

**ONE HUNDRED TWENTY-FIFTH STATED MEETING
MINUTES OF SALEM PRESBYTERY
FEBRUARY 18, 2020**

The One Hundred Twenty-Fifth Stated Meeting of Salem Presbytery, held on Tuesday, February 18, 2020 at Clemmons Presbyterian Church, Clemmons, 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	8
Elders	64	Christian Educators	1
Ministers	97	Corresponding Members	5
		Administrative Staff	2
		Stated Clerk	1
		TOTAL:	178
		(+visitors – 28)	206

The following is the record of ministers' attendance:

Attended:

Amanda Anderson, Lindsey Altvater Clifton, Marybeth Asher-Lawson, Taylor Barner, Kaye Barrow-Ziglar, Timothy Bates, Kathryn Beach, Joseph J. Blankinship, Erin Bowers, Edward L. Boyce, Steve Braswell, Kenneth L. Broman-Fulks, Thomas Burlison, Hillary Bergman Cheek, William Kevin Conley, Wallace Frank Covington, Nancy Jo Dederer, Franklin M. Dew, Keith Dove, David Ealy, John Elam, Terri Engle, Patricia Fletcher, Larry Freeman, Dana Fruits, Jonathan Gaska, Kenneth Griffin Gatewood, Diane Givens-Moffett, Kyle Goodman, Ralph (R.C.) Griffin, III, Kate Davelaar Guthrie, Randy Harris, Evan Harrison, Marti Reed Hazelrigg, Jennie Hemrick, Will Heyward, Felicia Stewart Hoyle, William M. Hoyle, John Johnson, Vicki Jones-Johnson, Sandra McNeill Kern, Ki Seok Kim, Barrie Kirby, Jacqueline L. Kunkle, Jay Lambeth, Emily Schlaman Larsen, Eric Paul Larsen, Debbie Ann Layman, Charlie Lee, Jodi L. Ligan, Gordon Marshall, Alexandra Mauney, Vicki McCain, Donald McCann, 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, Tom Nesbit, Jeffrey P. Paschal, Samuel Perkins, Charles Wesley Pitts, Kim Priddy, John Pruitt, Paul Rhodes, Jessica Rigel, Brian Rummage, Timothy Porter, Mark Alan Sandlin, Stephen W. Scott, Changwon Seo, Nathan Scott Sell, John Senior, Paul Irving Sink, Jay D. Smith, Jeffrey S. Smith, Stevan A. Snipes, Jeffrey Sockwell, Laura M. Spangler, William S. Steck, Courtney Stevens, Samuel Stevenson, John Stuart Taylor, Andrew Taylor-Troutman, Ernest T. Thompson III, Katie Barrett Todd, Mason M. Todd, Jorge Vazquez, E. Dale Walker, Nancy Williams-Berry, Leigh Wisner, Frank H. Wyche, Lee Zehmer

Excused:

Margaret Almeida, Jay Banasiak, Olen Bruner, Kathryn Campbell, Stephanie Hankins, Randal V. Kirby, Toure Marshall, Alfredo Miranda, Rosa Miranda, Susan Moorefield, Glenn Otterbacher, Jo Nygard Owens, James M. Rissmiller, Ronald Lowell Shive, J. Grantham Sutphin, Alicia Wilson

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

A-D

Alamance Graham Dail, Tom Cimino **Asheboro First** Alice Smith, **Bethany (Graham)** W. Abplanalp, **Bethany (Statesville)** Lisa Buhmaster, **Bethel** Steven M. Stiles, **Boone First** John Newell, **Burlington First** Bob Hill, Stephanie Williams, **Chapel in the Pines** Bruce Raymond, **Church of the Covenant** Ralph

Cauthen, **Clemmons** Emily Lovell, **Concord** Penny Hedrick, **Covenant** Laura Gaylor, **Danbury Community** Wendy D. Owens.

E-J

Elkin Rusty Tysor, **Faith** Laura Maher, **Flat Rock** Nina Ellis, **Grace** Carol Wilson, **Greensboro First** Parrish Peddrick, Carole Simms, Brantley White **Griers** Bill Morris, **Guilford Park** George Setzer, **Hawfields** Ira Trollinger, **High Point First** Barbara McAdam, Sara Kelly, **Highland** Mary Anna Davis, Leslie Kamtman, **Jamestown** George Wissmiller, **John Calvin** Sammie Hinshaw

K-R

Lexington First Jan Keifer, **Lloyd** Rachel Jackson, **Logan** Johnny Torrence, **Mocksville First** Barb Owens, **Mount Jefferson** Joe Blevins, **New Creation Community** Les Huntley, **North Wilkesboro** Betty R. Thompson, **Oak Ridge** John Carlson, **Parkway** Tom Guftason, **Pilot Mountain First** Mary Meijboom, **Pittsboro** Ellen Grand, **Pleasant Grove** Faye McCain, **Reid Memorial** Colby Hall **Reidsville First** Becky Norman, **Rumple Memorial** Maurice Ewing.

S-Z

Saint Andrews Daryl Heestand, **Saint James** Charles Knox, **Saint Paul (Greensboro)** Merrilou Williams, **Saint Paul (High Point)** Doris T. Davis, **Salisbury First** Lesleigh Drye, Tom Overcash, **Shady Side** Ken Davis, **Shallowford** Albert Gaskill, **Sparta** George White, **Springwood** Cynthia Ingle, **Starmount** Cathy Ingram, **Statesville First** O. Wendell Worthington, **Third Creek** Chris Hutchison **Thomasville First** Jennifer Williams, **Thyatira** David Hall, **Trinity (Salisbury)** Alfreda Cowan, **Trinity (Winston-Salem)** Ron Richwine **Unity** Tom Wetmore.

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

A-L:

Allen Temple, Baird's Creek, Bethesda (Ruffin), Bethesda (Statesville), Beulah, Bixby, Boonville First, Calvary, Cameron, Church of the Cross, Cleveland, Collinstown, Community in Christ, Cooleemee, Cross Roads, Dellabrook, Eben-ezer, Ebenezer, El Bethel, Fieldstone, Fifth Creek, Forest Hills, Francisco, Franklin, Freedom, Glendale Springs, Glenwood, Graham, Greenwood, Gulf, Hills, Immanuel, Joyce, Kernersville First, Korean First, Lake Norman Fellowship, Lansing, Laurel Fork, Love Valley.

M-Z:

Madison, Mebane First, Milton, Mocksville Second, Mt. Airy First, Mount Tabor, Mount Vernon, Mount Vernon Springs, New Hope, New Salem, Oakland, Oakview, Old Providence, Piedmont, Pine Hall, Pine Ridge, Prospect, Red House, Salisbury Second, Sandy Ridge, Sedgefield, Shiloh (Burlington), Shiloh (Statesville), Siler City, Smyrna, Speedwell, Spencer, Stoneville, Stony Creek, Tabor, Taylorsville, Trinity (Elon), Vandalia, Wentworth, Westminster (Greensboro), Yadkinville, Yanceyville.

The following Church Educators were enrolled: Donna Chase.

The following Commissioned Ruling Elders (Lay Pastors) were present: Sid Crunk, Sue Flippin, John Groff, James Harley, Nita Henderson, Samuel Jenkins, Rick Purcell, Parks O. Williams.

Stated Clerk present: David Vaughan

Corresponding Members present: Linda Harding, Raleigh Youth Mission, Christian Chidr, Disciples of Christ, Charlotte; Michael Poulos, Asheville Youth Mission, Cassandra Thomas, Coastal Carolina, Danny Massie, Charleston-Atlantic Presbytery.

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. Bill Hoyle, Pastor of Clemmons Presbyterian Church, and the Rev. Jodi Langan, Transitional Associate Pastor of Clemmons Presbyterian Church. The Rev. Diane Givens Moffett, President and Executive Director of the Presbyterian Mission Agency, preached the sermon, "Kingdom Requirements" using the scripture readings from Matthew 25: 31-46 and Micah 6:8. The Lord's Supper was celebrated following the sermon.

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 Bible study on Matthew 25 was set as an order of the day at 11:15.

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. Black History Month was noted with appreciation.

ECUMENICAL WELCOME

The Rev. Christopher Thore, Pastor of Clemmons Moravian Church, brought greetings from his congregation and on behalf of the Moravian Church in America. He cited John 17 and encouraged all of us to be a witness for the ties that bind us together.

WELCOME FROM HOST CHURCH

The governing body was welcomed by the Rev. Bill Hoyle, Pastor of Clemmons Presbyterian Church, Clemmons, North Carolina. Information regarding the arrangements for this meeting was presented.

REPORT FROM TRANSITIONAL GENERAL PRESBYTER
Rev. Steve Scott

The Rev. Steve Scott expressed his appreciation for the hospitality of Clemmons Presbyterian Church. He then thanked the Moderator, Rev. Felicia Stewart Hoyle, for her two years of energetic and enthusiastic service as Moderator.

Rev. Diane Givens-Moffett was introduced and thanked for her presence at the meeting.

STATED CLERK REPORT
David Vaughan

FOR INFORMATION:

Congregations in Salem Presbytery were reminded that two days remained to submit statistical reports and were encouraged to do so.

Late arrivals were asked to register at the Stated Clerk's table.

Commissioners to the 224th General Assembly were recognized and informed that they were invited to be seated together during lunch.

The upcoming meetings of Salem Presbytery were announced as follows:

Tuesday, May 12, 2020	First Presbyterian Church, Boone
Saturday, August 15, 2020	Thyatira Presbyterian Church, Rowan County
Tuesday, November 12, 2020	Presbyterian Church of the Covenant, Greensboro, co-hosted by UKirk/Greensboro

EXECUTIVE COUNCIL
Rev. Jennie Hemrick, Moderator

The Moderator called attention to the following information from Executive Council:

For Information –

The Executive Council:

- Approved minutes of previous EC meetings;
- Bade farewell to RE Robin Chandler who completed his three-year term, and welcomed new member, Rev. Jeff Sockwell;

- Received financial reports from Budget and Finance Committee moderator Rev. Jay Lambeth and Presbytery Financial Secretary Renee Carter;
- Received a report from the Grace PC Administrative Commission, and directed the Stated Clerk to share the report with the Presbytery;
- Based upon a request from a member of Presbytery, asked the Commission on Ministry to review a GA overture related to paid family leave for clergy for possible concurrence by Salem;
- Acted upon the request of the Personnel Committee to engage Renee Carter in the financial support role in the new Presbytery staff structure;
- Agreed to pause the search for Presbyter for Transformational Ministry and Presbyter for Leadership Development until such time as the EC has a clear understanding of the financial status and obligations to Synod and General Assembly;
- Received an encouraging report on the work of the newly-formed (and ever-forming) Stewardship Committee;
- Affirmed and endorsed a proposal for Salem to become a Matthew 25 Presbytery, and asked the staff and Peace and Justice to move this forward to the Presbytery at the spring 2020 meeting;
- Approved the proposed 2020 budget and docketed this matter for the February 2020 meeting of Presbytery;
- Thanked Jennie Hemrick for her service as Executive Council Moderator, and elected Jeff Sockwell to this role in 2020;
- Continued to receive updates from the Implementation Team, and other Executive Council committees;
- Approved the docket for the February meeting of Presbytery;
- Received updates on churches in particular need;
- Reviewed community concerns, and prayed for the health of Salem congregations, pastors, and leaders.

Rev. Steve Scott, Transitional General Presbyter, was recognized and encouraged Salem Presbytery to adopt the Matthew 25 initiative to become a Matthew 25 presbytery. The General Assembly adopted an overture in 2016 to declare the PCUSA a Matthew 25 denomination. Thomasville First, Burlington First, and Greensboro First were mentioned as churches in Salem Presbytery who have already adopted the Matthew 25 program for their congregations. Salem Presbytery will consider this initiative at the May presbytery meeting.

Salem Presbytery heard from a panel which included Rev. Lindsey Altvater Clifton, Rev. Ken Broman-Fulks, Rev. Kyle Goodman, Rev. Kim Priddy, Rev. Steve Scott, and Rev. Jeff Sockwell. The current state of Salem Presbytery's financial status and history of paying per capita was discussed. The presbytery has a record of serious arrears in paying per capita to Synod and General Assembly. Liquid assets were discovered to be much smaller than previously thought. Rev. Jeff Sockwell, Rev. Kyle Goodman, and Rev. Kim Priddy highlighted emphasis on stewardship, and Rev. Ken Broman-Fulks reported on the work of the Implementation Team. Time was allotted for questions and discussion about the information that had been provided.

ACTIONS:

2. Salem Presbytery approved pausing the search for the Presbyter for Transformational Ministry and Presbyter for Leadership Development and proceeding with the search for the Presbyter for Administration. Other staff positions would also be filled.
3. Salem Presbytery approved using any surplus savings from not hiring the two Associate Presbyters to go toward budgeted per capita for the current proposed budget.
4. Salem Presbytery approved changing the Implementation Team's focus to include:
 - Rewriting the Presbyter for Administration's job description to include essential of the two Associate Presbytery positions.
 - Work with search committee in filling other staff positions in the plan

- Continue to process the disposal of the Presbytery property
- Delineate new Parish structure
- Revise timeline for implementing Dream Team plan
- Work with Stewardship team to encourage all churches to increase support

MATTHEW 25 BIBLE STUDY
Rev. Diane Givens Moffett

Rev. Diane Givens Moffett, President and Executive Director of the Presbyterian Mission Agency, presented a film with an inspiring message of the work of a small group of women at St. Mark's Presbyterian church to begin a powerful ministry with the homeless population in their community in California. Matthew 25 was the topic of the Bible study following the film. The vision for the Presbyterian church as a Matthew 25 denomination was explained as a three-point focus for encouraging congregational vitality, addressing systemic poverty, and addressing structural racism and white privilege. The PCUSA has curriculum and resources for these three areas of focus.

PCUSA SPECIAL OFFERINGS RECOGNITION
Sy Hughes

Sy Hughes, Presbyterian Mission Agency representative, thanked Salem Presbytery for participating in special offerings of the denomination. Churches who have supported all four special offerings for the past year were recognized. Rumble Memorial, Burlington First, Chapel in the Pines, Clemmons Presbyterian, Elkin, Community in Christ, Greensboro First, Guilford Park, New Creation, St. James, Starmount, Shallowford, Bethel McLeansville, Pilot Mountain First, Pittsboro, Reidsville First, John Calvin, Sparta, Bethel Statesville, Calvary, Covenant Winston-Salem, Dellabrook, Highland, Lloyd, and Trinity Winston-Salem were the congregations recognized.

BOARD OF PENSIONS
Elder Elizabeth Little

The representative from Board of Pensions who serves Salem Presbytery, Elizabeth Little, brought welcome and greetings from the Board of Pensions. Highlights from Board of Pensions for 2019 included 250,000 pension checks provided, \$200M in medical claims paid, enhanced educational ministry, pre-retirement seminars, webinars, and Call to Health. Enhancements to the medical plan will be announced after the March meeting of Board of Pensions.

LUNCH ADJOURNMENT

Directions for lunch plans were given by Rev. Jodi Ligan 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.

YOUTH MISSION CO
Rev. Michael Poulos and Rev. Linda Harding

Rev. Michael Poulos, Director of Asheville Youth Mission, explained the program of hosting young people in mission immersion experiences in Asheville and Raleigh, NC and Memphis, TN. Summer programs are offered in week long experiences and also weekend formats. Flexible opportunities were highlighted by Rev. Linda Harding, Director of Raleigh Youth Mission.

ADMINISTRATIVE COMMISSION FOR GRACE PRESBYTERIAN CHURCH
Rev. Jon Gaska

Rev. Jon Gaska, on behalf of the Administrative Commission for Grace Presbyterian Church, encouraged Salem Presbytery to contribute to help Grace Presbyterian Church recover funds lost after a serious embezzlement by an officer of the Session.

BUDGET AND FINANCE
Rev. Jay Lambeth, Moderator

Rev. Jay Lambeth reported on the total value of the investment portfolio for Salem Presbytery and the amount available for undesignated funds. The budget for 2020 was proposed.

**Salem Presbytery
2020 Budget PROPOSED**

	2 0 2 0		2019		Diff.
	<u>Budget</u>	<u>%</u>	<u>Budget</u>	<u>%</u>	
REVENUE					
Undesignated Giving	550,000		650,000		(100,000)
Per Capita	60,000		60,000		0
Other Receipts	10,000		20,000		(10,000)
Rental Income	0		11,160		(11,160)
Investment Income	20,000		24,000		(4,000)
Other Interest	1,700		1,800		(100)
Conference/Retreat Revenue	5,000		7,500		(2,500)
Withdrawal from Reserves	48,938		131,319		(82,381)
	<u>695,638</u>		<u>905,779</u>		<u>(210,141)</u>
EXPENSES					

Campus Ministry					
ASU	28,200		31,000		(2,800)
NC School of Arts	6,400		7,000		(600)
St James at A & T	26,300		29,000		(2,700)
Ukirk of Greensboro	41,800		46,000		(4,200)
W-S Area Campus Ministry	15,500		17,000		(1,500)
W-S State-Grace Pres	8,250		9,000		(750)
	<u>126,450</u>	18%	<u>139,000</u>	15%	<u>(12,550)</u>
SEN.					
GA Shared Mission			10,000		(10,000)
Per Capita - General Assembly	110,104		54,800		55,304
Per Capita - Synod Mid-Atlantic	14,148		5,200		8,948
NC Council of Churches	2,000		4,000		(2,000)
	<u>126,252</u>	18%	<u>74,000</u>	8%	<u>52,252</u>
Council / Committees					
Church Growth	250		0		250
Committee on Ministry	7,500		8,700		(1,200)
SEND Communications	0		1,000		(1,000)
Council	200		200		0
EQUIP	0		5,200		(5,200)
Personnel	500		800		(300)
Preparation for Ministry	10,000		10,000		0
Resource Center	1,600		1,620		(20)
Stated Clerk	2,400		2,400		0
Youth	10,750		10,750		0
Other Related Commissions	400		200		200
	<u>33,600</u>	5%	<u>40,870</u>	5%	<u>(7,270)</u>
Administrative					
Compensation					
Salaries	222,900		303,788		(80,888)
Housing	0		58,000		(58,000)
Salary - SECA	10,200		15,426		(5,226)
Insurance / Annuity	61,500		132,820		(71,320)
FICA / Medicare	5,586		12,250		(6,664)
	<u>300,186</u>	43%	<u>522,284</u>	58%	<u>(222,098)</u>
Continuing Education					
Administrative (General) Presbyter	1,200		2,800		(1,600)
Transformation (Equip/Afr	0		2,000		(2,000)
Amer)	0		2,000		(2,000)
Leadership (Hispanic)	800		2,200		(1,400)
Communication/Stewardship	0		275		(275)
Other Employees	0		275		(275)
	<u>2,000</u>	0%	<u>9,275</u>	1%	<u>(7,275)</u>
Travel & Professional Expenses					

Administrative (General) Presbyter	4,000		7,000		(3,000)
Transformation (Equip/Afr Amer)	0		4,000		(4,000)
Leadership (Hispanic)	0		4,000		(4,000)
Hispanic Evangelist	0		3,000		(3,000)
Hunger Action Enabler	0		2,500		(2,500)
Communication/Stewardship	3,000		0		3,000
Other Staff	1,000		1,500		(500)
Staff Retreat	0		1,000		(1,000)
	<u>8,000</u>	1%	<u>23,000</u>	3%	<u>(15,000)</u>
Communications					
Telephone/Internet	7,500		6,400		1,100
Computer	10,500		10,150		350
Website	13,500		6,800		6,700
	<u>31,500</u>	5%	<u>23,350</u>	3%	<u>8,150</u>
Other Administrative					
Dues & Subscriptions	100		200		(100)
Office supplies	3,100		3,500		(400)
Postage / copying / printing	6,400		6,000		400
Professional fees	13,000		12,000		1,000
Contract Services	3,000		6,400		(3,400)
Bank & payroll fees	2,300		2,400		(100)
Interest Exp	0		100		(100)
Miscellaneous	500		400		100
	<u>28,400</u>	4%	<u>31,000</u>	3%	<u>(2,600)</u>
Building & Occupancy					
Closed Church Expense	3,800		6,000		(2,200)
Custodial Services	4,200		4,200		0
Facilities Maintenance	8,400		10,000		(1,600)
Insurance	19,000		18,500		500
Utilities	3,850		4,300		(450)
	<u>39,250</u>	6%	<u>43,000</u>	5%	<u>(3,750)</u>
	<u>695,638</u>	100%	<u>905,779</u>	100%	<u>(210,141)</u>
	<u>0</u>				

Monthly Budget Requirement

57,969.83

ACTION:

5. Salem Presbytery approved the proposed budget for 2020.

CHURCH GROWTH AND TRANSFORMATION
Rev. Lee Zehmer, Moderator

Rev. Lee Zehmer announced the opportunity for a workshop in May led by Rev. Richard Hong to help churches create continuity across all forms of communications. The Generosity workshops will be offered again as an opportunity for congregations. Rev. Michael Erwin, Church Campaign Services, reported on the successes of the fourteen churches who completed the first round of these workshops and encouraged other congregations to participate.

EQUIP
DCE Donna Chase, Moderator

Educator Donna Chase shared information about the Salem Presbytery Advocacy weekend. It will be held March 15-16, 2020, at Alamance Presbyterian Church. Salem Presbytery website has information from the Moravian Resource Center to aid congregations in resourcing Vacation Bible School and other Christian education events.

MISSION COMMITTEE
Rev. Ray Mims, Moderator

The Rev. Ray Mims presented the following information from the Mission Committee. The Salem Presbytery Mission Committee sponsors mission opportunities for congregations, assist with mission trip planning and encourages participation in disaster assistance efforts. Last Sunday, a medical mission team returned from serving two weeks in Ocosingo, Chiapas, Mexico. Over the two weeks, the team served hundreds of patients at Las Manos de Cristo (The Hands of Christ) Clinic. The Clinic was built several years ago by mission travelers with financial contributions from Salem Presbytery congregations. Reading glasses, medical supplies, and water filters donated by congregations were carried down by the mission team members. Dr. John Newell from Boone First Presbyterian was introduced to discuss the recent trip and the need for clean, sanitary drinking water.

An estimated 50% of the patients seen by the medical team were suffering intestinal diseases brought on by unsanitary drinking water. Partnering with Wine to Water Inc., a clean water charitable organization located in Boone, NC, the team was able to carry down 150 household water filters for distribution to Mexican and indigenous Indian households. The Clinic trains recipients how to use and maintain the filters and monitors and records the health improvements experienced by families using the filters.

The Four weeks of medical missions each year are made possible by individuals who give of their time and expertise to provide health care to people living in abject poverty. Reading glasses, medical supplies and cash donations for prescription drugs and water filters (\$25) are needed for use in the Clinic.

Additional medical team members including doctors (from all specialties), nurses, paramedics, pharmacists, optometrists, dentists and those with Spanish and indigenous language skills are needed for the upcoming fall medical trips.

In addition to medical trips, youth disaster assistance trips are planned for spring break weeks and construction trips are scheduled for the summer. Construction teams need people of varied skills to help build a church, clinic additions, and youth camp facilities and to provide a summer Bible School experiences for children. Building experience or Spanish language skills are not required.

Additional information and mission trip applications are available on the Presbytery web site: (salempresbytery.org).

PYC
Rev. Taylor Barner, Moderator

Rev. Taylor Barner was recognized on behalf of Presbytery's Youth Council to encourage youth groups in Salem Presbytery congregations to participate in the Spring Youth retreat on March 28-29. Rev. Kate Morrison will keynote the retreat.

COMMISSION ON MINISTRY
Rev. Amanda Anderson and Rev. John Johnson, Co-Moderators

Rev. John Johnson presented the following report on the work of the Commission on Ministry.

I. COMMISSION ACTION REPORTED FOR THE INFORMATION OF PRESBYTERY

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

1. Concurred with the Session of the **Fellowship Presbyterian Church**, Greensboro, North Carolina, in renewing the interim/transitional contract with the **Reverend Dr. Nancy Jo Dederer** for a period of three months beginning January 16, 2020.

B. SECURING A PARISH ASSOCIATE AGREEMENT

1. Concurred with the Session of **First Presbyterian Church**, Burlington, North Carolina, in securing a Parish Associate Agreement with the **Reverend Caroline Rhoads Tuttle**, member of New Hope Presbytery.

C. SECURING A TEMPORARY SUPPLY

1. Concurred with the Sessions of **Old Providence Presbyterian Church and Fifth Creek Presbyterian Church**, Statesville, North Carolina, in securing a Temporary Supply contract with the **Reverend Sandra Kern** for a period of five months beginning December 1, 2019.

D. TEMPORARY SUPPLY RENEWAL

1. Concurred with the Session of **Mt. Tabor Presbyterian Church**, Cleveland, North Carolina, in renewing the Temporary Supply contract with the **Reverend Timothy Porter** for a period of one year beginning January 1, 2020.

E. STATED SUPPLY RENEWAL

1. Concurred with the Session of **Bixby Presbyterian Church**, Advance, North Carolina, in changing the ending date on the Stated Supply contract with the **Reverend Peter Peterson** from August 31, 2020 to April 30, 2020.
2. Concurred with the Session of **Baird's Creek Presbyterian Church**, Vilas, North Carolina, in renewing the Stated Supply contract with the **Reverend Keith Freeman** for a period of one year beginning January 1, 2020.

3. Concurred with the Session of **Lloyd Presbyterian Church**, Winston-Salem, North Carolina, in renewing the Stated Supply contract with the **Reverend Laura Spangler** for a period of one year beginning August 1, 2019.

F. DISSOLUTION OF PASTORAL RELATIONSHIPS WHERE BOTH PARTIES AGREE

1. Dissolved the Associate Pastoral relationship between the **Reverend Dr. Kathryn Campbell** and **Starmount Presbyterian Church**, Greensboro, North Carolina, effective January 26, 2020.

G. LABORING OUTSIDE THE BOUNDS OF SALEM PRESBYTERY

1. Approved the **Reverend Susan Moorefield's** work outside the bounds of Salem Presbytery in Providence Presbytery.

II. COMMISSION ACTIONS TAKEN ON BEHALF OF PRESBYTERY

A. COMMISSIONED RULING ELDERS/LAY PASTORS (RENEWAL)

1. Concurred with the Session of the **Immanuel Presbyterian Church**, China Grove, North Carolina, in renewing the contract of **Dr. James Beard** to serve as their Commissioned Ruling Elder–Lay Pastor for a period of one year beginning March 1, 2020.

B. MODERATOR OF SESSION

1. That the **Reverend Felicia Hoyle** was appointed Moderator of Session for **Third Creek Presbyterian Church**, Statesville, North Carolina.
2. That the **Reverend Leigh Wisner** was appointed Moderator of Session for **Sandy Ridge Presbyterian Church**, Sandy Ridge, North Carolina.
3. That **Mr. David Vaughan** was appointed Moderator of Session for **Griers Presbyterian Church**, Leasburg, North Carolina.

C. ADMINISTRATIVE COMMISSION APPROVED

1. Stated Clerk approved the administrative commission to ordain and install the **Reverend Wes Pitts** as Pastor at **First Presbyterian Church, Reidsville**, North Carolina, on January 26, 2020.
2. Stated Clerk approved the administrative commission to install the **Reverend R.C. Griffin, III** as Pastor at **North Wilkesboro Presbyterian Church, North Wilkesboro**, North Carolina, on January 18, 2020.
3. Stated Clerk approved the administrative commission to install the **Reverend Elizabeth Troyer** as Pastor at **Concord Presbyterian Church**, Statesville, North Carolina, on February 9, 2020.

III. RECOMMENDATIONS FOR THE ACTION OF PRESBYTERY

B. REQUEST FOR CONCURRENCE WITH OVERTURE ON PAID FAMILY LEAVE

1. That Salem Presbytery concur with the attached overture to the 221st General Assembly regarding paid family leave.

ACTION:

6. Salem Presbytery concurred with the following overture to the 224th General Assembly regarding PCUSA Paid Family Leave.

PCUSA Paid Family Leave

The Presbytery [or Synod] of _____ overtures the 224th General Assembly (2020) to...

Amend the last sentence of G-2.0804 to read as follows: (Text to be added is shown as italics.)

“The call shall include paid family leave of at least twelve weeks, including, but not limited to, leave for birth of a child, adoption, care of a sick family member, etc., and participation in the benefits plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, or any successor plan approved by the General Assembly.”

Rationale

The 221st General Assembly (2014) encouraged presbyteries and churches to create parental leave policies with the minimum of six weeks and 100 percent pay without using other forms of paid leave.¹

The 222nd General Assembly (2016) also voted to encourage the six agencies of the General Assembly (Board of Pensions, Foundation, Office of the General Assembly, Presbyterian Investment and Loan Program, Inc., Presbyterian Mission Agency, and Presbyterian Publishing Corporation) to improve their paid parental leave policies in accordance with the advice of the 221st General Assembly (2014).²

As a denomination, we have affirmed the importance of supporting families. However, in practice, congregations are put in the precarious position of choosing between taking care of a family, or taking care of the financial well-being of the congregation. Many churches cannot afford paid family leave for their pastor(s) in addition to the cost of pulpit supply, yet many pastors cannot afford to be unpaid when they welcome a new member into the family. These choices are difficult ones that often lead to solutions which leave either the pastor or the congregation neglected, but usually the pastor, and lack witness to the love God, Parent of us all, has for the world.

Without a paid family leave policy, the PC(USA) forces parents to make a choice between proper health-care for themselves and their children, and adequate income to provide for their families. It forces family members with sick parents or children to choose work over care, which is antithetical to our call to be compassionate to the ill and infirm.

Without a paid parental leave policy, we uphold false narratives that describe men as “bread-winners” and require them to leave the child-raising to their spouses. Without a paid parental leave policy, we continue to uphold antiquated and unequal traditions that not only reinforce gender stereotypes, bringing harm to families and children, but fail to account for the many different kinds of families our denomination lifts up and celebrates.

Family leave is essential to the well-being of the pastor, the family, and the church. It enforces healthy boundaries, contributes to the financial security of caregivers, and ensures the continued care of both family and congregation in the long term.

In our Brief Statement of Faith, we confess as a church, that the Holy Spirit

... calls **women and men** to all ministries of the Church.

In a broken and fearful world

the Spirit gives us courage

to pray without ceasing,

to witness among all peoples to Christ as Lord and Savior,

to unmask idolatries in Church and culture,

to hear the voices of peoples long silenced,

and to work with others for justice, freedom, and peace.

In gratitude to God, empowered by the Spirit,

we strive to serve Christ in our daily tasks

and to live holy and joyful lives,

even as we watch for God’s new heaven and new earth,

praying, “Come, Lord Jesus! (*Book of Confessions*, 11.4)

With a paid parental leave policy, we have the opportunity to live into this calling of courage in our ministries as pastors and congregations and in our daily lives as we grow our families and support one another in love. With a paid parental leave policy, we unmask the idolatry of unequal practices and are free to live holy and joyful lives—lives wherein all parents can bond with their children without fear of destitution, and the whole community can grow in love.

This overture seeks to bring equity to the genders involved in caregiving, bringing life into the world, and caring for life as it grows, ages, and dies. While parental leave and family leave constitute different needs, they are equally necessary in the life of a healthy pastor, and therefore we urge the General Assembly to consider the language of family leave and make this a reality for everyone in our employ.

Supporting Statistics:

The lack of any kind of paid parental leave creates problems for both parents because, while women are medically cleared to return to work after about at least six weeks (if birth went perfectly), the majority of daycares refuse children before six weeks of age. This puts parents in a lose-lose situation as they must risk their health, their child's care, and their families' overall well-being if proper paid leave is unavailable. Elsewhere in creation, we observe that God's creatures naturally keep their offspring close early in life.³ This policy simply acknowledges the health and financial needs of a new or growing family. Numerous studies have shown the benefits of paid parental leave for both parents and their children. An increase of 10 weeks paid maternal leave has been associated with a 10 percent decrease in neonatal and infant mortality rate,⁴ and parental leave has been shown to be a cost-effective method for improving child health more generally.⁵ However, the benefits to child health and the decrease in infant mortality are only seen with an increase in paid parental leave.⁶ Moreover, studies that have analyzed the long-term benefits of paid parental leave have found benefits to women's mental health in older age and a decrease in high school dropout rates among their children.⁷

At least half of the contemporary seminary graduates are women, and a large portion of graduates (male and female) are in their child-bearing years.⁸ Some of these female colleagues must negotiate lower pay to receive adequate paid maternity leave in their calls, if they can get the maternity leave. Some of our female colleagues are being told they must prove they are worth the maternity leave. Many men have no leave guaranteed at all. This is a matter of gender justice in our denomination. Because women are the ones giving birth, most studies have focused on the relationship between a mother and her child. However, increases in paid parental leave continue to be met by increases in use of that leave among all parents, allowing parents of all genders to spend more time on their child's care, which has demonstrated health benefits for the child. Indeed, it has been shown that when fathers—or non-birthing parents—are offered comparable paid parental leave, the length of leave they take increases and their involvement in a child's care after the leave period increases.⁹ It is wholly regrettable that non-birthing parents (historically, men) have been denied such crucial bonding and care time with their families for so long. The need for a just paid parental leave policy at this time is urgent as more and more pastors reach retirement age and more and more younger pastors—those in their prime parenting years—seek and negotiate calls.

Across the United States, a mere 14 percent of people have access to paid family leave.¹⁰ As stated above, this justice issue looms large for many workers, and the PC(USA) is not currently acting as a faithful leader. In working toward a solution, it is the profound hope of many young pastors that the denomination will see the opportunity to lead the world to a more faithful, loving approach to family leave.

Endnotes

1. <https://www.pc-biz.org/#/search/5121> also see *Minutes*, 2014, Part I, p. 740, electronic version.
2. <https://www.pc-biz.org/#/search/3000035> also see *Minutes*, 2016, Part I, p. 292, electronic version.
3. To put this in perspective, it is illegal in twenty-two states to separate a puppy from its mother before eight weeks. We should be treating humans with at least as much respect as we do dogs. Source: <https://www.animallaw.info/topic/table-state-laws-concerning-minimum-age-sale-puppies>.

4. Jody Heyman, Amy Raub, and Alison Earle, "Creating and Using New Data Sources to Analyze the Relationship Between Social Policy and Global Health: The Case of Maternal Leave," *Public Health Reports* 126 (Suppl 3) (2011): 127-134.
5. Christopher J. Ruhm, "Parental Leave and Child Health," *Journal of Health Economics* 19, no. 6 (November 2000): 931-960.
6. Sakiko Tanaka, "Parental Leave and Child Health Across OECD Countries," *The Economic Journal* 115, no. 501 (February 2005): F7-F28.
7. Mauricio Avendano, Lisa F. Berkman, Agar, Brugiavini, and Giacomo Pasini, "The long-run effect of maternity leave benefits on mental health: Evidence from European countries," *Social Science & Medicine* 132 (May 2015): 45-53; Pedro Carneiro, Katrine Løken, and Kjell Salvanes, "A Flying Start? Maternity Leave Benefits and Long Run Outcomes of Children," IZA Discussion Paper No. 5793.
8. <http://pres-outlook.org/2017/09/pastoral-pipeline-will-enough-ministers-serve-presbyterian-church/>
9. Arnalds, A., Eydal, G., and Gíslason, I. "Equal rights to paid parental leave and caring fathers—the case of Iceland," *Icelandic Review of Politics and Administration* 9, no. 2 (2013): 323-344.
10. <http://www.pewresearch.org/fact-tank/2017/03/23/access-to-paid-family-leave-varies-widely-across-employers-industries/>

C. REQUEST FOR HONORABLE RETIREMENT

ACTIONS:

7. The **Reverend Stuart Taylor** was granted the status of Honorably Retired effective February 15, 2020 and the pastoral call with **Elkin Presbyterian Church** of Elkin, North Carolina, was dissolved.
8. The **Reverend Dr. Larry Freeman** was granted the status of Honorably Retired effective March 31, 2019.
9. The **Reverend Dr. Ken Broman-Fulks** was granted the status of Honorably Retired effective May 15, 2020, and that the pastoral call with **First Presbyterian Church of High Point**, North Carolina be dissolved at that time. Reverend Broman-Fulks' retirement will be recognized at the May 12, 2020 meeting of Salem Presbytery.
10. The **Reverend Dr. Alfredo Miranda** was granted the status of Honorably Retired effective March 1, 2020, and his retirement will be recognized at the May 12, 2020 meeting of Salem Presbytery.

D. SERVICE OF HONORABLE RETIREMENT

ACTION:

11. Salem Presbytery recognized the **Reverend Terri Engle**, the **Reverend Dr. Larry Freeman**, the **Reverend Don McCann**, and the **Reverend Stuart Taylor** with a service of Honorable Retirement.

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

Rev. Stuart Taylor offered a slide show and the following reflections on the pilgrimage to Alabama to visit shrines of the Civil Rights Movement:

I would like to share with you a little bit about my participation in a pilgrimage to Alabama to visit shrines of the Civil Rights Movement. This delegation comprised of 19 Presbyterians from 10 different congregations

went first to Birmingham. The first morning there our group walked over to Kelly Ingram Park the scene of that moment that changed American history when Sheriff Bull Connor ordered his troops to attack with tear gas, billy clubs and fire hoses a group non-violent marchers led by Rev. MLK. After 2 days of marching, every available and willing adult in the black community had already been arrested and jailed. King could sense that the movement around him was wavering. Then black teenagers began to volunteer. "Do we let them march?" – That was the question before them. It had to have been as well the question being discussed around dinner tables of black families pondering if they would allow their youth to march and face such awful brutality from Bull Connor. We know what the ultimate decision would be. 600 teenagers and even children marched and again, Bull Connor unleashed his dogs and his hoses. The next day newspapers around the world ran headlines about Birmingham and photos of black youth being attacked by dogs or literally blown across the street by water. The demonstrations in Birmingham and the media coverage of them turned the tide of the civil rights movement and created the momentum for the first comprehensive civil rights legislation.

We then crossed the street from Kelly Ingram Park to the 16th Street Baptist Church which was a leading black congregation in the civil rights movement in Birmingham. When their pastor and board of Deacons made this decision in 1963 to offer their church as headquarters for the protest movement, they must have known that they would be targeted for reprisal by white supremacists. In 1963 the same year as King's March on Washington and his "I have a Dream Speech" the 16th St. Baptist church in Birmingham Alabama was bombed by the KKK and four young girls going to Sunday school on Sunday morning were killed. Many of the martyrs of the civil rights movement have become household names in American history a great cloud of witnesses whose faith and courage are invoked for our current freedom struggles. But these 4 girls remain largely unnamed and unknown. Lest we forget them, I would name them here: Denise McNair, 11, Addy Mae Collins 14, Carol Robertson 14, and Cynthia Wesley 14. I am reading the Pulitzer Prize winning history of the Civil Rights Movement written by Dr. Taylor Branch a gifted historian and Presbyterian elder. Taylor Branch said that Birmingham was a case study in how God can bring good out of evil. Branch said that the witness of non-violence in Birmingham would become an international symbol of the movement rippling around the world unleashing miracles of freedom and hope.

That very afternoon, we piled into our two vans and headed for Montgomery, the state capitol of Alabama. Arriving there in the early evening we found Montgomery to be a very attractive city. We watched the sun set down at the river front, got a good meal together and debriefed the first day as would be our practice. The Civil Rights movement is considered by historians to have begun in 1955 in Montgomery when Rosa Parks refused to give up her seat in the "colored" section of a bus for a white passenger after the whites-only section of the bus was filled. Rosa Parks' witness of civil disobedience in the Jim Crow South inspired the black community to boycott the Montgomery buses for over a year, the first major direct action campaign of the civil rights movement. But this was not simply the impulse of a woman too tired to give up her seat on a bus. Rosa Parks was already becoming a leader in those early days of the Civil Rights movement. She had received training in non-violent direct action at the famous Highlander School for Social Change in the foothills of Eastern Tennessee. The Highlander Center is a social justice center, working on social, economic, and environmental justice movements in Appalachia and the South. They helped organize the Montgomery, Alabama bus boycotts.

Our full day in Montgomery began as we walked around the corner from our hotel to the Legacy Museum. This museum is a dramatic presentation of the history of the Black struggle for freedom in America from the origins of slavery, to the terrible time of lynching from reconstruction to the 1940's. But this museum is not about just the past but brings you to the present and the reality of mass incarceration of African Americans in our nation's prison. This sobering experience was a walk through American history from the perspective of African Americans and into the challenges of the present. I recommend it highly for anyone who cares about who we are as a nation founded on the idea of equality. This museum was the visionary creation of Bryan Stephenson the author of the best-selling book Just Mercy. Stephenson is a lawyer advocate who founded the Equal Justice Initiative. EJI defends so many prisoners who have been unjustly convicted of crimes they never committed or given sentences all out of proportion to their crimes. From the museum we walked across downtown Montgomery to the National Memorial for Peace and Justice which is unlike anything I have ever seen. On a hilltop overlooking Montgomery is a shrine made up of countless hanging columns each one dedicated to a county in the south with the names of African Americans who were lynched

there. If you have been to the Holocaust museum in Washington DC you can imagine the impact this has on those who are experiencing it.

The next day we headed out for Selma less than one hour south of Montgomery. Our first stop would be Brown's AME Chapel that was another one of the historic black churches that embraced the civil rights movement. Like 16th Street Baptist in Birmingham, Brown's Chapel would become the launching pad for the civil rights protest movement in Selma. Between poll taxes and written examinations, and of course the threat of violence, very few African Americans were registered to vote in Selma and across the state. To bring attention to this, MLK and the Southern Christian Leadership Conference decided to march from Selma to the state capital in Montgomery. They left from Brown's Chapel, marched through town and as they approached the Edmund Pettus Bridge spanning the Alabama River they were attacked. Alabama State patrol officers on horseback plowed into women and men on foot, billy clubs swinging wantonly. Back at Brown Chapel, church folk supporting the march heard the noise and began to see the wounded and bleeding marchers streaming back. State highway patrol troopers on horseback rode up on the steps of the church. And violence from other whites continued throughout the night with gun shots being fired into the homes of that black neighborhood. This horrendous event became known as Bloody Sunday. 3 weeks later 20,000 marchers joined King on a triumphant march from Selma to Montgomery that became the catalyst for new voting rights legislation signed into Law by President Johnson. We closed our day in Selma by walking on foot across the Edmund Pettus Bridge where the attack occurred on Bloody Sunday. As I stood on the Edmund Pettus Bridge, I prayed that God would help us build a bridge to a more hopeful future of racial justice and reconciliation.

As we returned to Montgomery that afternoon, following the highway along which the march occurred, we stopped at a remote spot in the countryside to visit a shrine commemorating the murder of Viola Liuzzo. Viola was a young mother of five children from Michigan who had volunteered to provide support for the march. While she was driving others to Montgomery a car full of Klansmen pulled alongside her and shot her, killing her instantly. As night began to fall we pulled into Montgomery aware that we had not made one stop that we had really hoped to make. This was to visit Dexter Ave. Baptist Church, Dr. King's church which sits almost a stone's throw from the state capitol. We pulled up beside to get a glimpse of the church never really thinking that anyone could still be there who could show us around. But then the doors opened and we were graciously invited in and given a lovely, inspiring tour of the church and its history. As we stood in Dr. King's study and then entered the sanctuary and saw his pulpit, we realized again that Dr. King was simply a Christian pastor and preacher who was trying to be faithful to God's call for justice and peace. All of us were profoundly grateful for this fitting end to our pilgrimage and we committed ourselves to that same divine call to be faithful in our own small ways.

ACTION:

12. Salem Presbytery participated in re-commissioning the Rev. Frank Dew as the Peace and Justice Advocate for the Peace and Justice Task Force.

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

Rev. Sandy Kern presented the report. The Committee on Representation met on January 17, 2020.

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.

ACTIONS:

13. Salem Presbytery elected the following for service on Presbytery committees:

Budget and Finance:

Class of 2022 - Rev. Will Gipe, Prospect

Church Growth and Transformation:

Class of 2022- Rev. David Ealy, Hawfields

Commission on Ministry East:

Class of 2022 - Elder Mike Sherrill, Asheboro First

Commission on Ministry Central:

Class of 2020 - Rev. Ed Boyce, Statesville First

Class of 2021- Rev. Don McCann, HR
Elder Betty Agnew Wasson, Calvary

Committee on Preparation for Ministry:

Class of 2022 - Rev. Steve Braswell, Graham
Rev. Nancy Williams-Berry, HR

Examinations:

Class of 2022 - Rev. Josh Musser Gritter, Salisbury First

Executive Council:

Class of 2022 - Rev. Kathy Beach, Rumble Memorial

Salem's Representative to NC Council of Churches:

Rev. Jess Rigel, Alamance

14. Salem Presbytery endorsed the following candidates for the Stewardship Committee.

Rev. Ken Broman Fulks, High Point First
Rev. Kyle Goodman, Alamance
Rev. Bill Hoyle, Clemmons
Rev. Kim Priddy, Sedgefield
Rev. Jeff Sockwell, Shallowford
Elder Stephanie Williams, Burlington First

INSTALLATION OF NEW PRESBYTERY MODERATOR

Rev. Felicia Hoyle was thanked for her service as the Moderator of Salem Presbytery for the previous two years and presented Rev. Paul Sink to be installed as the new Moderator.

ACTION:

15. Salem Presbytery installed the Rev. Paul Sink as Moderator for Salem Presbytery.

ADJOURNMENT AND BENEDICTION

The new Moderator adjourned the meeting with the benediction.

Recorded by:

Laurie Scott
Office Manager

David Vaughan
Stated Clerk