, Statesville	1
Siler City Presbyterian Church	1
Smyrna Presbyterian Church	1
Sparta Presbyterian Church	1
Speedwell Presbyterian Church	1
Spencer Presbyterian Church	1
Springwood Presbyterian Church	1
St. Andrews Presbyterian Church	1
St. James Presbyterian Church	1
St. Paul Presbyterian Church, Greensboro	1
St. Paul Presbyterian Church, High Point	1
Starmount Presbyterian Church	1
Statesville First Presbyterian Church	2
Stoneville Presbyterian Church	1
Stony Creek Presbyterian Church	1
Tabor Presbyterian Church	1
Taylorsville Presbyterian Church	1
Third Creek Presbyterian Church	1
Thomasville First Presbyterian Church	1
Thyatira Presbyterian Church	1
Trinity Presbyterian Church, Elon	1
Trinity Presbyterian Church, Salisbury	1
Trinity Presbyterian Church, Winston-Salem	1
Unity Presbyterian Church	1
Vandalia Presbyterian Church	1
Wentworth Presbyterian Church	1
Westminster Presbyterian Church	4
Yadkinville Presbyterian Church	1
Yanceyville Presbyterian Church	1
Total	147

Parish A: Clusters 1 and 2

(30 churches)

Cluster 1:

1. Chapel in the Pines	207
2. Eben-ezer	43
3. Gulf	19
4. Mt. Vernon Springs	52
5. Pittsboro	91
6. Siler City	49
7. Bethany, Graham	97
8. Burlington First	954
9. Cross Roads	111
10. Graham	346
11. Hawfields	285
12. Mebane First	36
13. Piedmont	26
14. Shiloh, Burlington	53
15. Stony Creek	136
16. Trinity, Elon	24
17. Springwood	109
18. Bethesda, Ruffin	43
19. Griers	29
20. Milton	5
21. Pleasant Grove	81
22. Red House	42
23. Yanceyville	10

Cluster 2:

1. El Bethel	28
2. Greenwood	50
3. Reidsville First	138
4. Smyrna	83
5. Speedwell	50
6. Stoneville	2
7. Wentworth	28

Parish B: Cluster 3 (26 churches)

1. Alamance	562
2. Bethel	75
3. Church of the Covenant	56
4. Church of the Cross	57
5. Community in Christ	116

6. Epiphany	NCD
7. Faith	46
8. Fellowship	157
9. Forest Hills	133
10. Glenwood	70
11. Guilford Park	364
12. Greensboro First	2464
13. High Point First	538
14. Jamestown	415
15. Korean First	254
16. New Creation	22
17. Oak Ridge	357
18. St. James	204
19. St. Paul, Greensboro	31
20. St. Paul, High Point	52
21. Sedgefield	106
22. Starmount	386
23. Vandalia	38
24. Westminster	1422
25. Asheboro First	46
26. Dogwood Acres	9

Parish C: Clusters 4 and 5

(31 churches)

Cluster 4:

1. Clemmons	543
2. Covenant	69
3. Dellabrook	34
4. El Buen Pastor	NCD
5. Grace	192
6. Highland	753
7. Kernersville First	68
8. Lloyd	23
9. Parkway	216
10. St. Andrews	128
11. Shallowford	126
12. Trinity, W-S	114
13. Danbury	36
14. Pine Hall	49
15. Sandy Ridge	12
16. Elkin	173
17. Flat Rock	14

18. Madison	24
19. Joyce	7
20. Boonville First	22
21. Yadkinville	13

Cluster 5:

1. Fifth Creek	32
2. Third Creek	81
3. Old Providence	22
4. Immanuel	12
5. Cleveland	6
6. Allen Temple	33
7. Mt. Vernon	47
8. Thyatira	214
9. Unity	153
10. Mt. Tabor	173

Parish D: Clusters 6 and 7

(25 churches)

Cluster 6

1. New Hope	148
2. Lexington First	311
3. Shady Side	30
4. Thomasville First	59
5. Bixby	84
6. Cooleemee	21
7. Mocksville First	115
8. Mocksville Second	11
9. Franklin	54
10. John Calvin	55
11. Salisbury First	693
12. Salisbury Second	64
13. Spencer	46
14. Trinity, Salisbury	48

Cluster 7:

1. Statesville First	506
2. Bethany, Statesville	98
3. Bethesda, Statesville	65
4. Cameron	79
5. Oakland	39
6. Calvary	104
7. Fieldstone	107

8. Prospect	230
9. Reid Memorial	22
10. Tabor	21
11. Freedom	18

Parish E: Clusters 8, 9 & 10

(22 churches)

Cluster 8

1. Baird's Creek	40
2. Boone First	288
3. Rumble Memorial	383
4. Glendale Springs	62
5. Lansing	25
6. Mt. Jefferson	120
7. Laurel Fork	45
8. Sparta	130
9. Beulah	17
10. North Wilkesboro	232

Cluster 9:

1. Mt. Airy First	204
2. Pine Ridge	45
3. Pilot Mountain First	59
4. Hills	36
5. Francisco	32
6. Collinstown	60

Cluster 10:

1. Taylorsville	161
2. New Salem	22
3. Love Valley	29
4. Logan	114
5. Concord	186
6. Shiloh, Statesville	24

Total Membership 20,438**Total Churches** 134**Total NCD** 2

INSTALLATION OF CAROLINE SELL

The Commission appointed by Salem Presbytery to install Caroline Sell as Associate Pastor of Westminster Presbyterian Church, Greensboro, convened January 7, 2021 at 7:45 p.m.

The meeting was called to order by Stu Johnston, whom Presbytery appointed to preside. The prayer was offered by Kim Priddy. The following members and guests were present: Ministers: Amanda Joria, Kim Priddy, Nathan Sell, Ernie Thompson. Elders: Stu Johnston, Donna Peerman Spinks, Claire Utley.

Ernie Thompson was elected Clerk of the Commission. There were no guest ministers or guest elders physically present at the worship service.

After organization, a quorum being determined, the Commission joined the congregation in a virtual worship service at 9:30 a.m. on Sunday, January 17, 2021 the Moderator presiding. Nathan Sell preached the sermon using text John 1:43-51 and topic, "Calling."

Stu Johnston propounded the constitutional questions to the minister. Elaine Thompson propounded the constitutional questions to the congregation. Ernie Thompson offered the prayer of installation.

Caroline Sell was declared duly installed as Associate Pastor of Westminster Presbyterian Church, Greensboro, NC, according to the Constitution of the Presbyterian Church (U.S.A.). The Associate Pastor was charged by Amanda Joria, and Kim Priddy charged the congregation.

Caroline Sell, the newly installed Associate Pastor, pronounced the benediction. Following the service, the Commission approved the minutes via email (due to pandemic).

ORDINATION and INSTALLATION OF CASEY RIKER

The Commission appointed by Salem Presbytery to ordain and install Casey Riker as Associate Pastor of Jamestown Presbyterian Church, met at Jamestown Presbyterian Church on September 13, 2020 at 2:00 p.m.

The meeting was called to order by David Farmer, whom Presbytery appointed to preside. The prayer was offered by Jay Smith. The following members and guests were present: Ministers: Taylor Barner and Kim Priddy. Elders: Parks Williams, Chad Skordahl, and David Farmer.

Parks Williams was elected Clerk of the Commission. Guest ministers Brian Wallace and Jay Smith of PGH Presbytery, Jamestown Presbyterian Church were welcomed and invited to sit with the Commission. There were no guest elders present.

After organization, a quorum being determined, the Commission joined the congregation in a worship service at 2:00p.m., the Moderator presiding. Brian Wallace preached the sermon using text Psalm 78 and topic, "Faith of Next Generation."

David Farmer propounded the constitutional questions to the minister. David Farmer propounded the constitutional questions to the congregation. Parks Williams offered the prayer of ordination and installation.

Casey Riker was declared duly ordained and installed as Associate Pastor of Jamestown Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.).

The Associate Pastor was charged by Taylor Barner, and Kim Priddy charged the congregation.

Casey Riker, the newly ordained and installed Associate Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Taylor Barner.

ORDINATION and INSTALLATION OF RUSS KERR

The Commission appointed by Salem Presbytery to ordain and install Russ Kerr as Associate Pastor of Rumble Memorial Presbyterian Church of Blowing Rock, NC met on November 15, 2020 at 2:30pm.

The meeting was called to order by Jeff Smith, whom Presbytery appointed to preside. The prayer was offered by Jeff Smith. The following members and guests were present: Ministers: Tricia Dillon Thomas, Mary Jane Kerr Correll, Kathy Beach. Elders: Davis Hankins, Jennifer Ring, Mary “Jinx” Miller, and Kathy Early.

Davis Hankins was elected Clerk of the Commission. Guest minister Mary Jane Kerr Correll of Greater Atlanta Presbytery and guest elder Jennifer Ring of Clemmons Presbyterian Church were welcomed and invited to sit with the Commission.

After organization, a quorum being determined, the Commission joined the congregation(s) in a worship service at 3:00p.m., the Moderator presiding. Tricia Dillon Thomas preached the sermon using text Acts 8:26-40 and topic, “Journeying with Others.”

Jeff Smith propounded the constitutional questions to the minister. Kathy Early propounded the constitutional questions to the congregation. Kathy Beach offered the prayer of ordination and installation.

Russ Kerr was declared duly ordained and installed as Associate Pastor of Rumble Memorial Presbyterian Church according to the Constitution of the Presbyterian Church (U.S.A.). The Associate Pastor was charged by Mary Jane Kerr Correll and Davis Hankins charged the congregation.

Russ Kerr, the newly ordained and installed Associate Pastor, pronounced the benediction. Following the service, the Commission reconvened, read and approved the minutes, and closed its meeting with prayer by Russ Kerr.

MINISTERS:

James H. Allen	May 31, 2020
Carole F. Chase	May 21, 2020
William Reid Dalton	July 19, 2020
Charles G. Fitzpatrick	October 17, 2020
James Henderson	September 28, 2020
William F. Long	November 5, 2020
Hugh Reid Montgomery	April 21, 2020
Victor C. Scott	April 17, 2020
Billy F. Sosebee	March 11, 2020
Norman Morgan Whitney	October 23, 2020

ELDERS:

ALAMANCE	John Carson Andrews, Jr. Rossie Jennings Sharpe James Robert Hunter Harvey Lee Starr	April 15, 2020 April 25, 2020 April 26, 2020 November 30, 2020
ALLEN TEMPLE	Sallie Marie Carr	December 28, 2020
ASHEBORO, FIRST	Robert Barham Don Monroe Roberta "Chee Chee" Brown Jute Ramsey	January 1, 2020 January 7, 2020 June 18, 2020 November 29, 2020
BETHEL, MCLEANSVILLE	Vernon "Sonny" Horace Allen Jr. John Henry Key	November 18, 2020 March 20, 2020
BETHESDA, STATESVILLE	Carolyn McCoy	November 5, 2020
BOONE, FIRST	Tom Taylor	January 28, 2020
CHURCH OF THE COVENANT	Dezree Miller Bass David Wayne "Mitch" Mitcham	March 3, 2020 March 17, 2020
CHURCH OF THE CROSS, PRESBYTERIAN	Elaine R. Buie Don R. Moore W.J. (Bill) Buie	January 11, 2020 July 8, 2020 November 22, 2020

CLEMMONS	Ralph Cornwell John Herrmann Bona Allen	December 28, 2020 March 2, 2020 March 20, 2020
COMMUNITY IN CHRIST	George Pierson Donald Wayne Helms	July 24, 2020 December 5, 2020
CONCORD	Sue Ruffin Jim Sande Dan McKinney William "Bill" Summers	January 11, 2020 March 3, 2020 October 16, 2020 December 7, 2020
ELKIN	Margaret Yancey (Peggy) Dudley	April 4, 2020
FOREST HILLS	Chuck Richie	August 8, 2020
FREEDOM	Roy E. Green	September 7, 2020
GLENDALE SPRINGS	Kermit Boykin Lenna Rae Severt Stanley	June 8, 2020 July 6, 2020
GREENSBORO, FIRST	Darlene Crenshaw Young John Herman Snider James Drake Crosland	July 10, 2020 October 17, 2020 November 2, 2020
GUILFORD PARK	Peggy Hicks	February 15, 2020
HAWFIELDS	Hugh Doss Bill Covington	April 17, 2020 March 21, 2020
HIGHLAND	Sam Blythe Bill Hammond Jim Boone Whaley Batson Harnet McGraw	March 28, 2020 October 3, 2020 November 16, 2020 December 20, 2020 November 28, 2020
JAMESTOWN	Dorothy Benson Stuart Schurr	April 2, 2020 June 28, 2020
JOHN CALVIN	Mary Drinkard Key	October 19, 2020
LEXINGTON, FIRST	Marian Van Zant Robert T. "Bob" Oates, Jr.	July 11, 2020 November 11, 2020

MOUNT JEFFERSON	Sherry McNeill	February 28, 2020
NEW HOPE	Marie Carter Louise Coleman	January 9, 2020 April 25, 2020
PARKWAY	Robert Moore	July 28, 2020
PITTSBORO	Shirley Francis Councilman Lindley Charles E. Kirk	May 12, 2020 April 8, 2020
REIDSVILLE, FIRST	Frances Robinson	June 30, 2020
RUMPLE MEMORIAL	Don Saunders Jim Scott Dave Greene	July 9, 2020 August 1, 2020 October 1, 2020
ST. PAUL, GREENSBORO	Ruby Whitley Diane Taylor	January 4, 2020 July 26, 2020
ST. PAUL, HIGH POINT	Charles Franklin Phifer Ruby Saunders Sellers	July 9, 2020 September 2, 2020
SALISBURY, FIRST	Dorothy May "Dottie" Goodnight Trevor George Williams Paul Edward Fisher	January 5, 2020 January 30, 2020 October 30, 2020
SEDGEFIELD	Ellen Chelava	January 9, 2020
SHALLOWFORD	Mary Kay Johnson	August 23, 2020
SPARTA	Ramona Friend Henry Thorne Walt Bennett	Fall 2020 October 30, 2020 November 25, 2020
STATESVILLE, FIRST	Fred Deaton Bert Holt	January 23, 2020 September 13, 2020
STARMOUNT	Ernest Burton Spangler Robert Elee McLendon	November 11, 2020 December 25, 2020
THYATIRA	Joyce Dagenhart Caldwell Mary Sloan Moon	February 11, 2020 October 27, 2020
TRINITY, SALISBURY	Guam Reid	January 10, 2020

TRINITY, WINSTON SALEM

Richard (Dick) Patterson
Virginia (Ginny) Carr
Carol Edmond

September 18, 2020
April 30, 2020
December 22, 2020

UNITY

Roger Wilson

October 18, 2020

VANDALIA

James David Sharpe

October 8, 2020

Mother's Day and Father's Day Offerings



The Presbyterian Homes has been serving senior adults for over 69 years. We are currently serving approximately 1,300 residents across the state of North Carolina.

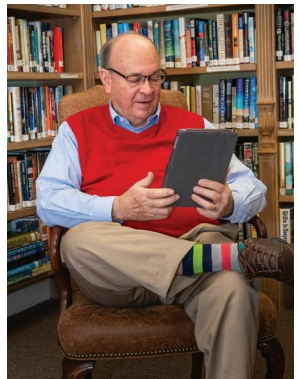
Gifts, like those that come from the Mother's Day and Father's Day Offerings, help provide resident financial assistance for residents of Glenaire in Cary, River Landing at Sandy Ridge in Colfax/High Point and Scotia Village in Laurinburg, who have acted in good faith. This year, the need for resident financial assistance is expected to be nearly \$1.6 million, and covers daily expenses associated with housing, medical related needs, meals and more.

Another option for giving to the Mother's Day and Father's Day Offerings benefits Capital Towers, an affordable housing community in Raleigh. Gifts made to Capital Towers help cover a Services Coordinator position that assists in addressing needs related to therapy, temporary housing, transportation, medical or dental care, nutrition, wellness and more.

This Mother's Day and Father's Day, we hope you will prayerfully consider making a gift in honor or in memory of a loved one.

Gifts made to The Presbyterian Homes Foundation, Inc. are tax-deductible and can be made in a variety of ways:

- Checks or grants from donor advised funds can be mailed to:
The Presbyterian Homes Foundation, Inc.
2109 Sandy Ridge Road
Colfax, NC 27235
- Online gifts accepted at ***.presbyhomesinc.org. Select "Ways to Give" and then "Give Online." Be sure to select the designation of your choice.
- If you are considering a gift of appreciated securities, a Qualified Charitable Distribution (QCD) from an IRA account, or making use of a corporate matching gift, please reach out to our Development staff at (336) 886.6553.



You will be enriched in every way so that you can be generous on every occasion, and through us your generosity will result in thanksgiving to God.
2 Corinthians 9:11



The mission of The Presbyterian Homes is to honor God by enriching the lives and touching the hearts of those we serve.



Report of the Synod of the Mid-Atlantic Committee On Representation (SCOR) To Salem Presbytery

Purpose:

The desire of the SCOR is that all governing bodies of the PC(USA) will reflect the rich diversity of its membership as it moves toward the goal of “wholeness” in the life of the church. The Church’s Guiding Statements help to fulfill our purpose in one way by being an advocate for diversity in leadership (work of the Presbyteries). SCOR works alongside the Synod Nominating Committee to review upcoming vacancies and to assist as needed. *(From The Toolbox)* Additionally, SCOR works to ensure that class sizes are balanced with proper representation as is possible.

SCOR’s Dual Focus Synod & Presbytery

At the Synod Level

At the Presbytery Level

Challenges of the Day

Aging Membership...

Declining Population of Presbyterians...

Younger Presbyterians...

Church Buildings & Infrastructure...

COR Best Practices...

Among The Latest... Anti-Racism Self-Directed Curriculum- (attached)



Curriculum: **“What LIES Between Us”**

A 5-Week Self-paced Anti-racism Educational Course from brownicity.com

About The Course: Anti-race/ism Curriculum Specialist, Dr. Lucretia Berry and Team Brownicity designed the What LIES Between Us series to guide, support, and equip ‘new comers’ with an analytical framework for examining race and racism in the United States.

You will be equipped with a historical, political, and social context for understanding race/ism and how it is sustained. The content will allow you to build a sound knowledge base and develop a perspective beyond popular discourse and uninformed opinions. With a practical understanding of contributing ideologies—like white supremacy, meritocracy, colorblindness—and interpersonal and systemic dynamics—like unconscious bias, and power and privilege—you will have a broadened awareness of yourselves, “others,” and our interconnected society.

***If you’d like, you can order in advance on Amazon for \$10.00:**

<https://www.amazon.com/What-LIES-Between-Journal-Guide/dp/1544106866>

Rev. Amanda Anderson and Rev. John Johnson, Co-Moderators

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

A. SECURING A STATED SUPPLY CONTRACT

1. Concurred with the Session of **Hills Presbyterian Church**, Pilot Mountain, North Carolina, in securing a Stated Supply contract with the **Reverend Jennie Hemrick** for a period of twelve months beginning March 1, 2021.

B. STATED SUPPLY RENEWAL

1. Concurred with the Session of **Calvary Presbyterian Church**, Statesville, North Carolina, in renewing the Stated Supply contract with the **Reverend Timothy L. Bates** for a period of one year beginning January 1, 2021.

C. SECURING A PARISH ASSOCIATE AGREEMENT

1. Concurred with the Session of **Westminster Presbyterian Church**, Greensboro, North Carolina, in securing a Parish Associate Agreement with the **Reverend Cindy Higgins** for a period of one year beginning April 13, 2021.

D. TEMPORARY SUPPLY RENEWAL

1. Concurred with the Session of **Flat Rock Presbyterian Church**, Mt. Airy, North Carolina, in renewing a Temporary Supply contract with the **Reverend Wilborn Rives** for a period of twelve months beginning January 15, 2021.
2. Concurred with the Session of **Mt. Tabor Presbyterian Church**, Cleveland, North Carolina, in renewing a Temporary Supply contract with the **Reverend Timothy Porter** for a period of twelve months beginning January 1, 2021.
3. Concurred with the Session of **Allen Temple Presbyterian Church**, Cleveland, North Carolina, in renewing a Temporary Supply contract with the **Reverend Alberta McLaughlin** for a period beginning March 7, 2021 and ending February 27, 2022.
4. Concurred with the Session of **Pleasant Grove Presbyterian Church**, Yanceyville, North Carolina, in renewing a Temporary Supply contract with the **Reverend Stephen Jordan** for a period of twelve months beginning March 1, 2021.

E. SABBATICAL REQUEST

1. The COM approved the following sabbatical requests:

Rev. Jon Gaska, Trinity Presbyterian Church, Winston-Salem

Rev. David Ealy, Hawfields Presbyterian Church, Mebane

Rev. Bill Hoyle, Clemmons Presbyterian Church, Clemmons

F. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE:

1. Dissolved the Pastoral relationship between the **Reverend Brian Rummage** and **New Hope Presbyterian Church**, Lexington, North Carolina, effective May 16, 2021, pending the affirmative vote of the New Hope congregation.
2. Dissolved the Pastoral relationship between the **Reverend Caroline Sell** and **Westminster Presbyterian Church**, Greensboro, North Carolina, effective June 30, 2021, pending the affirmative vote of the Westminster congregation.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of **Bethany Presbyterian Church**, Statesville, North Carolina, in renewing the contract of **Tim Glaser** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of six months beginning January 1, 2021.
2. Concurred with the Session of **Wentworth Presbyterian Church**, Reidsville, North Carolina, in renewing the contract of **Marty Brim** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning January 1, 2021.
3. Concurred with the Session of **Reid Memorial Presbyterian Church**, Mooresville, North Carolina, in renewing the contract of **James Harley** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning February 21, 2021.
4. Concurred with the Session of **Mt. Vernon Springs Presbyterian Church**, Siler City, North Carolina, in renewing the contract of **Bill Browder** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning February 1, 2021.
5. Concurred with the Session of **Freedom Presbyterian Church**, Statesville, North Carolina, in renewing the contract of **James Harley** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning February 1, 2021.
6. Concurred with the Session of **Trinity Presbyterian Church**, Elon, North Carolina, in renewing the contract of **Steve Braxton** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning March 15, 2021.
7. Concurred with the Session of **Glendale Springs Presbyterian Church**, Glendale Springs, North Carolina, in renewing the contract of **Sidney R. Crunk** to serve as their Commissioned Ruling Elder– Lay Pastor for a period of one year beginning May 1, 2021.

B. TRANSFER MINISTER OUT OF SALEM PRESBYTERY

1. That the **Reverend Toure Marshall** was transferred to Northeast New Jersey Presbytery effective February 13, 2021.

C. MODERATOR OF SESSION

1. That the **Reverend JoAnne Glaser** was appointed Moderator of Session for **Oakland Presbyterian Church**, Statesville, North Carolina.
2. The **Reverend Jim Rissmiller** was appointed Moderator of Session for **Faith Presbyterian Church** and **New Creation Community Church**, Greensboro, North Carolina.

D. MINISTER MEMBER AUTHORIZED TO PRESIDE AT CELEBRATION OF THE LORD'S SUPPER

1. That the **Reverend David Partington**, HR member of Salem Presbytery, was authorized to preside at the celebration of the Lord's Supper at Well-Spring Retirement Community, Greensboro, North Carolina.

E. VALIDATED MINISTRIES RENEWAL

1. Approved the renewal of Validated Ministries for **Keith Dove**, Sid and Cathy Batts Pastoral Resident at **First Presbyterian Church**, Greensboro.

F. MINISTER LABORING WITHIN THE BOUNDS OF SALEM PRESBYTERY

1. That the **Reverend Cindy Higgins** was given permission to labor within the bounds of Salem Presbytery as the Parish Associate of **Westminster Presbyterian Church**, Greensboro, North Carolina.

G. ADMINISTRATIVE COMMISSION APPROVED

1. Stated Clerk of Salem Presbytery approved the following Administrative Commission for the installation of **Charles Jeremy Cannada** as Pastor of the **First Presbyterian Church**, Statesville, North Carolina:

<u>NAME</u>	<u>RESPONSIBILITY</u>	<u>RULING/TEACHING ELDER</u>
Kaye Barrow-Ziglar	Preside & Propound the Constitutional Questions	TE
Adam Ryan Quine	Preach the Sermon	TE
Rhyn Scott	Charge the Minister	RE
Kate Morrison	Charge the Congregation	TE
Donna Adams Perkins	Prayer of Ordination/Installation	RE
Frank King	Lead in Worship	RE

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

A. CALL EXTENDED TO MINISTER MEMBER OF SALEM PRESBYTERY

1. That the call of the **First Presbyterian Church**, Asheboro, North Carolina, to the **Reverend Brian Rummage** to serve as Pastor be found in order; and the terms of the call (printed below) be approved; and that the call be 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 AAEO Policy adopted by Salem Presbytery (July 1993) in offering this call. The effective date is June 1, 2021.

Cash Salary	\$53,000
Housing Allowance	\$21,000
Utilities Allowance	\$4,000
Other Allowances	\$1,320
Automobile Expenses	\$1,900
Business Expenses	\$1,000
SECA	\$5,967
Continuing Education	\$1,600
Moving Costs (up to)	\$8,000
Paid Vacation	4 weeks
Paid Continuing Education	2 weeks

Full medical, pension, disability, and death benefit coverage under the Board of Pensions. Two months maternity leave at full pay or one month paternity leave at full pay. In the seventh year of service, the congregation will 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.

B. COM RESTRUCTURE REQUEST

1. That Salem Presbytery affirm the COM restructure proposal, as summarized below.

Overview: Instead of three geographic neighborhoods, there would be seven Salem COM Task Forces. Each task force covers the entire presbytery, but its work will be task-specific. Each task force will elect co-moderators and a clerk and will hold monthly stated meetings. Membership of each task force will be geographically representative of Salem Presbytery. The seven task forces are listed below, along with a general summary of their work, divided by what is designated as committee or commission tasks.

COM Task Force on Transformational Ministry for the Changing Church

Membership: 5 COM members plus adjunct list of coaches

Committee work:

- coach churches as they discern their mission and current pastoral needs, including new models of parish ministry
- resource and guide churches through the process of closing

Commission work:

- make recommendations on new models of pastoral ministry
- make recommendations (in working with Stated Clerk) about a church closing

COM Task Force on Examinations

Membership: 12 members

Committee work:

- The Committee shall examine candidates, commissioned ruling elders, and teaching elders on behalf of the Commission on Ministry (Section IV.05(d) of the Salem Presbytery Manual).*
- examine those non-PCUSA individuals seeking to serve as temporary supply in the churches of Salem Presbytery
- make recommendations to the appropriate body or task force

COM Task Force on Transitions in Ministry (for Installed Positions)

Membership: 7 members plus adjunct list of trained transitional pastors, session moderators, trained transition responders/liaisons

Committee work:

- counsel with churches regarding calls for permanent pastoral relations (Section IV.05(c)iv of the Salem Presbytery Manual)*

Commission work:

- act between Presbytery meetings for transfers of Installed Teaching Elders in and out of Salem Presbytery where ordination is not required (Section IV.05(c)viii of the Salem Presbytery Manual)*
- act upon the following requests: contract and contract renewals for transitional ministers, dissolution of an installed pastoral relationship, terms of call for installed positions (candidates, transfers, and minister members)
- recommend to the Stated Clerk the establishment of an Administrative Commission of Salem Presbytery to ordain/install clergy

COM Task Force on Temporary Ministry and Pulpit Supply

Membership: 7 members plus adjunct list of Salem Academy coaches and mentors, session moderators, trained transition responders/liaisons, and pulpit supply

Committee work:

- counsel with sessions regarding temporary pastoral services when a church is without a teaching elder, and it shall provide lists of teaching elders and ruling elders who have been trained by the Presbytery to supply vacant pulpits (Section IV.05(c)v of the Salem Presbytery Manual)*
- provide training and oversight for non-PCUSA ministers serving congregations in Salem Presbytery (e.g. Salem Academy) G-2.0506

Commission work:

- act upon the following requests: labor inside the bounds of Salem Presbytery, temporary supply, stated supply, and designated pastor/co-pastor contracts and renewals, temporary assistance agreements, placement on the Salem Presbytery pulpit supply list, and the authorization of elders to celebrate the Lord's supper or moderate a session

COM Task Force on CRE Training and Oversight (G-2.10)

Membership: 7 members plus adjunct list of trained mentors

Committee work:

- recruit and train Commissioned Ruling Elders
- provide care and ongoing continuing education programs for CREs

Commission work:

- act upon the following requests: CRE contracts and contract renewals, commissioning of CREs in congregations* (*recommend to Salem Presbytery), and triennial re-commissioning of CREs at presbytery meeting* (*recommend to Salem Presbytery)

COM Task Force on Policy, Compensation, Mediation and Church Officer Development

Membership: 5 members plus adjunct list of trained mediation coaches and collaborative members of the Salem Equip group

Committee work:

- serve as an instrument of Presbytery for promoting the peace and harmony of the churches, especially in regard to matters arising out of the relations between teaching elders and churches. Its purpose shall be to mediate differences and reconcile persons, to the end that the difficulties may be corrected by the session of the church if possible, that the welfare of the particular church may be strengthened, that the unity of the body of Christ may be made manifest (Section IV.05(c)vii of the Salem Presbytery Manual)*
- provide for the implementation of equal opportunity employment for teaching elders and candidates without regard to race, ethnic origin, sex, age, marital status, or disability (Section IV.05(c)vi of the Salem Presbytery Manual)*
- work with Equip to facilitate church officer development as needed

Commission work:

- make recommendations to Presbytery regarding calls for the services of its teaching elders (Section IV.05(c)ii of the Salem Presbytery Manual)*
- recommend, after discernment, to the Stated Clerk the establishment of an Administrative Commission of Presbytery to address issues in particular churches, with or without asserting original jurisdiction
- act upon the following requests: concurrence with overtures concerning compensation* (*recommend to Salem Presbytery) and remuneration for temporary tasks* (*recommend to Salem Presbytery)

COM Task Force on the Care of Pastors and Retirees, Members-at-Large/Validated Oversight and Certified Christian Educator Oversight

Membership: 5 members

Committee work:

- visit regularly and consult with each teaching elder of the Presbytery. It shall report to the Presbytery annually the type of work in which each teaching elder of the Presbytery is engaged (Section IV.05(c)l of the Salem Presbytery Manual)*
- support certified Christian educators in Salem and provide guidance for those seeking to become Certified Christian Educators in Salem Presbytery G-2.1103

- provide an annual review of those members working in validated ministry beyond a particular congregation *G-2.0503a*
- work with Stated Clerk to provide annual Member-at-Large report to Presbytery *G.2.0503b*

Commission work:

- approve the following individuals seeking membership in Salem Presbytery: retiree transfers, member-at-large transfers and those seeking ordination and engaged in validated ministry beyond a particular congregation* (*recommend to Salem Presbytery)
- act upon the following requests: validated ministry work beyond a particular congregation and honorable retirement* (*recommend to Salem Presbytery)

How will the COM stay directly connected with all the churches in Salem Presbytery? In addition to work on a specific task force, COM members will serve as church partners for specific congregations in their geographic area.

When would COM plenary meetings take place? There are no monthly stated COM plenary or neighborhood meetings in this model. An annual gathering of all COM task forces will take place, coordinated by the COM leadership team.

What is the COM Leadership Team?

To coordinate the overall work of the COM task forces, a COM Leadership Team will consist of 19 people:

- co-moderators of each task force (14)
- Stated Clerk and Transitional General Presbyter
- COM member serving as “bridge” for the Salem Engagement Pastors
- COM Leadership Team co-moderators (elected at annual COM gathering)

How will Salem Presbytery staff be available to the task forces?

Salem Presbytery Transitional General Presbyter- will attend all task force meetings and provide matches through CLC for the task forces responsible for calls and transitions.

Salem Presbytery Stated Clerk- will be available to task forces as needed and requested.

Salem Presbytery Administrative Assistant- will monitor incoming COM communication and work with task force co-moderators to distribute these communications. The Administrative Assistant will also work with the Stated Clerk to appropriately file paperwork after task force meetings.

Executive Council

Rev. Kathy Beach, Moderator

The Executive Council (EC) met on February 18, March 18 and April 15, 2021.

Regular reports were received from Barbara Smith (Transitional General Presbyter) and David Vaughan (Stated Clerk).

For Information –

Actions taken on behalf of Presbytery (Manual, Section IV.08.b.iii)

The EC acted on behalf of the Presbytery in the following matter:

- Elected the Rev. Jim Rissmiller to a three-year term on the Committee on Representation.

Other actions taken:

- Approved minutes of previous EC meetings;
- Received comments about the proposed Scripture, Prayer, and Evangelism Task Force from the Rev. Paul Rhodes and the Rev. John Elam. The EC agreed to consider the proposal in light of the remarks shared in the meeting and the remarks of Rev. Steve Moss that were emailed to the EC moderator. Following a month of discernment, the EC sustained its February 2021 decision. The Presbytery's plan for reorganization includes periods of times at Presbytery meetings where all voices can be heard, and where members and commissioners would spend time in Bible study, prayer, and growth - and the EC is committed to this.
- Received full reports from the Budget and Finance Committee;
- Ordered the August 2021 meeting be held virtually on the ZOOM platform;
- Heard that the Church Growth and Transformation Committee is working on an accountability plan for the El Shaddai Vision community (one of our two 1001 New Worshipping Communities);
- Received word that the Personnel Committee is sponsoring a farewell Zoom gathering honoring Peggy Trenchard;
- Heard from the Stewardship Committee that they continue to contact churches to make a pledge for 2021 support, and that they are sending thank-you notes when 2021 pledges are received or increased;
- Approved increasing Salem's per capita commitment to the Synod of the Mid-Atlantic, taking \$13,538 from the proceeds from building sales to send to the Synod. This action will make Salem's 100% per capita commitment to the Synod;
- Agreed to revisit the November 2021 Presbytery meeting locus and method;
- Endorsed the plan of the Commission on Ministry for reorganization.

In early February, our Transitional General Presbyter authored a document on matters of philosophy and operation that need to be addressed by the Executive Council and, perhaps, the

Presbytery itself. In the three EC meetings covered by this report, the EC has spent considerable time looking into these matters and discussing them. This is anticipated to continue in the months to come.

For Action –

1. The Executive Council asks the Moderator to recognize the Rev. Ken Broman-Fulks to speak before the Presbytery on behalf of the Implementation Team.
2. The Executive Council asks the Moderator to recognize the Rev. Jay Lambeth to speak before the Presbytery on behalf of the Budget and Finance Committee.
3. The Executive Council asks the Moderator to recognize the Rev. Kyle Goodman and the Rev. Kim Priddy, co-moderators of the Stewardship Committee, to speak before the Presbytery.
4. The Executive Council asks the Moderator to recognize the Rev. Charlie Lee to speak before the Presbytery regarding the work of the Personnel Committee.

LITANY UPON THE DISSOLUTION OF THE IMPLEMENTATION TEAM
SALEM PRESBYTERY MEETING
MAY 11, 2021

Salem Presbytery (SP): When you said “yes” to serving on the Implementation Team, you had no idea of the path that journey would take.

Implementation Team (IT): In March 2019, we started building a fountain with water flowing freely to refresh Salem Presbytery.*

SP: We are grateful for your twenty-six months of dedicated service.

IT: We accept your gratitude and offer thanks for the privilege to serve.

SP: We ask your forgiveness for the times that the waters were not always calm.

IT: We offer forgiveness and seek forgiveness for our failures, as well.

SP: We acknowledge the issues that existed that your work brought to our attention.

IT: We have weathered those tumultuous waters together.

SP: We recognize the time and prayer, the joy and pain you experienced as you navigated the waters of both possibility, and impossibility.

IT: While there were things that we were able to implement, there were also things that we were not able to implement. We now turn those back to the Presbytery.

SP: We accept those tasks and acknowledge the significance of your work.

IT: We ended up in a deep well which is slowly filling with life-giving water that will sustain as we move forward in our new vision for Salem Presbytery.*

SP: We look forward to seeing where God will lead, in God’s own time.

ALL: As the body of Christ in Salem Presbytery, we continue to step out in faith together.

*words of Polly Pruitt (ruling elder North Wilkesboro, and member of the Implementation Team)

Salem Presbytery
Statement of Financial Position
as of March 31, 2021

Assets		
Cash - General Fund	228,416	
Cash - Hunger Fund	62,313	
	<u>290,729</u>	
<hr/>		
Pledges Receivable from previous year end	9,321	
Investments	2,067,845	
Note Receivable - Current	0	
Other Receivables	1,603	
Sales Tax Receivable	135	
Current Assets	<u> </u>	2,369,633
Land, Building, Equipment	801,158	
Less Accumulated Depreciation	(157,540)	
Non-current Assets	<u>643,618</u>	
Notes Receivable - Long-term	<u>7,886</u>	
		651,504
Total Assets		<u><u>3,021,137</u></u>

Liabilities and Net Assets

Liabilities:		
Accounts Payable	10,863	
Other Liabilities	129	
Note Payable - SBA PPP Loan	77,309	
Current Liabilities	<u> </u>	88,301
Net Assets:		
Unrestricted	2,356,675	
Temporarily Restricted	413,634	
Permanently Restricted	150,995	
Net Income	<u>11,532</u>	
		2,932,836
Total Liabilities and Net Assets		<u><u>3,021,137</u></u>

Salem Presbytery
Notes to Financial Statements
March 31, 2021

Statement of Financial Position

	<u>ML Main</u>	<u>New Cov</u>	<u>Pres Fdn</u>	<u>PILP</u>	<u>Total</u>
1. Investments: at Last statement	1,588,288	163,271	239,064	73,436	2,064,059
Income	4,486				4,486
Fees	(653)				(653)
Gain/Loss on disposition	35,828				35,828
Additions/(Withdrawals)	0				0
	<u>1,627,949</u>	<u>163,271</u>	<u>239,064</u>	<u>73,436</u>	<u>2,103,720</u>
Unrealized Gain (Loss)	(35,876)	0	0		(35,876)
Current Balance	<u>1,592,073</u>	<u>163,271</u>	<u>239,064</u>	<u>73,436</u>	<u>2,067,844</u>

Asset Allocation:

Fixed Income	68%			
Equities	29%		99%	
Cash/Money Accounts	3%		1%	100%

*

Investment balance one year ago was \$1,366,160, which represents an increase of \$697,899.

Have not yet received quarterly statements from New Covenant, Presbyterian Foundation or PILP.

		<u>Current</u>	<u>Long-Term</u>	<u>Total</u>
2. <u>Note Receivable</u> balance includes:	Iglesias de Cristo	0		0
	Grace PC		7,886	7,886
		<u>0</u>	<u>7,886</u>	<u>7,886</u>

On March 8, Iglesias de Cristo paid off their balance in full.

- Other Receivables: Board of Pensions premium paid for Jorge Vazquez-Jimenez to be reimbursed by El Buen.
- Note Payable for SBA PPP loan was signed on March 29, 2021.
- Other Liabilities - Fidelity and BoP premiums for supplemental benefits withheld from employees' pay offset by invoices paid to Fidelity and BoP.

Salem Presbytery
Statement of Activities
Through March 31, 2021

	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>
<u>GENERAL FUND</u>			
Revenue			
Presbytery Support from Churches	92,019	109,600	(17,581)
Per Capita Received for PCUSA	20,704	24,660	(3,956)
Per Capita Received for Synod	2,300	2,740	(440)
	<u>115,738</u>	<u>137,000</u>	<u>(21,976)</u>
Forgiveness of PPP Loan	77,725		77,725
Other Receipts	20,000	20,000	0
Rental Income	2,738	0	2,738
Income from Investments	9,547	5,000	4,547
Realized Gain (Loss) on Investment	35,429	0	35,429
Other Interest	320	300	20
Total Revenue	<u>261,497</u>	<u>162,300</u>	<u>98,483</u>
Expense			
Campus Ministry	25,290	25,290	0
GA & Synod Support	23,105	27,400	4,295
Defined Ministries	250	500	250
Hispanic Ministry (Transf Iglesias de Cristo loan pymts)	12,444	0	(12,444)
Council / Committees	1,250	10,600	9,350
Administrative			
Compensation	65,973	64,557	(1,416)
Continuing Education	0	800	800
Travel Expense	374	2,825	2,451
Communications	5,961	4,375	(1,586)
Insurance	4,268	8,250	3,982
Other Administrative	6,076	2,525	(3,551)
Closed Church Expense	1,480	0	(1,480)
Total Expense	<u>146,470</u>	<u>147,122</u>	<u>652</u>
Operating Revenue in Excess of Expenditures	115,027	15,178	97,831
Unrealized Gain (Loss) on Investment	(62,044)	0	(62,044)
General Fund Revenue in Excess of Expenditures	<u>52,983</u>	<u>15,178</u>	<u>35,787</u>

**Salem Presbytery
Statement of Activities
Through March 31, 2021**

Non-Budget

Pass-Throughs

REVENUE

PCUSA	24,653
Local Validated Causes	27,717
	<u>52,369</u>

EXPENDITURES

PCUSA	24,653
Local Validated Causes	27,117
	<u>51,769</u>

Revenue in Excess of Expenditures	<u><u>600</u></u>
-----------------------------------	-------------------

Presbytery Funds

REVENUE

Hispanic Ministry	12,444
Hunger	23,626
Peace & Justice	799
Seminary Education Scholarship	900
Roxanna Atwood Fund	(457)
	<u>37,312</u>

EXPENDITURES

Designated Reserve Fund - Severence	18,169
Hispanic	3,080
Peace & Justice	500
Hunger - International	57,500
Roxanna Atwood Fund	114
	<u>79,363</u>

Expenditures in Excess of Revenue	<u><u>(42,051)</u></u>
-----------------------------------	------------------------

Total Revenue in Excess of Expenditures	<u><u>11,532</u></u>
------------------------------------------------	-----------------------------

2020 Per Cap (Burlington)	714.17
2021 Pledge Payments	86,807.63
Church Support	28,216.29
	115,738.09
Prev Year Pledge Pymts	9,604.74
	125,342.83

Salem Presbytery						
Fund Balances						
Activity Year to Date through March 31, 2021						
	<u>Beginning Balance</u>	<u>Income</u>	<u>Change in Market value</u>	<u>Expenses / Transfer</u>	<u>Ending Balance</u>	
<u>Designated</u>						
Assistance Ministries	682.99				682.99	
Camp New Hope	116,682.57				116,682.57	
Edward Webb	-				-	
Whispering Pines	50,438.74				50,438.74	
Church Growth	125,173.09				125,173.09	
Designated Reserve	75,555.41			18,169.46	57,385.95	
Designated Year-End	16,774.46				16,774.46	
General Loan	150,000.00				150,000.00	
Tzeltal	967.52				967.52	
Youth Triennium	5,000.00				5,000.00	
						523,105.32
<u>Temporarily Restricted</u>						
Professionals & Pastors	4,432.50				4,432.50	
Implementation - AA Churches	7,000.00				7,000.00	
Synod/Duke Building	-				-	
Black Caucus	2,129.74				2,129.74	
Camp Scholarship	13,460.35				13,460.35	
Sabbatical Support	-				-	
Hispanic Ministry	82,916.42	12,444.00		3,080.00	92,280.42	
Hunger International	86,075.68	11,812.93		40,000.00	57,888.61	
Hunger Domestic	10,111.74	11,812.93		17,500.00	4,424.67	
Peace & Justice	10,980.51	799.11		500.00	11,279.62	
Self-Development of People	14,022.71				14,022.71	
Seminary Education	22,921.80	900.25			23,822.05	
Virgil Ashbaugh	12,727.61				12,727.61	
Campus Co-Op Ministries	6,935.07				6,935.07	
Latta Scholarship	5,535.52				5,535.52	
Cora Harrison	3,963.67				3,963.67	
Stone Estates	131,137.38				131,137.38	
DP Foust	82,959.74				82,959.74	
Ruby Robertson	1,081.58				1,081.58	
Mission Challenge	33,181.25				33,181.25	
Maryland Hickerson	1,580.08				1,580.08	
Roxanna Atwood	2,804.55	1,203.81	(1,660.65)	113.18	2,234.53	
<u>Permanently Restricted</u>						
Virgil Ashbaugh	520.00				520.00	
Latta Scholarship	21,727.65				21,727.65	
Cora Harrison	260.00				260.00	
Stone Estates	12,482.34				12,482.34	
Ruby Robertson	7,602.84				7,602.84	
Mission Challenge	70,565.42				70,565.42	
Maryland Hickerson	600.49				600.49	
Roxanna Atwood	25,000.00				25,000.00	
Charles & Bonnie Simms	12,236.45				12,236.45	
						150,995.19
	1,228,227.87	38,973.02	(1,660.65)	79,362.64	1,186,177.60	1,186,177.60

Personnel Committee

Rev. Charlie Lee, Moderator

2021 Goals & Progress

- **Implementation Motion Approved by Executive Council.**
 - “All remaining personnel-related matters under our authority be delegated to the Personnel Committee.”
- 1. “Making a permanent decision regarding the employment of a Stated Clerk. The adopted plan had given this responsibility to the Presbyter for Administration but in the current situation, that is not a possibility.”
 - a. Personnel has met with the current Stated Clerk who has expressed interest in serving another term
 - b. The job description for the Stated Clerk has been revised
 - c. A recommendation has been made to Committee on Representation
- 2. “Expanding the Communications Director position to 20 hours per week, per the Presbytery Plan”
 - a. Personnel has met with the current Communications Director who is serving at 10 hours a week to gain a better understanding of current duties and potentials for expansion
 - b. Personnel will conduct an open search for this position
- 3. “Eliminating the position previously known as “Administrative Assistant” that was filled by Peggy Trenchard, per the Presbytery Plan.” PLEASE NOTE: this is NOT the same position now being filled by Christine Ratledge.
 - a. Peggy had previously been informed her position was ending
 - b. In March, a celebration was conducted via Zoom, thanking Peggy for her dedicated service to the Presbytery. A gift was also given in her honor to the Hunger Action Committee.
- 4. Hiring Engagement Pastors – (5 needed to serve 10 parishes)
 - a. These positions will be needed in order to enable COM’s new role – move from neighborhoods to clusters focused on categories
 - b. Personnel has reviewed resumes submitted and discussed possible candidates; interviews and invitations to commence shortly
- 5. Revision of Personnel Manual

SALEM PRESBYTERY POSITION DESCRIPTION

TITLE: Stated Clerk

PURPOSE

The Stated Clerk is an officer of the Presbytery who performs those duties and responsibilities as set forth in the *Book of Order*, in resources issued by the Office of the General Assembly of the Presbyterian Church (U.S.A.) and the Association of Stated Clerks, and in this position description.

ACCOUNTABILITY

As an officer of the Presbytery, the Stated Clerk is accountable to the Presbytery through Presbytery's Executive Council. The Stated Clerk works in collaboration with the presbytery staff team.

RESPONSIBILITIES

- Fulfill the responsibilities set forth in the *Book of Order* and in resources issued by the Office of the General Assembly of the Presbyterian Church (U.S.A.) and the Association of Stated Clerks.
- Serve as an advisor to the Presbytery Executive Council, with particular responsibilities as a resource person and advisor interpreting communication from the Synod of the Mid-Atlantic and the General Assembly that impact the mission and ministry of Salem Presbytery.
- Serve as official signatory in communications on behalf of Salem Presbytery.
- Refer any proposed changes to the *Constitution of the Presbyterian Church (U.S.A.)* submitted by the General Assembly for advice and consent to appropriate entities in the Presbytery.
- Oversee the recording and the editing of minutes of all meetings of Salem Presbytery in preparation for review and approval by the Presbytery Executive Council.
- Offer opinions in the interpretation of the *Book of Order* and *Robert's Rules of Order* when called upon to do so by individuals and bodies of Salem Presbytery,
- Collaborate with the Presbytery Executive Council in the preparation of the agenda for every stated and called meeting of the Presbytery.
- Recommend temporary clerks to serve as needed to assist with the fulfillment of these responsibilities.
- Provide direction for Presbytery staff as needed to assist with the fulfillment of these responsibilities.
- Submit Presbytery Minutes for Synod review.
- Act as or provide for a Parliamentarian at all meetings of Salem Presbytery.
- Oversee the annual review of Session Minutes of all churches of Salem Presbytery, citing those sessions who have not submitted Minutes for review.
- Refer to Committee on Ministry ministers and sessions with consecutive absences from meetings of Salem Presbytery.
- Receive from, process, and return to OGA the Annual Statistical Reports.
- Act as consultant to the Commission on Ministry (COM) and staff regarding COM matters and constitutional procedures.
- Collaborate with the Communications Director in preparation and distribution of presbytery docket and accompanying documents.
- Conduct or provide for orientation for new commissioners to presbytery meetings.

- Supervise, in collaboration with the Administrative Assistant, registration and check in for presbytery meetings.

RELATIONSHIPS

The Stated Clerk shall relate to Salem Presbytery as an elected officer of the governing body, to the Moderator of Presbytery and Presbytery Executive Council as advisor and consultant on matters pertaining to the office of Stated Clerk; to Presbytery's professional staff as colleague; and to the responsibilities and duties of the Stated Clerk.

TIME EXPECTED

An average of ten hours per week is expected, which is the equivalent on one-quarter time, with the understanding that the number of hours and hours worked will vary from week to week according to specific responsibilities and duties.

TERMS OF OFFICE

It is understood that the Stated Clerk is an elected officer and not an employee of Salem Presbytery. However, due to the expected time requirements to fulfill the responsibilities and duties of office, the Stated Clerk shall be appropriately compensated by an amount recommended by Presbytery Executive Council and approved by Presbytery. The office is a part-time, exempt position open to any minister or ruling elder eligible to be a member of Salem Presbytery regardless of race, age, gender, national or ethnic origin. Ordinarily, the Stated Clerk shall be elected to a three-year term that may be renewed.¹

EVALUATIVE REVIEW

There will be an annual performance review and evaluation of the person and the office. Adequacy of compensation shall also be reviewed. The annual review will be conducted by the Executive Council Moderator and the Presbytery Executive, with participation by moderators of Presbytery committees/commissions with which the Stated Clerk works.

At the beginning of the Stated Clerk's third year the above team will conduct an extensive review and evaluation and shall recommend to Presbytery through Presbytery's Executive Council any proposed changes in this position description and the renewal of the Stated Clerk's term of office for an additional term.

If the present Stated Clerk's term is not to be renewed, the Committee on Representation shall be alerted well enough in advance to begin the process of seeking another eligible candidate for the office. In the event that the office should become vacant before a term expires, the Moderator of Presbytery is authorized to appoint an interim Stated Clerk until a Stated Clerk is elected to a term.

The Executive Council Moderator will alert the Personnel Committee as to when the annual review has been completed and note any modifications to the position description.

Reviewed and modified, 4/2021

¹ The renewal length of the term beginning August 2021 will coincide with the Transitional General Presbyter's term that concludes on October 31, 2023.

Rev. Sam Perkins and Rev. Sandy Kern, Co-Moderators

For Information:

MINISTERS AND ELDER COMMISSIONERS ARE STRONGLY URGED 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:

Following consultation with the Executive Council's Personnel Committee, the Committee on Representation nominates Ruling Elder David Vaughan (Burlington First) to continue in service as Stated Clerk of Salem Presbytery for a term beginning August 19, 2021 and concluding October 31, 2023.

**If you have agreed to serve on a Presbytery committee and your name is not listed on this report, please tell the Stated Clerk or the COR Moderator so that a verbal addition may be made at the time of the report on the docket. Information received after the packet has been printed may not be reflected in writing in this report.*



Be a part of a Presbytery Committee

Budget and Finance

Cares for the finances of the Presbytery.
Meets third Tuesday of most months in the a.m.

Campus Ministry

Cares for the ministry with students, faculty and staff of college campuses within Salem Presbytery.
Meets four times a year as needed.

Church Growth

Encourages creative approaches to growing vital churches and cares for small churches.
Meets second Tuesday of the month.

Committee on Preparation for Ministry

Supports our Inquirers & Candidates preparing for ministry.
Meets the first Tuesday of each month at 12:30 p.m.

Commission on Ministry

Oversees relationships of congregations, pastors, and other leaders. Assists in the call process as congregations seek new pastors. Assists in seeking reconciliation where conflict has arisen.
Meets fourth Thursday of each month in both plenary and local neighborhood gatherings.

Executive Council

Governing body of Salem Presbytery; works on behalf of the presbytery.
Meets monthly on the third Thursday in the afternoon, except in months where Presbytery meets.

Equip

Equips congregations for leadership training, teaching, and ministry & service; empowers congregations through resourcing, connecting and communicating.
Meets monthly on the 3rd Thursday in the morning.

Examinations

Meets to examine ministers and persons ready to receive a call to service and membership in Salem Presbytery.
Meets fourth Thursday of every month in a.m.

Hunger Domestic

Provides advocacy and addresses hunger issues. Processes and gives grants to local hunger agencies.
Meets on second to last Tuesday of the month from 10-12, as needed.

Hunger International

Provides advocacy and brings awareness of international hunger issues. Processes and gives grants to international hunger agencies.
Meets on last Tuesday of the month, as needed.

Committee on Representation

Reviews committee vacancies, names candidates, confirms their willingness to serve, and presents to Presbytery for election.
Meets prior to each Presbytery Meeting.

Permanent Judicial Commission

Meets when a legal case arises, only as needed.

Personnel

Oversees personnel/human resource matters for the Presbytery office staff.
The Committee meets as needed.

Property

Oversees Salem Presbytery's buildings and property in Clemmons and elsewhere, dealing with property issues that arise.
Meets monthly on the 2nd Monday.

Presbyterian Youth Ministry Team

Plan and implement events for Middle and High School students in the Presbytery, providing an atmosphere of fun and fellowship while sharing the Good News of the gospel, comprised of youth and adults.
Meets on 3rd Saturdays during the school year, plus events.

Send

Oversee the outreach and justice ministries for the Presbytery, and aids congregations in their own outreach and justice endeavors.
Inspiring and modeling local and global mission ministries: Meets as needed.

Other groups that offer the opportunity for your gifts:
Ecumenical and Interfaith, Peace and Justice, Presbyterian Women's Coordinating Team, Salem Black Presbytery Caucus.



Nomination for Salem Presbytery Committees

For the use of the Committee on Representation

Date: _____

Nominee Information:

Name of Nominee: _____

Telephone: _____

Mailing Address: _____

E-mail: _____

Church: _____

Status: Teaching Elder/Clergy

Ruling Elder

Deacon

Church Member

Committee of interest: _____

Briefly state relative experiences:

Nominator Information:

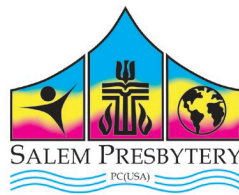
Recommended by: _____

Telephone: _____

E-mail: _____

Please return form to:
Salem Presbytery
P.O. Box 1763
Clemmons, NC 27012
cratledge@salempresbytery.org

P. O. Box 1763
Clemmons, NC 27012



www.salempresbytery.org
336 -766-3393

Commissioner Report Form

Please use this form as a convenient way of reporting back to your session on what happened at the meeting today.

I. What the Session, Pastor or Congregation should KNOW:

a. The main ACTIONS of the Presbytery were:

1)

2)

3)

b. The RESOURCES offered were:

c. The time(s) I sensed the Spirit of God moving in the meeting:

II. Presbytery would like our INPUT about:

III. The Presbytery requested we ACT to:

IV. We might consider asking the Presbytery to:

V. A church or pastor which needs our PRAYERS:

VI. One Presbytery initiative which needs our SUPPORT:

VII. Next Presbytery Meeting:

Saturday, August 14, 2021: a virtual meeting

REMINDER: The Digest for this meeting will be on the website one week from the date of the Presbytery meeting, which will highlight the events and actions taken at the meeting.

